



National Meat Industry
Training Advisory Council Limited
MINTRAC Scholarship Program

E M P L O Y E E U P S K I L L I N G S C H O L A R S H I P

Peter Gallagher

MINTRAC Employee upskilling scholarship 2004

Fletcher International Exports

Qualification: Graduate Certificate in Human Resource Management

Tertiary Institution: Charles Sturt University

Peter withdrew from the scholarship program when he left the meat industry. He has since completed his qualification.

It is with great pride that I can announce that I have completed the *Graduate Certificate in Human Resource Management* by distance education through Charles Sturt University. I completed the course over two year doing two subjects per year.

Issues in completing the course

The main issues that I found in completing the course were as follows.

- Balancing work, family and study. It really helps if you have a strong family support structure.
- I found that the time taken to write the essays was often much more than the time I had allowed. Requests for extensions became more the rule than the exception. I found that I struggled to structure the essays so that the knowledge I gained from the research and reading was presented in a manner that flowed. Later, I found headings helped to organise the structure in a better format.
- I had trouble locating the references I needed when writing the essays. I was re-reading large sections of text to find the point I needed. Better note taking and referencing in preparation for the essay would have made the process much more efficient.
- The subject notes have a suggested timetable which I followed. Occasionally I would read a relevant section after the essay was sent. Its advisable to stay in front of the timetable.
- Referencing was sometimes painfully slow, especially with websites but I got there in the end.

The scholarship

When I took on the Graduate Certificate program I had no idea I would be leaving the meat industry within 6 months of getting the scholarship. I left the meat industry in mid 2004 after a 22 year career where I had managed a Boning Room, a Human Resource Department, a Self Insured Workers Compensation Scheme and an RTO. I had a few Certificate IV's, all gained through MINTRAC initiatives and I am forever grateful for their support.

MINTRAC paid for the first two subjects of the Graduate Certificate through the scholarship program and I paid for the second two. The learning experience was wonderful and I particularly enjoyed the areas involving business ethics and change management. My best performed subject was Law of Employment. Twenty years experience dealing with the AMIEU gave me a healthy head start in this subject so I shouldn't have been surprised.

The qualification

Completing the Graduate Certificate gives me a tertiary qualification to back my 20 years in management. I know my knowledge will be used to benefit business that I contract to or am employed by in the future. I appreciate the help and encouragement that MINTRAC has given to me in obtaining a tertiary qualification. I highly recommend the program to other interested meat company employees.

It is difficult to complete subjects by distance education, however it is very rewarding and I would like to see MINTRAC continue its Employee Upskilling Scholarship Program.



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