

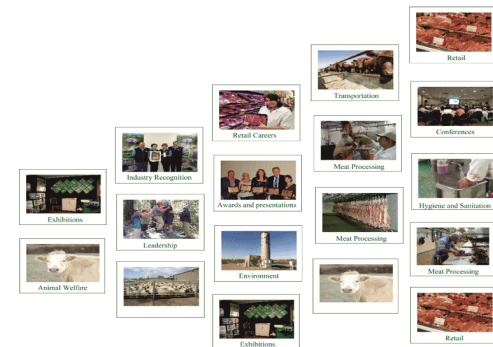


MINTRAC

NATIONAL MEAT INDUSTRY TRAINING ADVISORY COUNCIL LIMITED

Recruiting University students to the processing sector

Clive Richardson



Why bother?

What are our technical needs into the future:

- IT
- Electronics
- Automation
- Food Technologists
- Human resource management
- Compliance management
- Supply chain management

Why look at tertiary qualified recruits?

- This industry is currently built on talent and competency built on the **“grow our own principle”**.

- But what has changed?

What has changed with our talent pool at work?

- In **many plants but not all** the number of citizens and permanent residents on the pay roll has decreased dramatically
- There is a smaller pool to recruit managers from
- There has been an increased drain of talent away from the industry

Some Interesting statistics

University Graduates in 1970



An era when men's fashions were flattering and 2% of the overall population had degrees. In the regions that figure was closer to 1%.

There were a lot of smart guys standing on the slaughterfloor

University Graduates in 2019



An era when men's fashions were even more flattering and **38% of the 25-34 population have degrees.**

In the regions that figure is closer to **20%.**

The number of Universities has changed also

In Australia there are 43 Universities and 17 of them are located in the regions or have regional campuses

The number of Regional Universities has changed

Queensland alone now has 5 regional Universities spread across the state.

So they have no excuses!!!

So what got MINTRAC interested in Regional Universities

1. Charles Sturt University project with 16 under graduates undertaking the Certificate III and IV in Meat processing (Meat Safety) with bovine and ovine placement.
2. Federation University with 16 students.

Good results to date

What do these students bring to the table?

1. A work ethic that was surprising
2. The vast majority of students come from and have chosen to live in regional areas and understand the advantages of a regional lifestyle.
3. They have committed to and completed a course of study with timelines etc
4. They bring technical knowledge and a proven ability to learn

Is this is a viable pool of talent?

- Most regional universities offer degrees that prepare students in some area relevant to abattoir operations.
- Most courses require students to have an industry placement, an internship, so there are opportunities to try before you buy.
- Most of these students will be looking for employment in their home towns or regions

BUT

BUT!

These graduates will we think require

- A structured introduction to the plant with a clear idea with where there employment will take them and over what time frame
- Possibly a cadetship program with rotation through a number of departments to “learn” the business
- Remuneration equivalent to that offered by other employers in their field.