



Australian Government

AMPX411 Foster a learning culture in a meat enterprise

Release: 1

AMPX411 Foster a learning culture in a meat enterprise

Modification History

Release	TP Version	Comment
1	AMPv1.0	Initial release

Application

This unit describes the skills and knowledge required to integrate work and learning in a meat enterprise. This unit does not provide workplace trainer skills, but does describe the skills and knowledge required for people in leadership positions to monitor and facilitate workplace training and learning.

In the meat industry, workplace learning adds to performance and the competitive advantage of the business. The commitment of personnel in leadership roles to training and learning is essential.

This unit applies to individuals who take responsibility for their own work and for the quality of others' work within known parameters. They provide and communicate solutions to a range of predictable and sometimes unpredictable problems.

This unit must be delivered and assessed in the context of Australian meat industry standards and regulations.

No occupational licensing, legislative or certification requirements are known to apply to this unit at the time of publication.

Pre-requisite Unit

Nil.

Unit Sector

Elements and Performance Criteria

Element	Performance criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Develop a learning culture in the enterprise	1.1 Demonstrate a commitment to, and value of learning through own personal performance 1.2 Include learning and training strategies as an integral part of work

Element	Performance criteria
	<p>and performance plans</p> <p>1.3 Reflect diversity of needs and opportunities in learning and training strategies and plans</p> <p>1.4 Prepare and recommend resource proposals to support workplace learning</p> <p>1.5 Ensure consultation and negotiation with training and development professionals results in the planning and provision of learning which enhances individual, team and organisational performance</p>
<p>2. Create learning opportunities to develop individual, team and organisational performance</p>	<p>2.1 Develop and support workplace environments and contexts which facilitate learning</p> <p>2.2 Identify and promote external and internal opportunities for learning</p> <p>2.3 Collaboratively develop learning plans to meet individual, team and organisational goals</p> <p>2.4 Facilitate individual and team access to, and participation in, learning opportunities</p> <p>2.5 Plan and provide individual and team learning and training in consultation with learners and training specialists, where appropriate</p>
<p>3. Facilitate and promote learning</p>	<p>3.1 Use workplace activities as opportunities for learning</p> <p>3.2 Encourage personnel to take advantage of learning opportunities</p> <p>3.3 Ensure coaching and mentoring contributes effectively to development of workplace knowledge, skills and attitudes</p> <p>3.4 Share benefits of learning with others in team and organisation</p> <p>3.5 Provide opportunities for learners to continue utilising and extending new skills and knowledge</p> <p>3.6 Recognise workplace achievement through timely and appropriate recognition, feedback and rewards</p>
<p>4. Monitor and improve learning effectiveness</p>	<p>4.1 Monitor individual and team performance to determine the type and extent of required additional work-based support</p> <p>4.2 Use feedback from individuals and teams to make improvements to future learning arrangements</p> <p>4.3 Monitor effectiveness and efficiency of learning and training programs and prepare recommendations for improvement</p> <p>4.4 Negotiate adjustments to learning plans and activities with training and development personnel to achieve improvements to learning effectiveness</p> <p>4.5 Document and maintain learning plans, records and reports of competency in accordance with organisation systems and procedures</p>

Foundation Skills

Foundation Skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Unit Mapping Information

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Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e2e56b7-698f-4822-84bb-25adbb8443a7>