



Australian Government

AMPLDR406 Foster a learning culture in a meat processing workplace

Release: 1

AMPLDR406 Foster a learning culture in a meat processing workplace

Modification History

Release	Comments
Release 1	This version released with AMP Australian Meat Processing Training Package Version 8.0.

Application

This unit describes the skills and knowledge required to integrate work and learning in a meat processing workplace. 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.

All work must be carried out to comply with workplace procedures, according to state/territory health and safety legislation and standards that apply to the workplace.

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

Pre-requisite Unit

Nil

Unit Sector

Leadership (LDR)

Elements and Performance Criteria

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>

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<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Develop a learning culture in the workplace	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 and performance plans 1.3 Reflect diversity of needs and opportunities in learning and training strategies and plans 1.4 Prepare and recommend resource proposals to support workplace learning 1.5 Ensure consultation and negotiation with training and development professionals results in the planning and provision of learning that enhances individual, team and workplace performance
2. Create learning opportunities to develop individual, team and workplace performance	2.1 Develop and support workplace environments and contexts that facilitate learning 2.2 Identify and promote external and internal opportunities for learning 2.3 Collaboratively develop learning plans to meet individual, team and workplace goals 2.4 Facilitate individual and team access to, and participation in, learning opportunities 2.5 Plan and provide individual and team learning and training in consultation with learners and training specialists, where appropriate
3. Facilitate and promote learning	3.1 Use workplace activities as opportunities for learning 3.2 Encourage personnel to take advantage of learning opportunities 3.3 Ensure coaching and mentoring contributes effectively to development of workplace knowledge, skills and attitudes 3.4 Share benefits of learning with others in team and workplace 3.5 Provide opportunities for learners to continue utilising and extending new skills and knowledge 3.6 Recognise workplace achievement through timely and appropriate recognition, feedback and rewards
4. Monitor and improve learning effectiveness	4.1 Monitor individual and team performance to determine the type and extent of required additional work-based support 4.2 Use feedback from individuals and teams to make improvements to future learning arrangements

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
	4.3 Monitor effectiveness and efficiency of learning and training programs, and prepare recommendations for improvement 4.4 Negotiate adjustments to learning plans and activities with training and development personnel to achieve improvements to learning effectiveness 4.5 Document and maintain learning plans, records and reports of competency according to workplace systems and procedures

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.

Skill	Description
Learning	- Maintain currency of knowledge of training in industry through independent research or professional development - Identify learning opportunities to support individual and team learning plans
Reading	- Interpret workplace and industry training requirements - Review learning plans
Writing	- Document individual and team learning plans - Map learning and training strategies against individual, team and workplace goals or priorities
Oral communication	- Interact effectively with team, peers and supervisors - Interact openly and sensitively when negotiating learning opportunities and plans - Report the impact of training on the operation of the department or workplace
Numeracy	Estimate time and costs required for training

Unit Mapping Information

Code and title	Code and title	Comments	Equivalence status
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current version	previous version		
AMPLDR406 Foster a learning culture in a meat processing workplace	AMPX411 Foster a learning culture in a meat enterprise	Unit code and title updated Foundation Skills added Assessment Requirements reworded for clarity	Equivalent

Links

Companion Volumes, including Implementation Guides, are available at VETNet: -
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e2e56b7-698f-4822-84bb-25adbb8443a7>

Assessment Requirements for AMPLDR406 Foster a learning culture in a meat processing workplace

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Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

There must be evidence that the individual has fostered a learning culture in one meat processing workplace or department, including:

- defined the workplace learning opportunities within areas of responsibility, taking into consideration the requirements and limitations of the workplace
- identified the areas that require the training services provided by training professionals
- developed and reviewed learning plans, linked with individual and team goals and workplace needs, in consultation with relevant personnel
- developed simple targets, goals and performance measures for evaluating outcomes of learning and training.

Knowledge Evidence

An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:

- workplace and employee obligations under industrial and training agreements relating to the provision of (workplace) training
- requirements and ethical considerations for the supervision of employees operating under formal training agreements and contracts (including trainees and apprentices)
- methods to recognise the achievements of individuals
- effective communication methods to interact with individuals from different backgrounds
- opportunities and learning strategies that address the cultural, working and learning experiences and styles of individuals and team
- impact and outcomes of workplace learning on the competitive advantage of the workplace
- range of internal and external learning opportunities available to workplace personnel.

Assessment Conditions

Assessment of the skills in this unit of competency must take place under the following conditions:

- physical conditions:
 - skills must be demonstrated in a meat processing workplace or an environment that accurately represents workplace conditions
- resources, equipment and materials:
 - personal protective clothing and equipment
 - learning systems
 - access to training standards for job roles carried out within a meat processing workplace
- specifications:
 - workplace procedures for training
- relationships:
 - interactions with work team, supervisor and training professionals.

Assessment for this unit must include at least three forms of evidence.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

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