



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
	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 which enhances individual, team and organisational performance
2. Create learning opportunities to develop individual, team and organisational performance	2.1 Develop and support workplace environments and contexts which facilitate learning 2.2 Identify and promote external and internal opportunities for learning 2.3 Collaboratively develop learning plans to meet individual, team and organisational 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 organisation 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 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 in accordance with organisation systems and procedures

Foundation Skills

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

Range of Conditions

Unit Mapping Information

MTMPSR404C Foster a learning culture in a meat enterprise	E
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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>

Assessment Requirements for AMPX411 Foster a learning culture in a meat enterprise

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Performance Evidence

The candidate must foster a learning culture in a meat enterprise. Evidence must demonstrate the candidate's consistency of performance over time.

The candidate must:

- communicate openly and sensitively when negotiating learning opportunities and plans
- define the workplace learning opportunities within areas of responsibility, taking into consideration the requirements and limitations of the enterprise
- identify the areas that require the training services provided by training professionals
- develop and review learning plans, linked with individual and team goals and enterprise needs, in consultation with relevant personnel
- develop simple targets, goals and performance measures for evaluating outcomes of learning and training
- estimate resources required to support learning and training within the department or enterprise (including personnel, time, cost)
- facilitate and monitor the implementation of training and assessment schedules (including negotiating time release)
- maintain currency of knowledge through independent research or professional development
- apply relevant communication and mathematical skills
- identify and apply relevant workplace health and safety, regulatory and workplace requirements
- identify and support internal coaches and mentors to provide support to individuals and teams
- identify learning opportunities and strategies which address the cultural, working and learning experiences and styles of individuals and team
- identify learning opportunities to support individual and team learning plans
- map learning and training strategies against individual, team and enterprise goals or priorities
- negotiate training strategies and schedules with enterprise trainers and assessors and other training and development professionals, to meet enterprise needs
- promote and report the impact of training on the operation of the department or enterprise

- promote the sharing of skills and knowledge as a strategy for achieving personal and enterprise goals
- recognise the achievements of individuals promptly and appropriately, within enterprise requirements
- resource and encourage enterprise trainers and assessors (including ensure necessary equipment and materials are available) to provide and follow up training and assessment
- review learning plans, opportunities, strategies and outcomes with individuals or team

Knowledge Evidence

The candidate must demonstrate a broad factual, technical and theoretical knowledge of:

- enterprise 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)
- impact and outcomes of workplace learning on the competitive advantage of the enterprise
- range of internal and external learning opportunities available to enterprise personnel

Assessment Conditions

The candidate must demonstrate competency through sustained performance over time, at an appropriate level of responsibility and authority, and under typical enterprise operating and production conditions.

Assessment must be conducted under typical operating and production conditions for the enterprise.

A minimum of three different forms of assessment must be used.

Assessors must satisfy current standards for RTOs.

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