

Training

How the BIASA is helping

Training in South Australia

The Baking Industry Association of South Australia has been asked if there is any training available for bakers to become leading hands (known as frontline management) or better, by the training institutions.

TAFE SA, Adelaide City Campus has a course in frontline management which would be suitable for bakers. They have other courses in other skills, computers, small business training and management that would be suitable for bakery owners and higher levels of management. This means that TAFE can now train from apprentice at Regency to CEO at Adelaide City. How's that for a career development plan in the baking industry?

All of these courses are nationally recognised and therefore transferable from state to state or from industry to industry. What is learnt in these courses is applicable to most industries and the participant's experience can be used in assignments and examples.

Further more, if enough people register to do any course, TAFE can tailor it to be specific to the baking industry. In the following you will see where courses have been delivered to specific industry groups or specific employers. So if you think your future is looking a little gloomy, why don't you do a little more training and move up the ladder of success? Here are the details...

TAFESA: Adelaide City Campus

Management and Small Business Management: Programs Offered

Management Studies offers a range of Management Programs from Certificate IV through to Advanced Diploma levels. The overall aim of these offerings is to provide a comprehensive framework of Management or Human Resource Management competencies and qualifications for those engaged in, or aspiring to, management occupations.

The titles of the relevant qualifications are: Certificate IV in Business (Frontline Management); Diploma of Business (Human Resources); Diploma of Business Management; Advanced Diploma of Business (Human Resources); and Advanced Diploma of Business Management. The Certificate and Diploma levels are also offered by external studies (this involves the student studying 'from home' with the use of written and on-line support materials).

The qualifications are offered on Campus but may be delivered in the place of work. A recent example of workplace - based study has been with the West Torrens Council. Participants in that Program completed workplace projects as part of the assessment process. Further, workplace examples and 'real life' work problems were considered and strategies to deal with these developed.

Management Studies also offers short courses in Project Management, Risk Management and Training and Assessment. Furthermore, the Department has a strategic partnership with the International Graduate School of Management University of South Australia to conduct the Graduate Certificate in Business Administration which is part of the University's MBA Program.

We are affiliated with the Australian Human Resources Institute (AHRI) and have been responsible for conducting AHRI's Foundations of Human Resource Management Program for several years. We are also affiliated with the Risk Management Institute of Australasia and the Project Management Institute.

The approach of Management Studies is practical with the focus on the development of immediately useful workplace skills.

SMALL BUSINESS TRAINING CENTRE

The Small Business Training Centre has been a specialised part of TAFESA based at the Adelaide City Campus of TAFE for the past 24 years. During this time it has undertaken small business training ranging from apprenticeship/entry level to advanced strategic management for expanding small businesses. The Small Business training centre is regarded as a leader in small business training courses and materials in Australia.

Training is based on the nationally accredited Certificate IV in Business - Small Business Management and covers a range of management practices necessary to operate a successful small business in an increasingly complex business environment.

The Certificate includes such subjects. Getting started in small business and Market the small business.

These subjects are Nationally Accredited, competency based and allow participants to choose one or more to meet the needs of their business. Assessment if required is based on the business or business idea. Customised training for specific industries is a speciality of the Centre.

All the subjects above are available by flexible delivery. This means they can be delivered by either:

- Print format for full correspondence with on line support
- Classroom attendance
- Workplace training
- A combination of all the above.

The Small Business Training Centre has conducted small business training for the following industry groups and organisations.

- Hairdressers
- Beauty Therapists
- Dental Technicians
- Musicians
- Fashion Designers
- Horticulturalists
- Plumbers
- Electricians
- Elders (Australia)
- Printing Industry of Australia
- Pharmacy Association of Australia
- Laubman and Pank (Optometrists)
- APEC (Asian Pacific Economic Community)

It is also the chosen educational institution to deliver Small Business Management Training for Open Universities Australia (OUA).

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Training and the community International students and the skills gap

For four years Holmesglen has been training international students to the level of Certificate III in Retail Baking - Bread. Despite encountering many challenges it seems we have reached a point where we can confidently say that the international program is starting to pay dividends in the Victorian baking industry.

As part of their course, the students participate in Structured Practical Training (SPT), where they are given access to industry in a commercial environment, usually over an eight week period at a participating bakery. This exposure validates the studies done on campus and gives the trainees valuable employability skills.

Mike Ferguson of La Parisienne Bakery in Glenhuntingly Road, Elsternwick, is one of the many supporters of SPT, and this partnership gives the students a feel for what it takes to work in the baking industry. Some of the students inevitably find out that bakery is not the vocation for them; others relish the opportunity. This may lead to part time employment with La Parisienne, when the student's experience develops to the point where they become useful in their own right to gain employment either with La Parisienne or elsewhere to further their career.

One of the more interesting people Mike has met is a student who previously trained as a microbiologist, coming to Australia simply to learn how to bake good bread. The student was placed at La Parisienne as part of the structured practical training program and has gone on to become a key member of staff under the guidance of Mike's production manager, Les Bannon. Although the program is not a quick fix to filling the skills shortage, it is the dedication of the staff at La Parisienne to "give people a go" that will begin to have a positive effect on the industry. To date, Holmesglen students have been placed with more than 80 bakeries.

Internationals are not the only people placed in the work environment. As this goes to print Holmesglen is negotiating to place local Certificate I students on work placement with a major retail organisation. This group of students is comprised of mature age individuals looking for a career change, through to the younger generation keen for an apprenticeship.

The younger demographic have come to us through what is known as a Pathways Program. This has come about in response to a pilot project commenced in second semester 2008 which advertised the Certificate I baking course to local secondary schools.

From our experience here at Holmesglen we encourage industry to embrace the initiatives that are being developed with the various programs. It will get more bakers into the workforce, involve your community and actively assist in shortening the skills gap.



Graham James teaching students basic hand skills

Happenings at Holmesglen Showcase Dinner 2008 - Microbreweries of Victoria

On Monday 25 August, over 150 invited guests enjoyed a degustation menu matched to a selection of beers from several microbreweries around Victoria. The event was held at Centara on the Moorabbin campus, and attendees included Holmesglen staff, partners and industry.

Ross Digby welcomed and thanked Holmesglen's industry partners for their support and contributions over the past year. Willie Simpson - long-time beer writer, and now brew master of the Seven Sheds in Tasmania, was MC for the evening. Willie's career spans over 20 years of travelling, drinking and writing about beer. Willie explained to the crowd that a new brewery is opening every three weeks somewhere in Australia - with Victoria and Western Australia the brewing capitals.

Throughout the evening, Willie introduced the brewers from the six microbreweries Red Hill, Two Brothers, Mountain Goat, Bright Brewery, Grand Ridge and the Holgate Brewery, and invited them to discuss their entry into the brewing field and inspiration behind their beers. Guests were invited to probe the brewers about the finer details about their particular brewing styles.

It was revealed that across the globe, a number of new beers are being developed, while old-style beers are also making a comeback in the small breweries and that these beers are preservative

and additive free thereby reducing the side effects some people suffer when consuming main stream beers. While beer-matching is a relatively new concept the guests were delighted at the complementary flavours brought forth in both the beer and the dish. The most remarkable would have to be the Chocolate Tempress - a porter style beer infused with vanilla and chocolate beans - that was perfectly matched to the rich chocolate in the wildflower lamington dessert.

Willie closed the evening by expressing his appreciation of the challenges faced by small players in the brewing industry, and acknowledged the passion of the people who enter the field and continue to develop their craft.

Image: Beer writer Willie Simpson discussing beers with two local brewers, Paul Holgate from the Holgate Brewery, and David Golding from the Red Hill Brewery.

