

percentile ranking grades may well be asked. But is it easy to identify who wants traditional grading?—teachers/students, industry or universities? Universities primarily select on academic merit, whereas the VET system will be based on competencies achieved.

An holistic approach to grading is the ideal : a system needs to be designed which can measure knowledge, skills, and attitudes. The future will be challenging but the rewards will be greater skills achievements, productivity, and therefore opportunities for the Australian horticultural workforce.

### LITERATURE CITED

**Mayer, E.** 1992. Putting general education to work. The key competencies report. The Australian Education Council and Ministers for Vocational Education, Employment and Training 1992.

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## Training Programs for the Horticulture Industry - from Research to Practice

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The Institute for Horticultural Development (IHD) is one of Australia's major research and development institutes supporting the horticultural industry and its allied trades. A critical part of the Institute's core business is to provide training to assist producers, processors, and product and produce managers to develop the skills and knowledge needed to adopt world competitive practices.

Continuing industry-based research and development programs within and outside the Institute provide information and technology that is at the forefront of international science. However, the information derived from current and past research is not often in a form in which can easily be adopted and integrated by industry personnel into the management practices of their workplace. A further complication is that the horticulture industry is comprised of a number of diverse sectors producing a multitude of different commodities, on farms of different types, and processing and marketing them through a wide range of different enterprises, e.g. the growing, handling, and marketing of hydroponic tomatoes is very different to that of wine grapes, apples, Asian vegetables, cut flowers, or nursery plants.

The ability of such a heterogenous industry to respond to changing consumer demands and new market opportunities is reliant not only on the provision of information and new technology, but its adoption by all industry personnel involved in any aspect of the production, handling, or marketing chain. Training courses designed to be of real value to the horticultural industry need to be carefully adapted and tailored to suit the special needs and priorities of each component activity of the various sectors.

IHD is registered with the State Training Board under the category of Industry Based Private Provider. Courses are carefully designed in response to needs outlined by industry personnel. They are delivered by "trainer-researchers" who

are staff with scientific and technical expertise, as well as relevant trainer-training. This combination of skills assists the targeted delivery of complicated scientific information and technology in a manner acceptable to adult learners from a range of educational backgrounds. In some special cases, language, literacy, and numeracy assistance is also provided for course participants prior to, or in tandem with, the industry training course.

An important element of IHD training courses is the use by participants of new information and technology to solve problems or improve practices in their own work situation as part of the actual course. In many cases this leads to instant adoption by some industry personnel who can then call in a more informed and constructive manner for changes to be made to allied activities in their industry sector.

Courses that can and are being delivered to industry groups include: Postharvest Handling; Plant Protection (Integrated Pest Management); Farm Chemical Users Course; Writing a Whole Farm Plan; Quality Assurance for Horticultural Producers; and Short Courses such as: Asian Vegetables; Insect Identification; Plant Disease Diagnostics; Introduction to Quality Assurance; and Biotechnology for School Teachers.

## **SESSION 2: PROPAGATION FOR REVEGETATION**

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### **Supplying Plants for Revegetation: A Buyer's Expectations**

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Revegetation or the use of indigenous local provenance plants for rehabilitation or restoration of plant communities is the accepted practice in Melbourne Water Waterways and Drainage Group and is used as part of waterway management. Revegetation programs within Melbourne Water are included in:

- The Stream Frontage Management Program which is an incentive scheme to encourage rural land owners to fence and revegetate waterway reserves in their property;
- Revegetation associated with capital works, e.g. waterway stabilisation using rock;
- Drainage Schemes which are funded by developers of subdivisions and provide a means of 'greening' a new development along installed drainage infrastructure, ie. open drains and modified watercourses;
- Significant sites which involve community/"friends" groups.

Revegetation demands a plant supplier who has a degree of knowledge in botany, ecology, and genetics and has a willingness to incorporate these disciplines into horticulture.