

PROJECT PHOENIX



# NEW FLORABANK TRAINING FOR THE NATIVE SEED SECTOR



PROJECT SUMMARY

JUNE 2021

*Across all of our Project Phoenix activities and actions we pay respect to the Traditional Owners and Custodians of the lands and waters on which we work. We honour the resilience and continuing connection to country, culture and community of all Aboriginal and Torres Strait Islander people across Australia. We recognise the decisions we make today will impact the lives of generations to come.*

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Project Phoenix  
Greening Australia (National Office)  
Level 3, 349 Collins Street  
Melbourne VIC 3000  
Tel: 1300 886 589  
Email: [phoenix@greeningaustralia.org.au](mailto:phoenix@greeningaustralia.org.au)  
Website: [www.greeningaustralia.org.au](http://www.greeningaustralia.org.au)

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Authors: Glenn Brown, Environmental Consultant  
Nick Hill, Horticultural Consultant  
Title: New FloraBank training for the Native Seed Sector

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# EXECUTIVE SUMMARY

## About the project

**This project developed training resources from the new *FloraBank Guidelines* that are suitable for online delivery and will be available on the FloraBank website.**

## Scope

The scope of this project was to:

- update existing and develop new training and skills acquisition programs to form a comprehensive skills, training and employment package and
- provide industry interaction, feedback and road testing of newly-developed packages.



## Introduction

**The key recommendation from native seed training in 2021 is to develop a non-accredited, online training package in seed collecting, handling, storage and production that is flexible enough to have local information inserted to make the training useful in all areas across the country.**

The new *FloraBank Guidelines* were identified as a unique resource which provides the knowledge and information base for the training. The *Guidelines* are comprehensive and able to be adopted for accredited and non-accredited training.

As a result of the recent COVID-19 restrictions and a demand for online training, combined with the difficulties associated with delivering meaningful training over the entire country, online non-accredited training has been adopted as the most logical option.

This project included six components:

1. Develop the necessary assessments tools, practical exercises and resources to deliver training using the new *FloraBank Guidelines* as reference material.
2. Obtain and develop learning guides and resources to provide added information that support the training.
3. Obtain and develop visual material such as graphics, videos and images to assist the training.
4. Produce audio tools such as voice over to assist the training.
5. Discuss and obtain feedback from industry representatives to assist in road testing the training.
6. Coordinate the upload of the training to an appropriate online platform.



## Issues

- All of the requirements of this project have been completed based on the draft *FloraBank Guidelines*. In discussions with the FloraBank Project Officer, there are likely to be only minor amendments required to the text. This will be done in conjunction with the upload to the training modules.
- IT, design support and uploading the training into an appropriate platform has been provided and can be fast tracked once the new *FloraBank Guidelines* and images for the training are available.
- Ongoing maintenance, upgrades and costs have yet to be determined.

The issues of whether training is paid for by the end user as well as the maintenance of the online training platform both need consideration. In our experience, free training is not always valued and often not completed, as the trainee has no financial incentive to complete other than potential (and nebulous) work in the seed supply sector.

## Comment

Not applicable

## Key outputs

The project produced FloraBank training that is suitable for the industry, including Indigenous enterprises. Resourcing associated with delivery models and maintenance costs has been identified.

## Outcomes

**Development of online training that provides a sound knowledge base that can assist skills development within the seed sector and ultimately increase seed collection across the nation.**

A course introduction, content and structure, including a user guide, have been created. The learning objectives and assessments have been developed and are linked to the relevant sections in the *FloraBank Guidelines*. Audio presentations and voice over are to be connected to the assessment item. Visual material, such as pictures and videos, are to be inserted in the relevant learning objective within the assessment.

Feedback from industry representatives has been incorporated during the development of the training program. The same industry representatives will assist in road testing the training and provide feedback on the course content.



## Findings

**It was demonstrated that the new *FloraBank Guidelines* are high quality and an extremely useful resource for the sector and as an evidence base for the FloraBank online training.**

In coordinating the upload of the training to an appropriate online platform, alternatives and mock trials were investigated, while a desired layout and function were found. Audio trials were also done and additional software (SNAGIT) was found to enable a presenter screen on the page to introduce the overall program and each training module.

## Evidence

FloraBank online training will be available to the sector on the FloraBank website.





# RECOMMENDATIONS

The key objective was to complete the final aspects of the training course and to make the training as user friendly as possible. Therefore, the following recommendations are considered appropriate.

## RECOMMENDATIONS

1

**Once the course is live, there will need to be ongoing maintenance of the website and the course content.**

**The training program will need to evolve and change over time, so that it remains current as seed handling technologies improve and research and knowledge of native seed develops.**

# WANT TO KNOW MORE?

The FloraBank website will be relaunched in 2021 at [florabank.org.au](http://florabank.org.au)

## Related project

- *The big reveal — Introducing the new FloraBank website*

This project contributes to the evidence base for a ten-year strategy to guide the native seed and landscape sector. The document, which is untitled until endorsement in September 2021, is referred to as the Strategy in all Project Phoenix publications



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