

# Skills Impact Update

February 2020



This report provides an update on the progress of various projects and activities to support Industry Reference Committees (IRCs) assigned to Skills Impact. While we inform all interested stakeholders about our activities via the Skills Impact website and new alerts, this update is for key stakeholders with a deeper level of interest in our work and projects.

We support IRCs to improve and develop the following training packages:

- [ACM Animal Care and Management Training Package](#)
- [AHC Agriculture, Horticulture and Conservation and Land Management Training Package](#)
- [AMP Australian Meat Processing Training Package](#)
- [FBP Food Processing Training Package](#)
- [FWP Forest and Wood Products Training Package](#)
- [PPM Pulp & Paper Manufacturing Industry Training Package](#)
- [RGR Racing and Breeding Training Package](#)
- [SFI Seafood Industry Training Package](#)

## Table of Contents

<b>Skills Forecasts</b>	<b>2</b>
<b>Drafts Available</b>	<b>3</b>
ACM – Pet Care & Animal Training Project	3
FBP – Food and Beverage Processing Project	4
AHC – Conservation and Land Management Project	4
FWP – New Timber Harvesting Technologies Project	5
FWP – Timber Merchandising Project	5
FWP – Timber Truss and Frame Estimating and Design Project	6
SFI – Fishtech and Aquabotics Project	6
SFI – Work With Crocodiles Project	6
<b>Feedback Collected on Drafts</b>	<b>7</b>
ACM – Exhibited Animal Care & Marine Wildlife Project	7
<b>At Validation</b>	<b>7</b>
AHC – Ag Biosecurity and Emergency Response Project	7
AHC – Green Walls & Rooftop Gardens Project	8
<b>Validation Completed</b>	<b>8</b>
AHC – Horticulture and Nursery Project	8
AHC – Medicinal Crops Project	9
AHC – Rural Merchandising and Sales Project	9
AHC – Agronomy Project	9
AMP – Diploma & Advanced Diploma in Meat Processing Project	10
AMP – Halal Meat Processing Project	10
AMP – Game Harvesting Auditing Project	11
AMP – Poultry Processing Project	11
<b>Project Planning Underway</b>	<b>12</b>
FBP – Pharmaceutical Bioprocessing Project	12
<b>Cross-Sector Project</b>	<b>12</b>
<b>Submitted for Endorsement</b>	<b>13</b>

AHC – Arboriculture Project	13
FBP – Advanced Wine Operations Skills Project	13
<b>Endorsed &amp; Published</b>	<b>14</b>
FBP – Artisanal Food & Beverage Project	14
FWP – Advances in Woodmachining & Sawdoctoring Project	14
FWP – Sawmill Timber & Process Optimisation Project	14

## Skills Forecasts

Annual Updates to Skills Forecasts, including proposed project work for 2020 – 2021 will soon be presented to the Industry Reference Committees for their consideration and feedback. They will then become available for feedback on the Skills Impact website.

The Annual Updates will include information about employers' use of training packages and qualifications, barriers to hiring apprentices and trainees, and reasons behind non-completion rates. It will also look at alternative training being delivered, some of which draws on the training package, but is not delivered by registered training organisations as national qualifications.

Industry Reference Committees (IRCs) are interested in receiving views on these topics, as well as receiving feedback on the training package projects that they have proposed. They will particularly appreciate any information from research you may have undertaken, or that you know of, however formal or informal, that you believe could add value to IRC responses. Information collected so far is indicating that many industries are facing common problems, as well as issues that are specific to their sectors. Skills Impact will be working with the IRCs to develop data and information sources on these issues over the coming year, and welcome any contributions specific to sectors or more generally the vocational skills, learning and recognition system.

In addition to providing updated information on current skills needs, most IRCs have been closely monitoring the effects of natural events in Australia, including the drought, bushfires and public health issues. The forestry and timber IRCs will be seeking support for a project to undertake a full work function analysis based on the recent experiences dealing with bushfires, and the need for additional fire related training in conservation and land management will be considered. IRCs intend to work together to identify and address emerging skills needs.

Currently, the major projects being considered by IRCs include:

- Review of the flour milling and plant baking qualifications in the FBP Food, Beverage and Pharmaceutical Training Package, leading to the likely deletion of existing qualifications and the incorporation of relevant skills into other qualifications.
- The continuation of the unit sector approach to review the AHC Agriculture, Horticulture and Conservation and Land Management Training Package covering: Landscaping; Parks and Gardens; Broad Acre and Seed; and Dairy and Milk Harvesting.
- Other projects in the AHC Training Package include: Therapeutic Horticulture; Mined Land Rehabilitation; Turf Growers Skill Set; Digital Agritech; and Animal Reproduction.
- The review of ACM Animal Care and Management Training Package qualifications and development of training products for skills in equine industries outside of or supporting the Racing and Breeding industries, including performance horse, horse care and welfare skills.
- Skills for the emerging biomanufacturing and resource re-use markets in the PPM Pulp & Paper Manufacturing Industry Training Package.

- Adjustments to qualifications, skill sets and units of competency, including prerequisite and business skills requirements, within the RGR Racing and Breeding Training Package (and associated training packages), based on implementation feedback.
- Review of the rendering qualification and development of rendering skill sets, and the review of a unit of competency for the use of electric slicers in the AMP Australian Meat Processing Training Package.
- Requests for projects related to the development of training and assessment materials in the following training packages:
  - AMP Australian Meat Processing Training Package
  - FBP Food, Beverage and Pharmaceutical Training Package
  - FWP Forest and Wood Products Training Package
  - RGR Racing and Breeding Training Package
- Requests for research projects in the following training packages:
  - AHC Agriculture, Horticulture and Conservation and Land Management Training Package
  - FWP Forest and Wood Products Training Package
  - PPM Pulp & Paper Manufacturing Industry Training Package
  - SFI Seafood Industry Training Package

## Drafts Available

### ACM – Pet Care & Animal Training Project



Draft qualifications, skill sets, and units are available for feedback on the Skills Impact website, until 8 March 2020. Australians place a great deal of value on the health and happiness of their pets and assistance animals, recognising how this can in turn benefit their own wellbeing. This is causing demand for more skilled workers in areas such as pet grooming, animal health care, animal training, assistance animals, companion and therapy animals, and regulation. Job roles in all these areas require foundational skills for managing the wellbeing of animals, as well as specialised skills relevant to each sub-sector. Experts in these fields have been consulted to review and revise existing qualifications and skills standards. Feedback is being collected on the website as well as several consultation workshops and webinars. Feedback is especially sought on the merging of three existing Certificate III qualifications; the redesign of the existing Certificate IV in Companion Animal Services; the replacement of the Certificate IV in Pet Styling with a new skill set; the potential deletion or redesign of the Certificate I in General Animal Studies; two new skill sets for the Animal-Assisted Services sector; eight new units that describe emerging skills and knowledge; and the proposed deletion of nine existing units.

[Click here](#) for further details

## FBP – Food and Beverage Processing Project



Draft qualifications, skill sets and units of competency are available for broad stakeholder feedback on the Skills Impact website until 27 March 2020. Several face-to-face consultation workshops are also taking place across Australia to give stakeholders an opportunity to discuss the draft skills standards with the project team in person. A lot has changed in the food and beverage processing world in the past decade, from regulatory changes to trends in what consumers want to eat and drink. This is driving new innovations in the sector and having an effect on the kind of skills, knowledge and practices needed. The content of the qualifications and units have been reviewed with subject matter experts. Five qualifications have been streamlined into two, with specialisations added to the *Certificate III in Food Processing*. Twelve new units of competency have been created, including for non-alcoholic beverage production, dairy processing, allergens, traceability, and general operational sectors. Two new skill sets have been created to support skills in allergens and traceability. All units and qualifications have been reviewed with regards to their level in the Australian Qualifications Framework (AQF) and adjusted where necessary. Some units have also changed sector where appropriate. Twenty units with low/no enrolments are also proposed for deletion.

[Click here](#) for further details

### Project to Replace FDF Units in FBP Qualifications

Many units of competency for the food and beverage industry have been updated over the past two years. As part of the update they received a new code – FBP (previously FDF). They were updated as part of national projects, that underwent consultation with industry and training providers. Qualifications that were part of these projects have been updated to include the FBP units. However, several qualifications were not part of these projects and so the FDF units could not be replaced with the updated FBP version. As part of this project, the FDF units that have already been reviewed will be replaced by equivalent FBP units in qualifications which were not updated in the past two years. The qualifications and units will be released at the same time as qualifications and units from the Food and Beverage Processing Project to ensure the changes can be incorporated into one major update on training.gov.au.

[Click here](#) for further details

## AHC – Conservation and Land Management Project



An additional new unit is now available for review and feedback. It captures the skills and knowledge for conducting a site inspection and assessing the condition and recovery potential of the site's native ecosystem. The need for this unit became apparent during the broad industry consultation on the draft qualifications and units that were available for feedback from 7 November 2019 – 2 February 2020. This unit will be available for comment on the website for two weeks and then undergo validation along with the rest of the qualifications and skills standards from 6 - 31 March, to provide industry the opportunity to give thorough feedback on all the work carried out in this sector. Conservation and land management is a large and complex sector that conserves Australia's unique natural resources for the benefit of everyone. This work is geographically and culturally diverse, comprising a number of

sub-sectors, including lands, parks and wildlife; natural area restoration; conservation earthworks; and pest management.

[Click here](#) for further details

## FWP – New Timber Harvesting Technologies Project



Draft new and revised units are now available for comment on the Skills Impact website, until 28 February 2020. There is also the option to attend a webinar. Subject Matter Experts have been consulted to draft five new units to support skills development in digital technology, winch-assisted harvesting, mechanised forestry site preparation on steep slopes, and use of a chainsaw off the ground; as well as 24 revised units to support skills development in cable logging, environmental care (forestry operations), transport of logs, tree felling /chainsaw operations, and wood chipping. Four units of competency are also proposed for deletion. Technology has always been a key driver of change in the forest industry. New technology, such as digital maps and forest operation plans, and new harvesting systems are supporting the industry to be more productive, environmentally sustainable and safer. As a result, many job roles require higher levels of technical and digital skills than before.

[Click here](#) for further details

## FWP – Timber Merchandising Project



Two draft new qualifications and four revised units of competency for timber building products supply are now available for comment on the Skills Impact website, until 28 February 2020. There is also the option to attend a webinar. The Certificate III in Timber Merchandising has been revised and upgraded to the proposed Certificate III in Timber Building Products Supply. The Certificate II in Timber Merchandising and the unit FWPCOT3251 Promote the carbon benefits of wood products is proposed for deletion. Subject Matter Experts have been consulted to revise the current qualifications and units. Those working within timber supply play an integral role in facilitating the sale of timber and timber products. In August and September 2019, consultation took place with industry experts from nine relevant organisations in Victoria, Queensland and Tasmania. These businesses represent timber product manufacturers (with and without timber and hardware stores), timber traders, buying groups, industry associations (with representation across the whole timber sales supply chain) and training organisations.

[Click here](#) for further details

## FWP – Timber Truss and Frame Estimating and Design Project



Industry experts have been consulted to review the job roles of people working in the timber truss and frame industry and to draft qualifications, skill sets and units that are consistent with the workplace requirements to design and manufacture timber frames and trusses. The draft skills standards are now available on the Skills Impact website for review and feedback until 16 March 2020. The timber truss and frame industry is critically important to Australia's economy and its people, as a high proportion of modern homes and buildings require its products. Three draft qualifications have been developed, corresponding to each job role within the industry; five skill sets have been developed to provide for the technical skills required to perform at each workstation; and twenty-five units have been revised and improved to meet the current task requirements, resulting in a total of 20 draft units. A new unit has also been developed for timber system designers to develop and apply knowledge of processes of timber systems design and work effectively with a broad range of individuals and teams. Four current qualifications are proposed for deletion.

[Click here](#) for further details

## SFI – Fishtech and Aquabotics Project



Draft units of competency and skill sets are available on the Skills Impact website for broad stakeholder consultation and feedback until 5 March 2020. New technology is having a significant impact on job roles in aquaculture and wild catch. Many tasks that were previously performed manually can now be done using aquabotics, such as remotely operated vehicles (ROVs), underwater drones and biosensors. This is an important development, offering improved monitoring, welfare practices and biosecurity measures. Industry is driving this project to define the skills required to work with these new technologies. Ten proposed new units of competency and three new skill sets have been drafted, and several existing units of competency reviewed. The draft units of competency and skill sets encompass skills in digital literacy, automation and environmental sustainability.

[Click here](#) for further details

## SFI – Work With Crocodiles Project



Specialist skills are required to work with crocodiles in ways that are sustainable, safe and humane. Draft units of competency, skill sets and a qualification are available on the Skills Impact website for broad stakeholder consultation and feedback until 6 March 2020. There is also the option to attend a consultation workshop or webinar, to gain more information verbally or face-to-face. Members of the Skills Impact team have been consulting with Subject Matter Experts to gather information about the knowledge and skills required to work with crocodiles. While some of these skills are unique, depending on whether work is taking place in the wild, on a farm, in a zoo or in a wildlife park, many essential skills are common across environments. At present, only two crocodile specific units of



competency exist and there is a need for a greater variety of nationally endorsed units to cover the many job tasks required to handle crocodiles in a safe and humane manner.

[Click here](#) for further details

## Feedback Collected on Drafts

### ACM – Exhibited Animal Care & Marine Wildlife Project

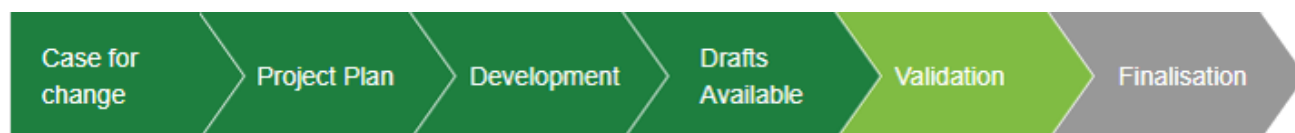


Consultation with subject matter experts has helped to identify and define the skills standards that describe work practices of zoo keepers, animal carers and marine wildlife responders. They have been captured in draft qualifications, skill sets and units of competency, which were available for broad industry feedback from 8-19 December 2019. The Certificate III and IV in Captive Animals have been revised based on the feedback received. Final drafts will be made available for comment and validation in April 2020. Feedback during the 'Development' phase was that the Certificate IV qualification does not reflect the current skills standards and practices of industry and that many of the units within it are already covered by the Certificate III qualification. Six new skill sets have been developed, to incorporate all units within the existing Certificate IV that are not covered in the Certificate III. It has also been suggested that these proposed new skills sets could offer an alternative to the Certificate IV. Seven new units have also been developed. This project covers two distinct areas of animal care, to identify skills needs for both exhibited animal care and marine wildlife response.

[Click here](#) for further details

## At Validation

### AHC – Ag Biosecurity and Emergency Response Project

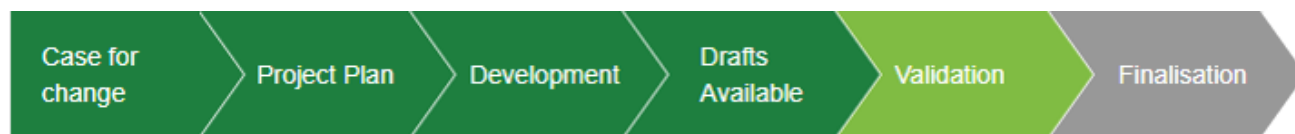


Australia's reputation for high quality produce is underpinned by strong biosecurity measures. The skills for upholding these measures are needed at every stage of production, from purchasing through to growing, transport and sales. Final draft skill sets and units are available for comment and validation on the Skills Impact website, until 29 February 2020. They have been revised in consultation with Subject Matter Experts to reflect feedback that was received on the initial drafts, made available for comment during the 'drafts available' stage. All units have been updated to include preparedness for an outbreak. The Biosecurity Incident Management System (BIMS) standards have also been used across all units. Working closely with biosecurity emergency responders, units have also been revised to complement existing procedures to respond to an outbreak, including the hierarchical structures that are formed during a biosecurity related emergency response situation. The draft skill sets for biosecurity emergency responder and manager are no longer being developed as PUASS00063

Biosecurity Emergency Responder was identified as an existing skill set which can address these skills needs. Along with the new basic biosecurity and site manager skill sets, the project has seen the development of an additional two new skill sets to assist with biosecurity emergency response. They are for the use of firearms and chainsaws. They are for the use of firearms and chainsaws.

[Click here](#) for further details

## AHC – Green Walls & Rooftop Gardens Project

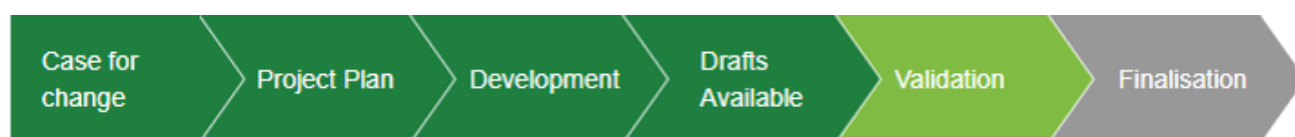


Final draft skills sets and units are available for validation and comment on the Skills Impact website until 1 March 2020. Roof gardens, vertical gardens, and green facades are becoming more common, as technology and council policies make it easier to build. Capturing the skills standards required to design, construct, install and maintain such infrastructure is essential to supporting job roles in this field. The skills sets and units have been revised to include terminology consistent with that used within industry, which is reflected in the updated proposed titles and throughout the documents. Concern was raised during consultation that the scope of the proposed unit *AHCGR1XX1 Design rooftop gardens, green walls and green facades* was too large as it contains 36 Performance Criteria (PC). Consultation with Subject Matter Experts confirms that the unit needs to be kept as one unit as it is common for workers to use a range of building styles and techniques across one project. Subject Matter Experts also considered the issue of prerequisites for the individual units as well as entry requirements for the skill sets. Wording has been incorporated into the units and skill sets to indicate a level of experience may be necessary, and RTOs can and should determine individual learner capabilities for enrolment.

[Click here](#) for further details

## Validation Completed

## AHC – Horticulture and Nursery Project

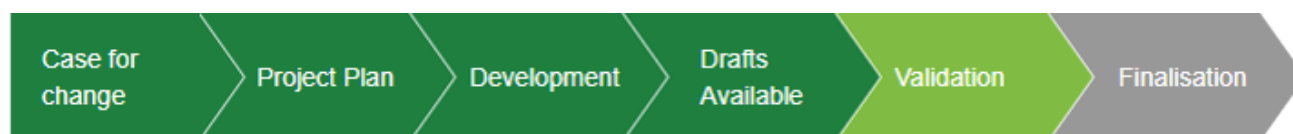


Final draft qualifications, skill sets and units were available for broad stakeholder validation from 20 December 2019 – 16 February 2020. All feedback is being considered to produce the final documents which will progress through to the final stages of the project. This will include edit and equity, quality assurance, review and feedback from the State/Territory Training Authorities, consideration and sign-off by the Industry Reference Committee, before being submitted to the Australian Industry and Skills Committee. The qualifications and units were revised in consultation with Subject Matter Experts. They have been reviewed so that they reflect the strong correlation between the production horticulture, nursery production and retail nursery sectors and support clear and flexible career paths. The sectors of production horticulture, nursery production and retail nursery are intrinsically linked, making up parts of the same supply chain. As such they share many transferable skills and are faced with many of the same opportunities and challenges.

[Click here](#) for further details



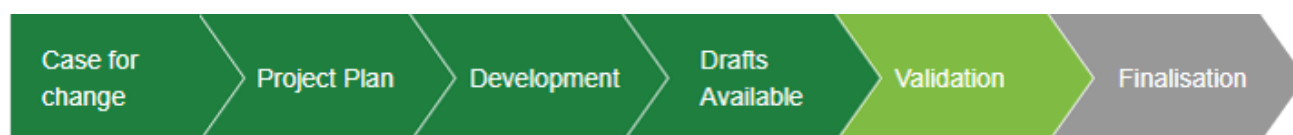
## AHC – Medicinal Crops Project



Skills requirements for individuals supporting the cultivation and production of medicinal cannabis in licensed medicinal cannabis facilities have been identified and described in the development of three new qualifications and 13 units of competency and four skill sets. The final draft documents were available for comment and validation on the Skills Impact website from 31 January to 23 February 2020. All feedback is being considered to produce the final documents which will progress through to the final stages of the project. This will include edit and equity, quality assurance, review and feedback from the State/Territory Training Authorities, consideration and sign-off by the Industry Reference Committee, before being submitted to the Australian Industry and Skills Committee. Medicinal crops are highly regulated and also highly valued as pharmaceutical agents. Workers require skills in propagation, plant care, maintenance, harvest and pre-processing, as well as how to operate within the strict regulatory framework and security requirements. The drafts have been developed in consultation with experts from the industry, who are keen to benchmark the national skills standards for producing these high value crops. Skills to support product consistency and quality are key to this sector's continuing development.

[Click here](#) for further details

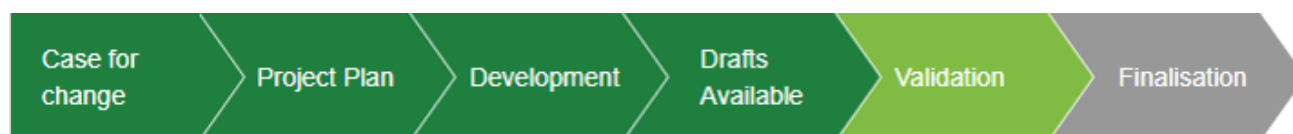
## AHC – Rural Merchandising and Sales Project



The final draft Certificate III in Rural Merchandising and units of competency were available for broad stakeholder validation from 20 December 2019 – 28 January 2020. All feedback is being considered to produce the final documents which will progress through to the final stages of the project. This will include edit and equity, quality assurance, review and feedback from the State/Territory Training Authorities, consideration and sign-off by the Industry Reference Committee, before being submitted to the Australian Industry and Skills Committee. Specialised knowledge is required to sell the equipment and chemicals used in agricultural businesses. The qualification and units have been reviewed to address the specialist skills and knowledge required of rural merchandisers and sales assistants, so they are relevant to current practices, markets and products. The qualification and units have been drafted in consultation with Subject Matter Experts and people working directly in the rural merchandising and sales industry.

[Click here](#) for further details

## AHC – Agronomy Project

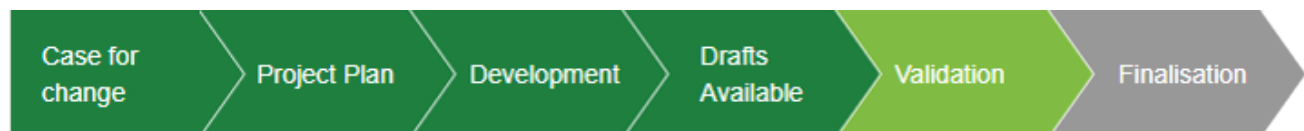


Final draft units of competency, a Diploma of Applied Agronomy and Digital Agronomy Skill Set were available for validation on the Skills Impact website from 29 November – 15 December 2019. All feedback is being considered to produce the final documents which will progress through to the final stages of the project. This will include edit and equity, quality assurance, review and feedback from

the State/Territory Training Authorities, consideration and sign-off by the Industry Reference Committee, before being submitted to the Australian Industry and Skills Committee. The units, skill set and qualification have been revised to address the requirements of industry for hands-on expertise to put the research of agronomy into practice, including the skills and knowledge to address emerging changes in technology, plan for, capture and interpret data, and conserve natural resource. Practical skills in agronomy are currently in demand in Australia. To help agricultural enterprises achieve the best long-term results from the land, agronomists need to know how the environment, soil, nutrition, weather and cultivation techniques can affect crops and/or pastures.

[Click here](#) for further details

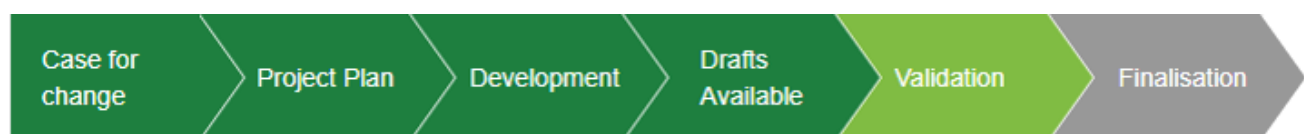
## AMP – Diploma & Advanced Diploma in Meat Processing Project



The Australian meat processing industry is dependent on strong management and leadership skills to maintain its status for producing highly sought after products in both local and global markets. Skills at this level are supported by the Diploma of Meat Processing and Advanced Diploma of Meat Processing, which define the skills standards needed for developing business strategy and identifying opportunities and new products. The final draft Diploma of Meat Processing and Advanced Diploma of Meat Processing qualifications, related skill sets and units were available for validation on the Skills Impact website from 4 December 2019, until 2 February 2020. The qualifications have been updated to incorporate skills in animal welfare throughout the supply chain. Two new units have been developed for managing a feedlot facility and managing supply chain and enterprise animal welfare performance. The Diploma of Meat Processing (Meat Retailing) is also proposed for deletion, as it has had very few graduates since it was introduced in 2000. All feedback is being considered to produce the final documents which will progress through to the final stages of the project. This will include edit and equity, quality assurance, review and feedback from the State/Territory Training Authorities, consideration and sign-off by the Industry Reference Committee, before being submitted to the Australian Industry and Skills Committee.

[Click here](#) for further details

## AMP – Halal Meat Processing Project

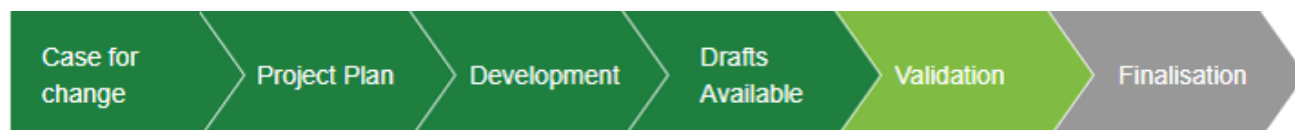


The meat processing industry supported a move towards a single Australian halal certification system. This would lift the consistency and reputation of Australian halal products, promoting their ongoing success to international markets. It also provides consumers with reassurance that they know where their meat is coming from, how it has been handled and that it matches their religious beliefs. The final draft qualifications, skill sets and units of competency for halal slaughtering and meat processing were available for validation on the Skills Impact website from 4 December 2019, until 2 February 2020. The units were drafted in consultation with the Department of Agriculture Halal Consultative Committee – Halal Training Sub-committee. This committee has provided information about the key requirements of the job roles covered by the skill sets and units. All feedback is being considered to produce the final documents which will progress through to the final stages of the project. This will include edit and equity, quality assurance, review and feedback from the State/Territory Training

Authorities, consideration and sign-off by the Industry Reference Committee, before being submitted to the Australian Industry and Skills Committee.

[Click here](#) for further details

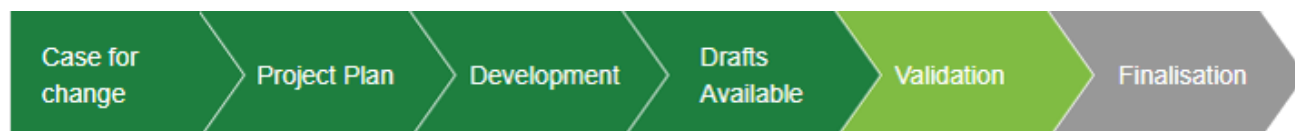
## AMP – Game Harvesting Auditing Project



A final draft skill set and unit for wild game harvesting internal auditing were available for validation on the Skills Impact website from 4 December 2019, until 2 February 2020. As the game harvesting industry moves towards more formalised training and accreditation requirements, there is a need to define skills standards in auditing within the sector. This includes the audit of game field depots which transport game from individual harvesters to the meat processors. This is a vital step in the supply chain, requiring a range of skills for the continued production of game meat that is wholesome and safe for human consumption. Feedback that was received from stakeholders on the initial drafts, during the 'Drafts Available' stage, has been considered to revise these final drafts. All feedback is being considered to produce the final documents which will progress through to the final stages of the project. This will include edit and equity, quality assurance, review and feedback from the State/Territory Training Authorities, consideration and sign-off by the Industry Reference Committee, before being submitted to the Australian Industry and Skills Committee.

[Click here](#) for further details

## AMP – Poultry Processing Project



To keep up with consumer demand, while maintaining the quality of its products, the Australian poultry industry has increased automation throughout the entire processing line. The skills standards for poultry processing are being reviewed and updated to reflect the this shift in the operating environment, and the new skills that are required for working with poultry using automated systems. The final draft skill sets and units of competency for poultry processing were available for validation on the Skills Impact website from 4 December 2019, until 2 February 2020. Feedback that was received from stakeholders on the initial drafts, during the 'Drafts Available' stage, has been considered to revise these final drafts. No objections were raised to the deletion of the unit *AMPP207 Operate the bird receival and hanging process*. This unit is proposed for deletion as the two new units developed in the project for operating the bird receival process and preparing birds for stunning have been developed to replace it. All feedback is being considered to produce the final documents which will progress through to the final stages of the project. This will include edit and equity, quality assurance, review and feedback from the State/Territory Training Authorities, consideration and sign-off by the Industry Reference Committee, before being submitted to the Australian Industry and Skills Committee.

[Click here](#) for further details

## Project Planning Underway

### FBP – Pharmaceutical Bioprocessing Project



Pharmaceutical bioprocessing techniques are now making it possible to treat some illnesses where no other treatments were previously available. This expanding field involves harnessing bacteria, yeast or mammalian cells for use in immunology, pharmaceutical therapies or diagnostic tests. The skills standards of those working in manufacturing and distribution of pharmaceutical bioprocessing products are unique to traditional pharmaceutical manufacturing. While it is evident that pharmaceutical bioprocessing requires specialised skills and knowledge, no nationally endorsed units of competency are currently available in this specific area. Consultation with industry will continue throughout this project to address the need for these skills standards. Current units in pharmaceutical manufacturing will be reviewed, and new units or qualifications will potentially be developed to reflect the more in-depth analysis and compliance requirements of bioprocessing work activities.

[Click here](#) for further details

## Cross-Sector Project

### Environmental Sustainability Skills Project

Australia's transition toward a more environmentally sustainable society is being driven by political, economic, social and environmental imperatives. The transition brings challenges for the vocational education and training system to ensure the workforce is equipped with the skills required for new, and more sustainable, ways of working. Under the direction of the Environmental Sustainability Expert Panel, Skills Impact has worked with the Department to source information on usage and occupational outcomes from existing skill standards and qualifications, with a focus on environmental sustainability. The Panel has identified significant challenges that are inherent to the project and consulted with all IRCs to answer some of these questions that relate to these challenges. The Panel compiled a report of their investigation, including a series of recommendations, and submitted this to the AISC late in 2019. The future of the project is expected to be considered at the February 2020 meeting of the AISC.

[Visit project webpage](#)

## Submitted for Endorsement

### AHC – Arboriculture Project



Skills Impact is continuing to work with key stakeholders to address issues that have been raised concerning the demonstrated need for higher level qualifications, and the most appropriate method of ensuring industry standards are maintained through training in the relevant qualifications. Additional information requested by the AISC at the December 2019 meeting requiring further evidence of industry need for the higher-level qualifications has been submitted for consideration by the AISC at their next meeting on the 25 February 2020. The Amenity Horticulture, Landscaping, Conservation and Land Management IRC has also approved modifications to the Case for Endorsement and 12 units of competency which removed direct references to Arboriculture Australia's Minimum Industry Standards (MIS) from specific units of competency and replaced with a generic reference to current national recognised industry standards. Guidance around these standards the MIS has been provided in the Implementation Guide to ensure trainers remain aware of the development of standards by the arboriculture industry and statutory bodies.

[Click here](#) for further details.

### FBP – Advanced Wine Operations Skills Project

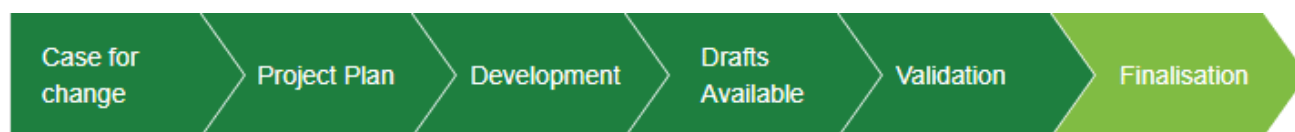


The final draft qualification, skill sets and units have been submitted to the AISC as part of a Case for Endorsement. It is expected that they will be considered at their next meeting in February 2020. With the feedback and input of industry stakeholders, the coordination and leadership skills that are required of people working in cellar operations and bottling and packaging have now been incorporated into eight new units of competency. The new units have been incorporated into two skill sets and the Certificate III in Wine Industry Operations to provide the leadership and management skills required to coordinate cellar operations. These are essential skills for wine operations workers, especially during vintage and harvest times. The operation of large-scale wineries is becoming increasingly sophisticated, to keep up with the growing demand for Australian wines. Automation is changing the way work is done, with more complex equipment and systems now standard practice. Leading hands also require the skills to coordinate and lead the numerous temporary and casual workers that supplement this workforce during harvest and vintage.

[Click here](#) for further details

## Endorsed & Published

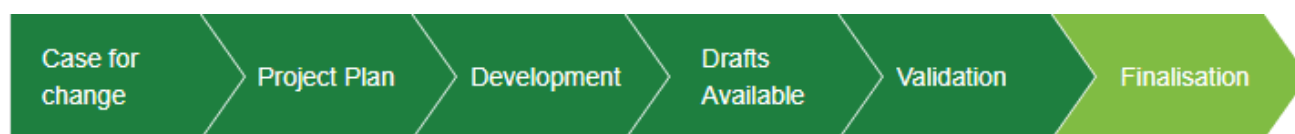
### FBP – Artisanal Food & Beverage Project



The qualifications, skill sets and units of competency have been considered and endorsed by the AISC and State and Territory Ministers. Artisanal cheeses, beers, spirits and fermented foods and beverages are growing in popularity in Australia, and small entrepreneurial businesses, when well run, are flourishing. It takes specialist skills and knowledge to produce such premium small-batch products. The revised *Certificate IV in Artisan Fermented Products* offers three specialisations, with new units developed for brewing, distilling, and food and non-alcoholic beverages. The *Diploma of Artisan Cheesemaking* was developed to meet the current job outcomes of those making premium, high-value cheeses on a small scale, where the provenance of the milk is known, and where specialised techniques are used. Nine new skill sets were developed, as well as 27 new units and seven units revised.

[Click here](#) for further details.

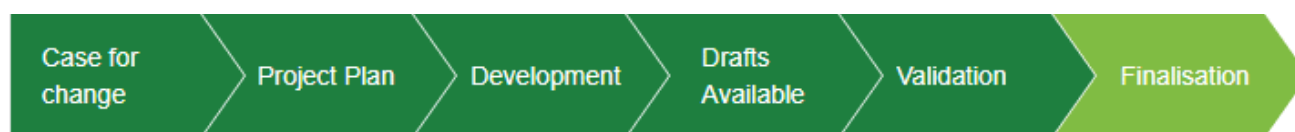
### FWP – Advances in Woodmachining & Sawdoctoring Project



The qualifications, skill sets and units of competency have been considered and endorsed by the AISC and State and Territory Ministers. Two qualifications that underpin the apprenticeship and traineeships programs in the timber processing sector have undergone major review. These qualifications provide competencies for wood machinists and saw doctors, two critical job roles in the sector. Over the years, these job roles have evolved in complexity, particularly in the large softwood sawmills. Changes to the qualifications include a new title for one qualification, new units added and others removed. The qualifications are now *FWP31019 Certificate III in Saw Technology* and *FWP31119 Certificate III in Wood Machining*. Four new units of competency have been developed to support processes and advanced technology for levelling and tensioning saw blades, and efficient operation of production sawing machines in sawmills. Forty eight units have been revised to meet current skill needs and ensure compliance with the Standards for Training Packages 2012. One unit of competency, *FWPSAW3225 Maintain frame saw blades*, has been proposed for deletion.

[Click here](#) for further details.

### FWP – Sawmill Timber & Process Optimisation Project



The new and revised units of competency have been considered and endorsed by the AISC and State and Territory Ministers. Six new units have been developed to address skills requirements for optimisation of timber and material flow, particularly within softwood sawmills. Eleven units have been revised to meet current skill needs and ensure compliance with the *Standards for Training Packages*



2012. Common changes across many of these units include updates to the workplace health and safety requirements and foundation skills, rewording of application statements to clarify the intent of the units, alignment of requirements in the performance criteria and performance evidence, and other minor edits.

[Click here](#) for further details.