

RACING AND BREEDING INDUSTRY SECTORS

Industry Reference Committee Work Plan 2016-19

**Prepared on behalf of Racing and Breeding Industry Reference Committee (IRC)
for the Australian Industry Skill Council (AISC)**

THE RACING AND BREEDING INDUSTRY REFERENCE COMMITTEE WORK PLAN 2016-2019

Purpose

This workforce development and skills needs analysis represents the latest industry intelligence and resulting work plan of the Racing and Breeding Industry Reference Committee (IRC). It was developed through research of national and industry data sources and ongoing input from IRC members and key stakeholders. The report is designed to provide the Australian Industry and Skills Council (AISC) on the four-year rolling National Schedule of training product development and review work.

The industry intelligence component covers the following topics:

Sector Overview

An analysis of the depth and breadth of the industry and identification of the macro environmental forces that currently challenge and / or provide opportunities for the industry.

Employment

Review of employment projections by the Department of Employment and an outline of the current workforce profile and supply for the industry.

Skills Outlook

Provides insights into the key trends that could potentially drive changes in workplace design and identification of key priority skills and skilled labour shortages for the industry.

The information within this Work Plan is based on data obtained from various sources with a key source being publically available information including that published by the Australian Bureau of Statistics (ABS). We are aware of the limitations of this data and as such this represents a starting point for feedback on industry structures and issue content. We welcome comments for inclusion to ensure the most up-to-date data and industry viewpoint is presented.

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Contents

Executive Summary	3
SUMMARY OF KEY POINTS IN EACH SECTION.....	3
A. ADMINISTRATIVE INFORMATION	7
Sector Descriptions	7
Relevant Training Package Qualifications	8
Sector Analysis.....	9
Horse Breeding / Farming Sub Sector	9
Racing Operations Sub Sector.....	9
Relevant stakeholders.....	11
Industry and occupational regulations and standards.....	14
Professional licences in the industry	16
Challenges and opportunities in the sectors	16
Market Drivers	16
Integrity.....	17
Animal Welfare	17
Industry Practices.....	17
C. EMPLOYMENT	18
Employment Outlook	18
Description of Workforce Supply	18
D. SKILLS OUTLOOK.....	21
Trends in Workplace Design and / or Job Design.....	21
Key Priority Skills for the Sector Workforces.....	22
E. TRAINING PRODUCT REVIEW PLAN 2016-17	24
Explanation.....	24
F. IRC SIGNOFF	26
ATTACHMENT A.....	27

Executive Summary

This report provides an overview of workforce development and skills needs for the Australian racing and breeding industry sector. The report was commissioned to support the Australian Industry and Skills Committee (AISC) in developing the four-year rolling National Schedule of training product development and review work. The report is structured, as per the AISC template, in four main sections as follows: sector overview, employment, skills outlook, and training product review plan. Methods of analysis include research of published national and industry data sources and input from Industry Reference Committee (IRC) members and key stakeholders.

The report draws attention to the fact that increasing industry standards in relation to integrity and animal welfare provides the industry with the potential for growth and new business opportunities. The opportunities are also shaped by a sustained international demand for high quality and superior bloodlines for foals as Australia achieves superior quality when compared to other international-bred horses.

Further, the report describes that the industry sector workforce, consistent with many other industry sectors, is reaching the retirement age in high numbers, creating significant challenges for employers – particularly in respect to their ability to attract people to the industry and develop their skills through on the job learning and formal training.

Importantly, the report shows that the industry will increasingly seek trainers, jockeys, race drivers and race officials with skills in a wide range of areas including the aim of increased safety in horse riding and handling. In addition, high level and value-added skills will be required in the administrative, hospitality, and specialist services areas. Businesses within the industry are responding to opportunities by embedding safe horse riding and handling practice in all related occupations; revised and modernised racing practices, particularly in relation to integrity of horse races and social and workplace obligations, and greyhound welfare obligations; greater promotion to increase exposure of race products ahead of other sports betting products; growing use of technology, including computerised registration and identification of individual horses and greyhounds; and expansion of racing clubs with gaming machines, holding special events (such as animal and horticultural shows) and other functions, among many other innovations.

Examples of high level skills include a range in the animal welfare, compliance, leadership, digital literacy and customer service areas such as compliance with racing practices and workplace obligations across all job roles, specific product and brand knowledge, working with data and data analysis, negotiation, digital marketing and digital commercialisation approaches.

Summary of key points in each section

Sector overview

- The racing and breeding industry can be described as having two sectors: equine: horse breeding / farming, horse (Thoroughbred and harness) and canine: greyhound breeding and racing.
- Horse and greyhound racing contributed about \$1.5 billion to the Australian Gross Domestic Product in 2013-14. Breeding, horse sales, prizemoney, and wagering on racing generate additional value added income for the Australian economy.
- The industry is represented by 18 peak industry organisations at the national level, statutory bodies for racing in each state, known as the Principal Racing Authorities, clubs and other regional industry associations.
- The industry includes 3,483 horse farms and 1,899 racing businesses, which collectively employ approximately 12,800 people. In addition, the industry includes 76,767 racehorse

owners, 19,761 trainers, jockeys and track riders, 30,000 registered greyhound racing industry participants and a number of volunteers and hobbyists.

- The majority of racing and horse breeding enterprises are non-employing operators or small businesses, who reside in regional Australia.
- Key regulations for the industry include, or are related to: Rules of Racing, Australian Stud Book, Australian Trotting Stud Book and Australian and New Zealand Greyhound Stud Book, Biosecurity Import Conditions (BICON), Guide to Managing Risks When New and Inexperienced Persons Interact with Horses (the SWA Guide) sporting animals' welfare, and environmental protection measures.
- The industry has the following regulated occupations¹: jockeys, owners, trainers, track work riders, harness drivers, breeders, stud managers, stable and kennel hands who all must have racing industry licence which are coordinated through the industry's peak bodies.
- Key forces which currently challenge and provide opportunities for the industry sectors include:
 - Prize money involved and competition from other sports and other forms of wagering, which affect attendances at racing events and the number of consumers that bet on horse races and greyhound races
 - Integrity of racing practices, essential to maintaining consumer confidence in the racing events by ensuring fair and equitable competition for all participants
 - Animal welfare practices, which currently present a challenge for the industry and opens opportunities for more and better communication to the wider community and new employment and training opportunities in areas of lifecycle management, animal behaviour and husbandry
 - Existing and ongoing development of industry practices, providing opportunities for modernisation beyond the animal welfare domain including social and workplace obligations.

Employment

- Employment growth is anticipated for the horse and greyhound racing activities in coming years.
- There is comparable participation of both young and mature aged employees in the industry.
- A significant number of the workforce occupies roles specific to the industry including livestock farm workers and farmers, animal attendance and trainers, sportspeople, and sport coaches, instructors and officials. A significant workforce is also employed by clubs operating race tracks across Australia to undertake administrative work and specialist management roles, particularly in the hospitality area, retail and services. The sector also employs a large number of people for a range of other critical jobs such as track preparation, gardeners and greenkeepers.
- There is also a developing need for the racing industry to collaborate with other industries, such as animal care, recreational sports and companion animals, to service animal athletes throughout their life. The public scrutiny that the greyhound racing industry has experienced in the last year has raised awareness and demand for ex-racing animals to be repatriated as companion animals. New skills and employment opportunities are already being created to fill this niche, such as animal rescue groups undertaking behavioural assessment and training tailored for ex-racing greyhounds.

Skills outlook

A summary of industry drivers creating skill needs is provided in the following table.

DRIVER	SKILLS OUTLOOK	TRAINING PACKAGE PROJECT
In response to a recently overturned greyhound racing ban in NSW Principal Racing Authorities for greyhound racing have indicated that racing integrity and animal welfare skills and knowledge are critical for the industry and it is essential that they are reflected in training.	High level skills in animal welfare and racing integrity for the greyhound racing industry.	Review greyhound qualifications and units of competency to ensure that animal welfare is incorporated in to units and racing integrity is covered sufficiently.
The 2015 ASQA review of training in equine programs has recommended that all qualifications and units of competency to horse handling and riding need to be modified to minimise safety risks.	High level skills for safe horse riding and handling will be required of all trainers, jockeys and race drivers. Specialist skills in animal behaviour. General practice skills for stable hands.	Review qualifications and units of competency related to horse handling and riding.
Lifecycle management is a critical issue across all codes. There is increasing life-cycle tracking and management within the greyhound racing industry. A key component of the Greyhound National Welfare Strategy (Greyhounds Australasia) is an alignment of competency (experience and education) requirements for previously unregulated industry activities such as whelping, rearing and educating (previously called 'breaking-in).	Whole of lifecycle management including accreditation for rehoming of retired equine and canine athletes together with an understanding of their lifecycle, animal welfare, micro-chipping and digital literacy. Artificial breeding and welfare in horse breeding.	Development of new units of competency and skill set on rehoming of retired equine and canine athletes.
Increased regulatory requirements of integrity officers, stewards and compliance officers staff:	To support racing integrity increased demand for skills in investigations, forensic testing, covert surveillance and betting analysis for Stewards	Review Steward qualifications and units of competency. Develop units of competency in areas of covert surveillance and betting analysis.
Higher efficiency / economic targets, process	Higher level and value-added skills in	Compliance and leadership skills at AQF level V.

improvements, and higher exposure to digital technology in the administrative, hospitality, and specialist services areas.

compliance, leadership, digital literacy and customer service areas.

Digital literacy skills and customer service at AQF levels III and IV.

A. ADMINISTRATIVE INFORMATION

Name of Applicable Industry Reference Committee (IRC):	Racing Industry Reference Committee (IRC)
Name of Applicable Skills Service Organisation:	Skills Impact

B. SECTOR OVERVIEW

Sector Descriptions

The Australian racing industry sector integrates a diverse range of businesses including: horse breeding / farming; horse racing (thoroughbred and harness), greyhound racing and management of the facilities used specifically for those activities.

Based on ABS statistics, in 2015 this sector included 3,483 horse farms and 1,899 racing businesses,¹ providing direct employment to around 12,800 people.² However, according to industry figures, there are close to 50,000 FTE people in employment and a much larger number of people involved in the sector, including 76,767 racehorse owners,³ 19,761 trainers, jockeys and track riders in thoroughbred racing alone, 30,000 registered greyhound racing industry participants⁴ and a large number of volunteers and hobbyists. A large proportion of the participants in the racing industry in Australia reside in regional areas. Traditionally the racing sector in Australia includes large numbers of self-employed occupations, such as trainers, jockeys and track riders (table 1). The figures below do not include the large number of people employed in the industry involved in roles that while specific to racing are not specialised racing roles such as track maintenance, race day activities, breeding etc.

TABLE 1: RACING INDUSTRY PARTICIPANTS⁵	
Thoroughbred Racing	
Trainers	3,515
Jockeys	586
Apprentice Jockeys	283
Amateur Jockeys	95
Trackwork Riders	964
Harness Racing	
Trainers	2,384
Drivers	1,184
Trainer / Drivers	2,349
Greyhound Racing	
Trainers	5,316
Owner / Trainers	3,085
Total	19,761

¹ Australian Bureau of Statistics, *Counts of Australian businesses, including entries and exits*, June 2015, Cat No 816502.

² Australian Bureau of Statistics, *2011 Census of Population and Housing*.

³ Racing Australia, 2015, *Racing Season 2014/2015 Fact Book*.

⁴ Agrifood, 2015, *Environmental Scan of the Agrifood Industry 2015*.

⁵ Racing Australia, 2015, *Racing Season 2014/2015 Fact Book*; Australian Harness Racing, 2013, *Size and Scope of the Harness Racing Industry in Australia*; Greyhounds Australasia, 2014, *Australasian Statistics*, <http://www.galtd.org.au/industry/australasian-statistics>.

Horse and greyhound racing contributed about \$1.5 billion to the Australian GDP in 2013-14⁶ through net funds distributions from betting authorities, training fees, event admission charges, membership fees and returns generated from additional activities.⁷

Breeding, horse sales, prizemoney, and wagering on racing generate additional value added income for the Australian economy. In 2015, auction sales for thoroughbred horses generated \$473 million, returns to owners from prizemoney in Australian races and other payouts rose to \$600 million, and wagering on horse and greyhound races generated a turnover of \$22.4 billion.⁸

Relevant Training Package Qualifications

The Training Package for the racing industry sector is *RGR08 Racing Training Package*. It comprises 21 qualifications, 24 skill sets and 132 units of competency (table 2).

TABLE 2: RGR08 RACING TRAINING PACKAGE

Qualification Level: Certificate I

RGR10108 Certificate I in Racing (Stablehand)

Qualification Level: Certificate II

RGR20108 Certificate II in Racing (Stablehand)

RGR20208 Certificate II in Racing (Greyhound)

RGR20308 Certificate II in Racing Services (Racing Administration)

RGR20408 Certificate II in Racing Services (Track Maintenance)

Qualification Level: Certificate III

RGR30108 Certificate III in Racing (Trackrider)

RGR30208 Certificate III in Racing (Advanced Stablehand)

RGR30308 Certificate III in Racing Services (Racing Administration)

RGR30408 Certificate III in Racing Services (Cadet Steward)

RGR30508 Certificate III in Racing Services (Track Maintenance)

Qualification Level: Certificate IV

RGR40108 Certificate IV in Racing (Racehorse Trainer)

RGR40208 Certificate IV in Racing (Jockey)

RGR40308 Certificate IV in Racing (Harness Race Driver)

RGR40408 Certificate IV in Racing (Greyhound Trainer)

RGR40508 Certificate IV in Racing Services (Racing Administration)

RGR40608 Certificate IV in Racing Services (Steward)

RGR40708 Certificate IV in Racing Services (Track Maintenance)

Qualification Level: Diploma

RGR50108 Diploma of Racing (Racehorse Trainer)

RGR50208 Diploma of Racing Services (Racing Administration)

RGR50308 Diploma of Racing Services (Steward)

RGR50408 Diploma of Racing Services (Track Management)

⁶ Australasian Gaming Council, 2015, *The Contribution of Australasia's Gambling Industries: Facts, Figures and Statistics*.

⁷ Australian Bureau of Statistics, 2012, *Sport and Recreation: A Statistical Overview, Australia*.

⁸ Racing Australia, 2015, *Racing Season 2014/2015 Fact Book*.

Sector Analysis

Horse Breeding / Farming Sub Sector

Scope of Work

Businesses in the horse breeding / farming sub sector are engaged in producing thoroughbred and Standardbred horses and other horse breeds for racing and a variety of sport, leisure or recreation activities. Businesses also undertake horse farming and agistment operations. The breeding of thoroughbred horses specifically for racing is a large and important sub sector of the racing industry and activities are interrelated through the operation of the Australian Racing Stud Book.

Horse Farming / Breeding Enterprises

There were 3,483 horse farming enterprises in Australia in 2015, the majority of which are small-scale non-employing operators⁹. A relatively small number of highly sophisticated enterprises employ people to support horse farming operations and these operations are critical to the workings of the thoroughbred horse racing industry.

Examples of major horse breeding / farming enterprises in Australia include:

- Darley Australia Pty Ltd (foreign ownership, Godolphin)
- Arrowfield Group
- Coolmore Australia (subsidiary of Irish-based company)
- Vinery Stud
- Chatswood
- Glenlogan Park
- Oaklands,
- Lyndhurst
- Raheen
- Willowbend¹⁰

Geographical Location

While horse farming activity exists in all the states, New South Wales has the largest number of horse farming enterprises. Many of these enterprises are in the Upper Hunter region, known for the top quality breeding stocks, particularly thoroughbred stallions. Victoria and Queensland also have large numbers of quality horse farming operations however horse breeders operate in every state and in many regions of Australia, most state Principal Racing Authorities operate Breeding bonus schemes on their races to encourage owners to purchase locally bred horses.

Racing Operations Sub Sector

Scope of Work

This sector covers businesses engaged in operating facilities that are specially designed and used for thoroughbred horse racing, harness horse racing and greyhound racing. The main activities in this sector include the operation of racing stables and kennels, the operation of horse or greyhound racing courses or tracks, the administration of racing clubs, the provision of riding or harness driving services, and horse or greyhound training for racing.

⁹ Australian Bureau of Statistics, Counts of Australian businesses, including entries and exits, June 2015, Cat No 816502.

¹⁰ Enterprises listed according to market share or significance in the sector.

Racing Operations

Australia is home to over 400 thoroughbred racecourses,¹¹ 91 harness racing tracks¹² and 65 greyhound racing tracks,¹³ which range from small to large scale businesses. In addition, there were 1,857 operators providing racing stables and kennels support or delivering horse or greyhound training services for racing.¹⁴ These are generally small businesses.

In NSW, the passing in parliament of the Greyhound Racing Prohibition bill will result in the banning of greyhound racing in New South Wales from 1 July 2017. This legislation will also forbid the export of greyhounds to other states without the written consent of Greyhound Racing NSW before the ban takes effect. This will have a very large impact on the industry across Australia and will potentially affect the way in which the industry operates in other states in order to avoid this sort of outcome in other areas.

Examples of major racing course operators in Australia are:

- Victoria Racing Club (VRC) Limited and Melbourne Racing Club (MRC), owners and operators of Flemington (VRC) and Caulfield, Mornington and Sandown (MRC) thoroughbred racecourses respectively in Melbourne.
- Australian Turf Club Limited, owner and operator of Royal Randwick, Rosehill Gardens, Canterbury Park and Warwick Farm thoroughbred racecourses in Sydney.
- Menangle Park Raceway, Tabcorp Park and Albion Park operated by New South Wales Harness Racing Club (NSW HRC) in Sydney, Harness Racing Victoria (HRV) in Melbourne and Albion Park Harness Racing Club in Brisbane respectively.
- The Meadows, owned and operated by the Melbourne Greyhound Racing Association (MGRA) in Melbourne and Sandown Racecourse, operated by the Sandown Greyhound Racing Club in Melbourne.
- Wentworth Park in Sydney, operated by the New South Wales Owners, Breeders and Trainers Association (GBOTA).

Geographical Location

A large number of horse and greyhound racing businesses operate across metropolitan and regional areas with popular racing events taking place in all states and territories. Thoroughbred racing carnivals are held in every state capital with the major carnivals in Melbourne, Sydney and Brisbane. Victoria is well known for the Spring Racing Carnival that culminates with the Melbourne Cup. Other examples include Menangle Park Paceway, now the major harness racing venue in New South Wales, hosting major harness race events such as the Miracle Mile. The Meadows in Melbourne is the home of greyhound racing in Victoria and hosts the Australia Cup, whilst Sandown Racecourse plays host to the Melbourne Cup, the world's richest greyhound race.

Automation and Digitisation

The racing operations sub sector uses microchips and computer-based systems for registration and identification of individual horses and greyhounds. Digital technology and services are also used for the administration of operations and improved marketing and media / online communication with members.

¹¹ www.horseracing.com.au/racecourses.

¹² www.ruralcareers.net.au/harness-racing.

¹³ www.australianracinggreyhounds.com/tracks.

¹⁴ Australian Bureau of Statistics, Counts of Australian businesses, including entries and exits, June 2015, Cat No 816502.

Relevant stakeholders

The horse and greyhound racing industry sector is represented by 18 peak industry organisations at the national level, statutory bodies for racing in each state, known as the Principal Racing Authorities, clubs and other regional industry associations. The peak industry bodies include national industry service providers, industry bodies and associations, owners' associations, professional associations, state government bodies, and race clubs (table 3). Australia has 371 thoroughbred racing clubs,¹⁵ 117 harness racing clubs¹⁶ and 79 greyhound racing clubs.¹⁷

TABLE 3: INDUSTRY ORGANISATIONS RELEVANT TO THIS SECTOR INCLUDING PRINCIPLE RACING AUTHORITIES (PRA) LISTED IN ALPHABETICAL ORDER

NATIONAL

Peak Bodies

Racing Australia
Harness Racing Australia (HRA)
Greyhounds Australasia

National Organisations

Australian Greyhound Racing Association (AGRA)
Australian Bookmakers' Association (ABA)
Australian Jockeys Association (AJA)
Australian Jumps Racing Association (AJRA)
Australian Standardbred Breeders' Association (ASBA)
Australian Thoroughbred Racehorse Owners Council
Australian Trainers Association (ATA)
Australian Genetics Testing (AGT)
Equine Veterinary Association
Federation of Bloodstock Agents Australia Limited
Racing Analytical Services Ltd (RASL)
Thoroughbred Breeders Australia (TBA)
Thoroughbred Racehorse Owners Association (TROA)
The Australian Workers' Union

VICTORIA

Principal Racing Authorities

Greyhound Racing Victoria (GRV)
Harness Racing Victoria (HRV)
Racing Victoria

State Organisations

Association of Victorian Country Harness Racing Clubs
Country Racing Victoria
Greyhound Owners and Breeders Association of Victoria (GOTBA)
Harness Breeders Victoria
Melbourne Greyhound Racing Association (MGRA)
Melbourne Racing Club (MRC)

¹⁵ Racing Australia, 2015, *Racing Season 2014/2015 Fact Book*.

¹⁶ Australian Harness Racing, 2013, *Size and Scope of the Harness Racing Industry in Australia*.

¹⁷ Greyhounds Australasia, 2014, *Australasian Statistics*, <http://www.galtd.org.au/industry/australasian-statistics>.

Metropolitan & Country Harness Racing Association (MACHRA)
Moonee Valley Race Club
Sandown Greyhound Racing Club (SGRC)
Thoroughbred Breeders Victoria (TBV)
Victorian Bookmakers' Association (VBA)
Victorian Harness Racing Sports Club
Victorian Jockeys Association (VJA)
Victoria Racing Club (VRC)
Victorian Trainers and Drivers' Association (VTDA)
Victorian Trainers' Association
Victorian Square Trotters Association

NEW SOUTH WALES

Principal Racing Authority

Harness Racing NSW
Racing NSW
Greyhound Racing NSW

State Organisations

Australian Turf Club
Harness Breeders NSW
NSW Standardbred Owners Association
United Harness Racing Association (Trainers and Drivers in NSW)
Provincial Racing Association of NSW (PRANSW)
Racing NSW Country
Broken Hill & Far West Racing Association
Central Districts Racing Association
Hunter & North West Racing Association
Mid North Coast Racing Association
Northern Rivers Racing Association
South East Racing Association
Southern Districts Racing Association
Western Racing Association
NSW Trainers Association
NSW Bookmakers Association
NSW Jockeys Association
NSW Racehorse Owners Association
Thoroughbred Breeders NSW (TBNSW)

QUEENSLAND

Principal Racing Authority

Racing Queensland (PRA)

State Organisations

Brisbane Greyhound Racing Club (BGRC)
Brisbane Racing Club
Queensland Breeders, Owners, Trainers and Reinspersons Association (BOTRA)

Queensland Country Racing Committee
Queensland Department of National Parks, Sport and Racing
Queensland Racehorse Owners' Association
Queensland Racing Integrity Commission
Capricornia Country Racing Association
Central West Country Racing Association
Downs Country Racing Association
Eastern Downs Country Racing Association
Far North Country Racing Association
Leichhardt Country Racing Association
North West Country Racing Association
South East Country Racing Association
Thoroughbred Breeders Queensland (TBQLD)

SOUTH AUSTRALIA

Principal Racing Authorities

Greyhound Racing South Australia (GRSA)
Harness Racing South Australia
Thoroughbred Racing South Australia

State Organisations

South Australia Breeders, Owners, Trainers and Reinspersons Association (BOTRA)
South Australia Racehorse Owner's Association
South Australia Racing Clubs Council
South Australian Country Harness Racing Clubs Association
South Australian Harness Racing Pony Association
South Australian Reinswomens' Association
South Australia Jockey Club
South Australian Thoroughbred Breeders (SATB)

TASMANIA

Principal Racing Authority

TasRacing

State Organisations

BOTRA Tasmania Breeders, Owners, Trainers and Reinspersons Association (BOTRA)
Hobart Greyhound Racing Club
Launceston Greyhound Racing Club Inc.
Tasmania Racehorse Owner's Association
Thoroughbred Breeders Tasmania (TBT)

WESTERN AUSTRALIA

Principal Racing Authority

Racing & Wagering Western Australia

State Organisations

Country Racing Association of Western Australia
Greyhounds Western Australia (GWA)

Harness Racing Owners Association of Western Australia
Gloucester Park Harness Racing
Western Australia Breeders, Owners, Trainers and Reinspersons Association (BOTRA)
Western Australia Provincial Racing Association
Western Australia Racehorse Owners' Association
Western Australian StandardBreeders Association
Western Australian Racing Trainers' Association
Perth Racing (previously Western Australia Turf Club)
Thoroughbred Bloodhorse Western Australia (TBWA)

NORTHERN TERRITORY

Darwin Greyhound Association of the Northern Territories (Darwin GA of the NT)
Darwin Turf Club
Racehorse Owners' Association of the Northern Territory
Thoroughbred Racing Northern Territory
Northern Territory Bloodhorse Breeders Association (NTBBA)

AUSTRALIAN CAPITAL TERRITORY

Canberra Harness Racing Club
Canberra Racing Club

Industry and occupational regulations and standards

Industry regulations and standards

Australian horse and greyhound racing industry operates under a high level of regulation. Each state and territory is governed by a Principle Racing Authority, in addition to the national racing control boards for Thoroughbreds - Racing Australia, Harness, Harness Racing Australia and Greyhounds – Greyhounds Australasia.

Australian Rules of Racing and Australasian Rules of Greyhound Racing

The sector is governed by rules approved by the national racing authorities of each sub sector (thoroughbred, harness and greyhound racing) to ensure that horse and greyhound racing in Australia is conducted according to the same general practices, conditions and integrity. They ensure the safety of the participants and manage a well-regarded equine welfare program. All three codes have sets of local and Australian (thoroughbred and harness racing) or Australasian (greyhound racing) rules. For greyhounds the local rules of the state or territory take precedence over the national rules in the event of an inconsistency. All registered participants, including trainers and owners, are expected to make themselves familiar with the rules.

Safe Work Australia developed a *Guide to Managing Risks When New and Inexperienced Persons Interact with Horses* (the *SWA Guide*) to provide practical guidance for work activities where workers and others interact with horses. The *SWA Guide* advises that it is also useful for other people who interact with horses at a workplace, such as teachers, volunteers or visitors at a workplace.

In the course of its investigation into equine training programmes in Australia, the Australian Skills Quality Authority (ASQA) found that while there are voluntary codes or guides that apply to horses, including one developed by Safe Work Australia, there is no consistent approach for managing work

health and safety risks across Australia.¹⁸ This is due to horses being used in a wide array of industries and for functions and purposes including amateur use for recreation. Where horses are used in industry, which in the main is for racing and stock work, industry works closely with the state work safe authorities and obviously this does mean that there are state differences in approaches as there are with most industries.

Australian Stud Book, Australian Trotting Stud Book and Australian and New Zealand Greyhound Stud Book

Strict industry regulations are applied to ensure the integrity of thoroughbred and standardbred racehorses in Australia, and to provide racing officials with a reliable identification system. Horse identification procedures include DNA testing of mares and foals, branding, microchips and identification cards for foals, and horse recording statistics into the *Australian Stud Book for Thoroughbreds* and the *Australian Trotting Stud Book* for Standardbred horses.

For instance, the *Australian Stud Book* is the official record and publication of thoroughbred bloodlines for horses born in Australia. Its core responsibility is the maintenance, accuracy, quality and integrity of these records. The *Australian Stud Book* operates under the *Rules of the Australian Stud Book*, the Australian Rules of Racing and meets international standards. Horses without registered parents cannot be officially named and are not eligible for entry into *the Australian Stud Book*, however horses may be registered as racehorses in the Register of Racehorses allowing them to compete in almost all races.

The *Australian and New Zealand Greyhound Stud Book* provides information to owners and breeders regarding the pedigrees of greyhounds in Australia and New Zealand.

Biosecurity Import Conditions (BICON)

Strict quarantine requirements exist, by law, for imported horses and any people or goods in contact with the horse. To bring horses into Australia, they must meet all of the current Biosecurity Import Conditions overseen by the Department of Agriculture and Water Resources. Under these conditions, imported horses are required to undergo both pre-export and post-entry quarantine. Before arrival in Australia, horses must undergo pre-export quarantine for a minimum 14 days at an approved facility in their home country. Upon arrival in Australia, horses complete post-entry quarantine for a minimum 14 days.¹⁹ Additionally, Western Australia has strict guidelines for any horses coming into the State from the Eastern States.

Racing animals' welfare

Treatment of racing animals before, during and after their racing career is also regulated by the industry. For example, the Harness Racing Australia, Racing Australia and the state Principal Racing Authorities are working on better recording of racing animal outcomes, for example under a new Australian Rule of Racing, where the managing owner of each thoroughbred horse is required to report on the retirement of their horse, advising the reason for the horse's retirement and plans for the horse beyond its racing career.

In each state and territory, greyhound racing authorities manage greyhound adoption programs for greyhounds who have retired from racing and are also working on improving the recording of greyhound outcomes. Most greyhounds that enter the program undergo a period of foster care prior to adoption. There are also volunteer groups that repatriate greyhounds as pets.

¹⁸ Australian Skills Quality Authority (ASQA), 2015, *Training in equine programs in Australia*.

¹⁹ Department of Agriculture and Water Resources, 2015, 'Importing Horses'

<https://postentryquarantine.govspace.gov.au/2015/07/30/importing-horses/>.

Environmental protection measures

The industry is also subject to national and state regulations regarding environmental aspects, such as effluent disposal.

Professional licenses in the industry

Jockeys, trainers, track work riders, harness drivers, stable hands all require racing industry licenses which are coordinated through the PRAs, including for owners in the case of greyhounds.

Apprentice jockeys are required to complete the Certificate IV in Racing (Jockey) prior to applying for a Jockey's licence, however this requirement is not enshrined within the Australian Rules of Racing. Harness drivers can complete a skill set from the Certificate IV in Racing (Harness Race Driver) prior to being licensed as a B Grade Race Driver.

In all cases, obtaining the qualification is not an automatic guarantee of a licence as other factors are taken into account,²⁰ including a good civil record, ability to train thoroughbreds, satisfactory stabling and training facilities, suitable financial resources, and knowledge of the local and Australian Rules of Racing (for trainers).

Greyhound racing related qualifications are being looked at for use in the licensing process for registered participants within the industry by each state PRA.

Challenges and opportunities in the sectors

The Australian racing industry sector operates in an environment influenced by a range of market drivers and a set of industry-driven policy frameworks relating to integrity, animal welfare and ongoing modernisation of industry practices. Challenges and industry's opportunities for growth associated to these factors are discussed below.

Market Drivers

A key driver for the sale of racehorses, breeding, and stud services is the demand for high quality and superior bloodlines for foals from the horse racing sector through trainers and racehorse owners. For many owners and for some participant's levels of disposable income is a key driver for investment and financial participation. Achieving a superior quality when compared to thoroughbred horses from other countries also provides opportunities for returns for our industry in Australia.

Horse breeding has experienced a decline in foal numbers over the last five years,²¹ yet the sector believes that the industry remains resilient.²²

Demand for other sport horses and recreational horses for horse riding and treks has increased demand in the horse farming sector as well.

The downstream sector, thoroughbred, harness and greyhound racing, is dependent on attendances at racing events and the number of consumers that bet on races, with wagering distributions being the racing sector's prime source of income. Attendance and the amount of betting and spending at races is influenced by the level of discretionary income of consumers, the prize money involved, and competition from other sports and other forms of gambling. The sector is constantly challenged to find ways to drive and increase the overall attendance and consumption of industry services.

²⁰ FutureNow – Creative and Leisure Industries Training Council, 2015, *Sport, Recreation and Racing Industries Workforce Development Plan*.

²¹ Racing Australia, 2015, *Racing Season 2014/2015 Fact Book*.

²² Racing and Sports, January 2015, *Decrease in Australian Foal Crop*.

Increased focus is placed on major events such as the spring and autumn racing carnivals where various partnerships and VIP marquees continue to provide market attraction.

The maintenance of the racing industry's social license depends upon the maintenance of acceptable levels of safe operation and public acceptance of animal welfare standards.

Integrity

Integrity of racing practices maintains consumer confidence in the sport by ensuring fair and equitable competition for all participants. Principal Racing Authorities in each state working with racing integrity bodies in each jurisdiction, such as the Racing Integrity Commissioners in Victoria and Queensland, the Greyhound Racing Integrity Auditor in New South Wales, and the Director of Racing, Office of Racing Integrity in Tasmania responding to integrity challenges within the racing sector.

These integrity departments work closely together and regularly consult and share information.

Animal Welfare

Racing is engaging an increasingly urbanised population with observations of this group having a growing disconnect to rural Australia. Vocal pockets of urbanised and wealthy populations have high expectations for animal welfare in certain circumstances and the power of social media has lifted the sectors exposure to claims in relation to animal welfare. This includes issues in jump racing (horses) and live-baiting (greyhounds).

Communicating the welfare practices within the sector, and to the wider community, represents a challenge for the sector. There were major RSPCA investigations and integrity investigations in the greyhound racing and a number of reforms were proposed, in addition to the Welfare Penalty Guidelines which were available in each state. More opportunities exist for the sector to develop animal welfare measures and practices and strengthen communication. The recent decision by the NSW government to ban Greyhound racing has created controversy and brought into question the quality of the report and the process of decision making that can lead to such an outcome. However, no other state has indicated that they will follow suit with this decision to date which will ensure that greyhound racing continues in Australia for the foreseeable future.

The thoroughbred racing sector is also creating new opportunities for providing more transparency in the future through:²³

- Reforms that consider the registration of all foals and owners under the Rules of Racing, instead of waiting for the foals to be registered or named as racehorses, as is currently the case.
- A rule that requires owners and trainers to report on the retirement of horses and their destination.

Harness Racing Australia has also introduced a number of initiatives to measure and reduce wastage in their sector of the industry.

Industry Practices

The sector recognises also several opportunities to continue to modernise its practices beyond the area of animal welfare domain. These initiatives are areas of change that may have an impact to the need for a range of skills and knowledge in the sector. For horseracing, these opportunities are in relation to:²⁴

²³ Racing Australia, 2015, *Annual Report 2015*.

²⁴ Racing Australia, 2015, *Annual Report 2015*.

- providing improvements in the sophistication in the contractual relationship between owners and trainers, as well as, between joint owners of a horse;
- integrity of sales; and
- social and workplace obligations.

The initiatives designed to improve these practice areas include:

- the consideration in some areas of the introduction of a Security for Training Fees System outlining components including the Standard Training Terms and the Standard Joint Owner Terms;
- a register which will publish all the beneficial owners of a horse offered for auction; and
- new rules relating to anti-racial vilification and inappropriate social media.

C. EMPLOYMENT

Employment Outlook

The Department of Employment projects that the total employment in the horse and greyhound racing activities sector will grow by 5.8 per cent over the next five years to November 2019 (Table 4).²⁵ Individual projections for the horse farming sector are not available. The recent NSW government decision to ban greyhound racing will impact on these growth numbers, however the greyhound sector has relatively small numbers of employment compared to the numbers of participants in the sector.

TABLE 4: RACING INDUSTRY EMPLOYMENT PROJECTIONS – FIVE YEARS TO NOVEMBER 2019²⁶

Horse and Greyhound Racing Activities	Employment	Employment Projections		
	Nov 2014 ('000)	Nov 2019 ('000)	Growth	
			('000)	(%)
	9.6	10.2	0.6	5.8

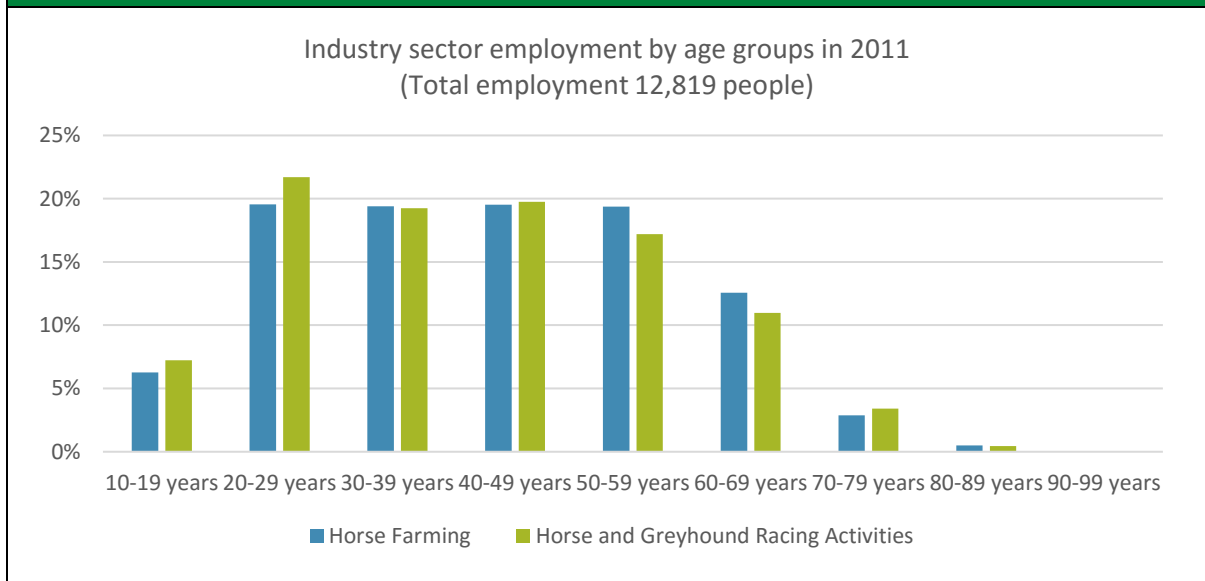
Description of Workforce Supply

The racing industry sector is an important employer of people in regional areas and a host of many self-employed people, volunteers or hobbyists. A comparable participation of both the young and mature aged employees provides a general equilibrium in the sector's workforce (Figure 1).

²⁵ Department of Employment, *Industry Employment Projections*, 2015 Report. Release date: March 2015. <http://lmip.gov.au/default.aspx?LMIP/EmploymentProjections>. The Department's projections are based on based on the forecasts and projections set out in the Mid-Year Economic and Fiscal Outlook (MYEFO).

²⁶ Department of Employment, *Industry Employment Projections*, 2015 Report. Release date: March 2015. <http://lmip.gov.au/default.aspx?LMIP/EmploymentProjections>.

FIGURE 1: RACING INDUSTRY EMPLOYMENT BY SECTOR AND AGE GROUP²⁷



Despite the age consistency, the mature age workforce confronts businesses with challenges provided by an oncoming wave of retirement. About 33 per cent of the industry sector workforce (or 4,235 people) was aged 50 years and over in 2011. About 10 to 15 per cent of this group is expected to retire from the workforce by 2015 and an additional 15 per cent is likely to retire over the next five years. The coming workforce retirement is likely to bring significant job vacancies across the sector and significant efforts from employers to replenish these skills.

The current employing occupations listed below have some relevance to occupations in the sector however they do not cover the horse and greyhound racing industry specifically.

²⁷ Australian Bureau of Statistics, 2011 Census of Population and Housing.

FIGURE 2: HORSE FARMING SECTOR OCCUPATIONS²⁸

As shown, a significant proportion of the workforce occupies roles that are quite general in nature including livestock farm workers and farmers, animal attendance and trainers, sportspersons, and sport coaches, instructors and officials. A significant workforce is also employed by clubs operating race tracks across Australia to undertake administrative work and specialist management roles, particularly in the hospitality area, retail and services. The sector also employs a large number of people for a range of other critical jobs such as gardeners and greenkeepers.

Most technical skills and the specific knowledge required in these industry sub sectors are generally learnt after, and not before, employment commences. Apprenticeships and traineeships are used in the industry as useful approaches to support on the job learning, as is institutional learning, particularly for skill sets. Additional learning occurs 'on the job' through workforce development activities provided by employers. Gaining industry specific qualifications or licences before employment is not a common practice amongst the young people and other potential new entrants. This results in a lack of supply of skilled workforce for industry-specific professions. The responsibility for engaging young people and existing skilled workers with the sectors, and in specialist training, resides mainly with employers.

²⁸ Australian Bureau of Statistics, 2011 Census of Population and Housing.

D. SKILLS OUTLOOK

Future changes in workplace and job design are generally driven by innovations at the business and industry level, introduction of new policies and legislations, and business challenges.

At the business level, innovation may involve introduction of new or improved technologies and processes, new or improved ways to deliver services, and new work organisation, including new job demands and job control (i.e. more complex and diversified tasks involving greater autonomy). Work organisation involves also a better interaction between internal and external stakeholders through integration of supportive technologies.

Trends in Workplace Design and / or Job Design

Key development trends and business challenges likely to result in some change in the racing sector including:

- Safe horse riding and handling practice in all related occupations has been a priority for the industry and is now also a priority for some training providers as a result of the training regulator, ASQA's inquiry into safety in institutionalised training involvement horses.²⁹
- Revising and ongoing modernising of industry practices.
- Promotion to increase exposure of racing entertainment values ahead of other sports betting products.
- Increasing use in technology in all aspects of the industry and its operations.
- Expansion of racing clubs towards providing wider use of its facilities, with gaming machines, holding special events (such as animal and horticultural shows) and other functions.

Key changes in job and skill demand

As the above are being implemented, the key changes in job and skill demand are likely to include:

- Trainers, jockeys and race drivers will be required to complete skill sets or units that strengthen safe horse riding and handling skills when dealing with horses in different circumstances.
- Industry licensing and compliance requirements being linked to formal skills development to provide assurance that social and workplace obligations are met.
- Higher, value-added skills being required in the administrative, hospitality, and specialist services areas. The need for higher skills is driven by higher efficiency / economic targets, process improvements, and higher exposure to digital technology. To achieve higher performance, the employees and other industry participants will be required to improve skills in the following areas:
 - Language, literacy and numeracy
 - Digital numeracy
 - Process-oriented skills
 - WHS compliance skills
 - Industry compliance skills
 - Leadership skills
 - Communication skills
- Skills at the customer and consumer interface will require significant improvement in relation to provision of service, specific knowledge about the sector and betting products, working with data,

²⁹ Australian Skills Quality Authority, 2015, *Training in equine programs in Australia*.

negotiation, and digital marketing / communication approaches, all skills that are common to a wide range of industries and that are not specific to the Racing Training Package.

Key Priority Skills for the Sector Workforces

It is critical for the industry and the Australian economy to maintain and further support a skilled workforce, particularly in key regions. The skills currently needed in the racing sector include:³⁰

Skill shortages

- Equine and greyhound animal behaviour, health and welfare
- Biosecurity – disease prevention, diagnosis and emergency response
- Selective canine breeding
- Small business management
- Track maintenance
- Workplace health and safety

Reported skilled labour shortages

- Vets, Equine Dentists and other animal professionals, outside of metropolitan areas
- Farriers
- Greenkeepers
- Harness Drivers
- Horse Trainers
- Jockeys
- Race Day Stewards
- Stable Hands
- Track Riders

Skills gaps and emerging skill needs

- Skills for compliance with racing practices and workplace obligations across all job roles.
- Higher levels of digital literacy and skills to underpin process improvement and compliance.
- Prerequisites for units need to be reviewed to ensure a match to current industry requirements as some units do not have appropriate prerequisites at present.

³⁰ AgriFood, 2015, *Environmental Scan of the Agrifood Industry 2015*.

Generic workforce skills ranked in order of importance for Food, Beverage and Pharmaceuticals

(Most important skill =1 least important skill = 12)

1	Managerial / leadership
2	Learning agility / Information Literacy / intellectual autonomy and self-management
3	Data analysis
4	STEM (Science Technology Engineering Mathematics)
5	Design mindset / Thinking critically / System thinking / Solving problems
6	Communication/ Virtual collaboration / Social intelligence
7	Entrepreneurial Expertise
8	Customer Service/ Marketing
9	Financial Understanding
10	Technology
11	LLN (Foundation skills of literacy and numeracy)
12	Environmental and sustainability

E. TRAINING PRODUCT REVIEW PLAN 2016-17

The IRC Training Product Review Plan 2016-17 for the Australian Racing industry and Breeding sectors is provided in Appendix A.

Explanation

AISC commissioned projects

AISC is preparing to commission a project to respond to industry response to the recommendations of the ASQA *Training in equine programs in Australia*. This project will involve consultations on a number of training packages including *RGR Racing*; *AHC Agriculture, Horticulture and Conservation, and Land Management*; *ACM Animal Care and Management*; *AMP Australian Meat Processing* and *SIS Sport, Fitness and Recreation*. In particular, the following interdependencies will occur:

Agriculture: horse riding and handling

Units in selected agriculture qualifications require handling and riding of horses. Relevant units will need to be reviewed and updated in conjunction with relevant recommendations from the 2015 ASQA review of training in equine programs and the review of relevant qualifications and units in *ACM Animal Care and Management* and *RGR Racing*.

Performance horse management

New Certificate III and Diploma qualifications and units in performance horse management were developed for *AHC Agriculture, Horticulture and Conservation, and Land Management*. However, these will need to be reviewed and updated in conjunction with relevant recommendations from the 2015 ASQA review of training in equine programs and the review of relevant qualifications and units in *ACM Animal Care and Management* and *RGR Racing*.

Review of safety of horse handling and riding in institutionalized training environments.

The commissioning of this project will see the review of horse handling and riding activities in institutionalized training settings. Safety issues were identified in the New South Wales Coroner's report into a horse riding accident in 2009 during training at a Technical and Further Education (TAFE) New South Wales institute. Subsequent recommendations impacting VET delivery and assessment are contained in the 2015 ASQA *Training in Equine Programs in Australia*.

Due to the prominence of this issue and the importance to a range of industry sectors, it is anticipated that comprehensive consultation with a wide range of stakeholders will need to occur in order to produce fit for purpose qualifications and units taking into account the needs of users across *AHC Agriculture, Horticulture and Conservation, and Land Management*; *ACM Animal Care and Management* and *RGR Racing* training packages.

Review of greyhound industry in NSW

As a result of a special commission of inquiry into the NSW greyhound industry, the state government initially passed a decision to ban greyhound racing as of 1 July 2017. It was recently announced that this decision will be reversed.

Principal Racing Authorities for greyhound racing have indicated that racing integrity and animal welfare skills and knowledge are critical for the industry and it is essential that they are reflected in training.

Clearly articulating the professional standards of performance required by industry and having those standards reflected in training packages is an important part of supporting the industry to demonstrate that participants are able to be assessed and where necessary trained to the standards set by the industry.

Time critical issues and interdependencies

Recommendations of the 2015 ASQA review of *Training in Equine Programs in Australia* require content development that will impact on qualifications and units of competency relevant to the racing, animal care, agriculture and sport and recreation industries. However, during the review process industry has already made significant progress via the development of an entry level certificate II qualification covering basic horse riding and care.

Training products scheduled for review more than once in four years

It is possible, and likely, that any new or amended equine related qualifications and units may need to be evaluated within the four-year period with respect to impact, implementation and industry response.

F. IRC SIGNOFF

This Work Plan was agreed as the result of a properly constituted IRC decision.

Signed for and on behalf of the **Racing IRC** by its appointed Chair



Geoff Bloom

(Name of Chair)

Signature of Chair

Date: 29 September 2016

ATTACHMENT A

IRC Training Product Review Plan 2016-17 – IRC for Racing Industry and Breeding Sectors

Contact details: Skills Impact Ltd., 559A Queensberry Street, North Melbourne VIC 3051

Date submitted to Department of Education and Training: 29 September 2016

Review Certificate II in Horse Care (Riding) in accordance with Recommendation 5 from the 2015 ASQA Review of Training in Equine Programs						
Review Start Date	TP Name	TP Code	Qualification Name / Notes	Qualification Code	Unit of Competency Name	UOC Code
2016	Racing Training Package	ACM	Certificate II in Horse Care (Riding)	ACM20115	Ride educated horses to carry out stock work	AHCLSK218
					Handle horses	ACMEQU202
					Develop horse riding skills at walk and trot	ACMEQU205
					Perform basic (controlled) horse riding skills at walk, trot and canter	ACMEQU206

Review and update racing industry units and qualifications in line with specific recommendations from the 2015 ASQA *Review of Training in Equine Programs*, and feedback from industry consultation addressing:

- safety and quality in handling and riding horses;
- embed industry risk management practices for inexperienced riders; and
- strengthen assessment conditions and evidence
- appropriate prerequisites for units

Qualification Name	Qualification Code	Qualification Name	Qualification Code	Qualification Name	Qualification Code
Certificate III in Racing (Advanced Stablehand)	RGR30116	Certificate III in Racing (Trackrider)	RGR30216	Certificate III in Racing Services (Cadet Steward)	RGR30416
Certificate IV in Racing (Jockey)	RGR40116	Certificate IV in Racing (Racehorse Trainer)	RGR40216	Certificate IV in Racing (Harness Race Driver)	RGR40316
Certificate IV in Racing Services (Steward)	RGR40616	Diploma of Racing (Racehorse Trainer)	RGR50116	Diploma of Racing Services (Steward)	RGR50316

Review Start Date	TP Name	TP Code	Unit of Competency Name	UOC Code
2016	Racing Training Package	RGR	Handle horses	ACMEQU202
			Assist with transportation of horses	RGRPSH202
			Perform basic driving tasks	RGRPSH203
			Prepare to drive jog work	RGRPSH204
			Perform basic riding tasks	RGRPSH204
			Develop riding skills for flatwork exercise of horses	ACMEQU207
			Attend horses at trackwork	RGPSH208
			Attend horses at race meetings and trials	RGPSH209

Review Start Date	TP Name	TP Code	Unit of Competency Name	UOC Code
2016	Racing Training Package	RGR	Implement stable operations	RGRPSH301
			Prepare to drive horses in trials	RGRPSH411
			Supervise handling of horses	RGRPSH302
			Supervise transportation of horses	RGRPSH303
			Identify factors that affect racehorse performance	RGRPSH304
			Develop driving skills for trackwork	RGRPSH305
			Develop basic trackwork riding skills	RGRPSH306
			Exercise horses in pacework	RGRPSH307
			Provide first aid and emergency care for horses	RGRPSH308
			Implement feeding programs for racehorses under direction	RGRPSH309
			Prepare for self-management in racing	RGRPSH310
			Relate anatomical and physiological features to the care and treatment of horses	RGRPSH401
			Drive horses in pacework and fast work	RGRPSH402
			Educate harness horses for racing	RGRPSH403
			Ride horses at trackwork	RGRPSH404
			Ride horses in jump outs	RGRPSH405
			Develop riding skills for jumping racing	RGRPSH406
			Educate thoroughbred horses for racing	RGRPSH407
			Manage horse health and welfare	RGRPSH408
Determine nutritional requirements for racing horses	RGRPSH409			

Review Start Date	TP Name	TP Code	Unit of Competency Name	UOC Code
			Prepare for race driving	RGRPSH410
2016	Racing Training Package	RGR	Prepare to drive horses in races	RGRPSH412
			Prepare for race riding	RGRPSH413
			Ride horses in trials	RGRPSH411
			Ride horses in races	RGRPSH415
			Perform trial and race jumping riding skills	RGRPSH416
			Set goals to improve racing performance	RGRPSH418
			Participate in implementing racehorse exercise programs	RGRPSH420
			Operate horse racing training business	RGRPSH421
			Promote and maintain business arrangements with racehorse owners	RGRPSH422
			Train horses for jumping racing	RGRPSH423
			Plan and adapt training and conditioning programs for racehorses	RGRPSH501
			Plan and implement education of horses for racing	RGRPSH502
			Trial and race horses	RGRPSH503
			Develop systems and records for horse racing business training operations	RGRPSH504
			Select horses for racing	RGRPSH505

In line with specific recommendations from the 2015 ASQA Review of Training in Equine Programs scan all accredited courses and identify where training packages can meet the needs of those courses

Review Start Date	TP Name	TP Code
2016	<i>Racing Training Package</i>	RGR

Investigate the need to embed digital literacy within units and qualifications as they relate to job roles and explore the options for a skill set for use by Raceday Stewards

Review Start Date	TP Name	TP Code	Qualification Name	Qualification Code	Qualification Name	Qualification Code
2017	Racing Training Package	RGR	Certificate IV in Racing Services (Steward)	RGR40617	Diploma of Racing Services (Steward)	RGR50317

Review of racing administration and cross sector units (including transition to the new standards template)

Review Start Date	TP Name	TP Code	Unit of Competency Name	UOC Code
			Assess racing gear suitability and safety	RGRSTD303
			Perform duties of a race day steward	RGRSTD401
			Analyse race performance	RGRSTD408
			Collect non-blood samples from greyhounds or horses	RGRSWA301
			Collect non-blood samples from racing personnel	RGRSWA302
			Provide emergency animal assistance	RGRTRK303
			Relate animal welfare to track and environmental conditions	RGRTRK402

Review of racing administration and cross sector units (including transition to the new standards template)

Review Start Date	TP Name	TP Code	Unit of Competency Name	UOC Code
2018	Racing Training Package	RGR	Perform ear branding and marking up of greyhounds	RGRROP301A
			Perform duties of betting supervisor or steward at greyhound or horse race meetings	RGRROP408A
			Perform duties of cadet steward	RGRSTD301A
			Interpret wagering trends	RGRSTD302A
			Assess racing gear suitability and safety	RGRSTD303A
			Perform duties of stipendiary steward at race meetings and trials	RGRSTD401A
			Perform stewards' non-race day duties	RGRSTD402A
			Apply principles of administrative law to investigation and resolution of racing incidents	RGRSTD403A
			Prepare for racing industry appeals	RGRSTD404A
			Conduct steward supervision of sample collection procedures	RGRSTD405A
			Assess greyhound or horse handling skills	RGRSTD406A
			Assess driving or riding skills of license or registration applicants	RGRSTD407A
			Analyse race performance	RGRSTD408A
			Manage steward services	RGRSTD501A
			Collect non-blood samples from greyhounds or horses	RGRSWA301A
			Collect non-blood samples from racing personnel	RGRSWA302A
			Provide emergency animal assistance	RGRTRK303A
Investigate job opportunities in racing and related industries	RGRCMN002A			

Review Start Date	TP Name	TP Code	Unit of Competency Name	UOC Code
2018	Racing Training Package	RGR	Manage personal health and fitness	RGRCMN003A
			Follow OHS procedures and observe environmental work practices	RGRCMN201A
			Achieve requirements for industry induction	RGRCMN202A
			Maintain and monitor OHS procedures and environmental work practices	RGRCMN401A
			Participate in racing industry appeals	RGRCMN403A
			Relate animal welfare to track and environmental conditions	RGRTRK402A
			Perform duties of licensing or registration clerk	RGRROP312A
			Perform duties of timekeeper at greyhound or horse race meetings	RGRROP315A
Perform duties of greyhound or horse race judge	RGRROP411A			

Units submitted to AISC endorsement in 2016 as part of the transition to the new greyhound component of RGR Release 1

Review Start Date	TP Name	TP Code	Unit of Competency Name	UOC Code
2019	Racing Training Package	RGR	Comply with racing industry ethics and integrity	RGRCMN203
			Participate in media interviews for racing	RGRCMN402
			Handle greyhounds	RGRPSG201
			Participate in protests, inquiries and appeals	RGRCMN304
			Transport greyhounds	RGRPSG311
			Attend greyhounds during exercise routines	RGRPSG204
			Attend greyhounds at race meetings	RGRPSG205
			Perform duties of greyhound catcher	RGRPSG206
			Supervise handling of greyhounds	RGRPSG301
			Assess health and provide first aid for greyhounds	RGRPSG302
			Determine nutritional requirements for racing greyhounds	RGRPSG303
			Operate a greyhound racing training business	RGRPSG405
			Work effectively in the greyhound racing industry	RGRPSG208
			Care for greyhound health and welfare	RGRPSG212
			Prepare a greyhound for retirement	RGRPSG213
			Coordinate greyhound breeding	RGRPSG305
			Determine care and treatment needs of greyhounds	RGRPSG306
Raise greyhounds litters	RGRPSG308			

Review Start Date	TP Name	TP Code	Unit of Competency Name	UOC Code
2019	Racing Training Package	RGR	Train and race greyhounds	RGRPSG310
			Whelp greyhounds	RGRPSG312
			Prepare a greyhound for a racing career	RGRPSG314
			Rear greyhounds	RGRPSG315
			Oversee greyhound health and welfare	RGRPSG408
			Perform duties of a greyhound studmaster	RGRPSG409