RACING INDUSTRY SECTOR

IRC Skills Forecast and Proposed Schedule of Work

2018–2021

RACING IRC SKILLS FORECAST AND PROPOSED SCHEDULE OF WORK 2018–2021

Purpose

This Skills Forecast represents the latest industry intelligence and resulting schedule of work of the Racing 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 Committee (AISC) on the four-year rolling National Schedule of training product development and review work.

This industry intelligence covers the following sections:

- **Sector Overview** – examining the depth and breadth of the industry and identifying the macro environment that currently challenges and/or provides opportunities for the industry.
- **Employment** – reviewing the employment projections by the Department of Employment and outlining the current workforce profile and supply for the industry.
- **Skills Outlook** – identifying the key priority skills for the industry and how it can benefit from improvement or development of national skill standards.
- **Training Product Review Work Plan** – establishing the scope and timeframe of proposed training package development in line with industry priority skills.

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. Skills Impact is aware of the limitations of this data and, as such, this represents a starting point for feedback on industry structures and issue content. Comments for inclusion are welcome so as to ensure the most up-to-date data and industry viewpoints are presented.

ADMINISTRATIVE INFORMATION

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

skillsimpact.com.au.

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A. EXECUTIVE SUMMARY

This report provides an overview of workforce development and skills needs for the Australian racing industry. The report was commissioned to support the 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 Work Plan. Methods of analysis include research of published national and industry data sources and input from IRC members and key stakeholders.

The report draws attention to the fact that increasing industry standards in relation to integrity and animal welfare provide the industry with the potential for growth and new business opportunities. The opportunities are also shaped by a sustained international demand for Australia's high quality and superior bloodlines foals.

Further, the report describes that the industry workforce, consistent with many other industries, is reaching retirement age in high numbers. This creates significant challenges for employers, particularly in 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 and race drivers with skills that increase safety in horse riding and handling when dealing with horses in different circumstances. In addition, high-level and value-added skills will be required in the administrative, hospitality and specialist services areas.

Businesses respond to opportunities by embedding safe horse riding and handling practice in all related occupations; revised and modernised racing practices, particularly in relation to the integrity of horse races and social and workplace obligations in all classes of horse and greyhound racing; greater support for 'new life after racing' options for retired animals as well as jockeys; greater importance of specialist breeding techniques; 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, special events (such as animal and horticultural shows) and other functions, among many other innovations. The workforce needs to improve its job-specific skills to support these targets.

Higher demands also add new functions to job roles to support broader processes and outcomes. Working in the industry increasingly requires a range of additional skills in animal welfare, compliance with racing practices and workplace obligations, leadership, digital literacy including working with data, data analysis, digital marketing and digital commercialisation approaches, specific product and brand knowledge, negotiation, and customer service.

To improve the greyhound sector and the public's perception of it, there is a greater emphasis on animal welfare and the integrity of industry participants.

Summary of Key Points in Each Section

Sector overview

- The racing industry can be described as having two sectors:
    1) equine – horse breeding/farming, horse (Thoroughbred) and harness (Standardbred)
    2) canine – greyhound breeding and racing.

- The industry includes 3,459 horse farms and 1,908 racing businesses, which collectively employ 13,061 people. In addition, it includes 79,631 racehorse owners, 18,502 trainers, jockeys and track riders, 30,000 registered greyhound racing participants and a number of volunteers and hobbyists.

- Horse and greyhound racing contributed approximately $1.5 billion to the Australian gross domestic product in 2013–2014. Breeding, horse sales, prize money 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 [PRAs] or controlling bodies), clubs and other regional industry associations.

- Key regulations and reporting requirements 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), sporting animals' welfare, and environmental protection measures.

- Within the horse racing industry, peak industry bodies coordinate the licences of jockeys, owners, trainers, track work riders, harness drivers, breeders, stud managers, and stable and kennel hands. A number of greyhound controlling bodies are currently consulting on the strengthening of registration requirements.

- Key forces that currently challenge and provide opportunities for the industry include:

    - the level of attendance at racing events and the number of consumers who bet on horse races and greyhound races varies depending on the prize money involved, concurrent other sporting events and other forms of gambling

    - integrity of racing practices maintains consumer confidence in racing events by ensuring fair and equitable competition for all participants

    - animal welfare practices, which currently present a challenge for the industry, also open up opportunities for better communication to the wider community and new employment and training opportunities in areas of lifecycle management, and 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 horse and greyhound racing activities in coming years.

- There is comparable participation of both young and mature-aged employees in the industry.

- A significant percentage of the workforce occupies roles not specific to the industry, including livestock farm workers and farmers, animal attendants and trainers, sportspeople, sports coaches, instructors and officials. A significant workforce is also employed by clubs operating

racetracks across Australia to undertake administrative work and specialist management roles, particulary in hospitality, retail and services. The industry also employs a large number of people in a range of other critical jobs, such as gardeners and greenkeepers.

- There is 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 lives. Australia already has one of the highest rates of pet ownership in the world. The public scrutiny that the greyhound racing sector 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

Priority skills in the racing industry over the next four years, 2018–2021, are summarised in the following table.

PRIORITY SKILL	DESCRIPTION	DRIVERS	TRAINING PACKAGE SOLUTION[1]
Skills in retraining and re-educating ex-racing animals, (horses and greyhounds) to be retired and live safely outside of the racing industry	Ability to assess, retrain and rehome retired harness racing horses and dogs for use in other working environments, breeding or for personal/recreational uses. The ability to ensure the animal can live safely in the rehome environment.	The social license of the racing industry is affected by animal welfare issues and the ability for animals to live a safe and happy life after a racing career.	Development of skill sets that can be used by different people within the industry to ensure that an animal's suitability for retirement in the general public can be safe and rewarding.
Racehorse breeding skills	Australian horse racing is reliant on the breeding of high-quality horses. Breeding and racing should be viewed in tandem as one cannot exist without the other. The breeding of racing horses (both thoroughbred and standardbred)	The industry is reliant on the breeding of high quality horses. The breeding of racing horses (both Thoroughbred and Standardbred horses) requires different skills than the breeding of recreational horses.	There are no horse-breeding units in the existing *RGR Training Package*. Review of the draft horse breeding qualifications within the *ACM Animal Care and Management Training Package*.

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[1] Refer to Appendix A for full list or relevant qualifications and units of competency.

PRIORITY SKILL	DESCRIPTION	DRIVERS	TRAINING PACKAGE SOLUTION[1]
	requires different skills than the breeding of recreational horses. Thoroughbred breeders currently send workers to the United Kingdom and Ireland to undertake Diploma-level qualifications.		
Greyhound health assistant skills	Skills in non-veterinarian service providers of a limited but highly specialised healthcare such as acupuncture, massage and first aid.	The New south Wales Racing Minister, Paul Toole, made specific mention of the industry reform required around this shadow occupation by the new NSW Greyhound Welfare and Integrity Commission. 'Work will also begin on developing a new role of greyhound health assistant for those who are not veterinarians but provide limited healthcare such as acupuncture, massage and first aid.'[2] It is a key priority for the new Greyhound Welfare and Integrity Commission. There has been correspondence between GRNSW Chief Veterinary Officer, Dr Rick Symons, with the NSW Department of Industry transition team (November 2017) in regards to progressing this issue in 2018.	Development of units for greyhound/canine massage, acupuncture, osteopathy, and chiropractic. The AQF alignment of the units may be for lay people and/or post-graduate levels.

[2] Greyhound Racing Reform Fact Sheet, *<https://www.industry.nsw.gov.au/__data/assets/pdf_file/0016/102166/Greyhound-racing-reforms-response-fact-sheet.pdf>*

PRIORITY SKILL	DESCRIPTION	DRIVERS	TRAINING PACKAGE SOLUTION[1]
Skills in incident management involving horses and greyhounds	Ensure the highest standard of animal welfare and lowest risk when an animal is injured during a racing event.	Injured animals under distress may react in a way that could harm the people trying to assist them. Currently there is not an accredited course or units of competency to cover large animal rescue.	Development of new units of competency.
Self-management, entrepreneurship and transferable skills for jockeys and drivers	Skills in management of own or others' careers to ensure skill drain is reduced for the industry.	There is growing pressure on jockeys and drivers to manage their own careers and welfare with less dependence on industry bodies. There are many highly skilled jockeys and drivers in horse racing who choose, or are forced, to leave or find new pathways in the industry due to childbirth, injuries or the high-risk nature of the profession.	Review of four units in relation to racing (jockey). Determine if specific units need to be developed for jockeys and drivers. Skills may be developed for those that manage the careers of other industry participants.
Further development of higher AQF-level greyhound trainer qualifications	Review and update of Certificate IV in Racing (Greyhound Trainer)	Development of the Certificate IV in Racing (Greyhound Trainer)will provide the opportunity for a long-term career path, development of the professional nature of the industry and allow for further career specialisation.	Review of one qualification. Development of specialisation units to be used in elective bank.

B. SECTOR OVERVIEW

Sector Description

The Australian racing industry 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 Australian Bureau of Statistics (ABS) data, in 2016 this industry included 3,459 horse farms and 1,908 racing businesses[3], providing direct employment to around 13,061 people.[4] However, according to industry figures, there are close to 50,000 FTE (full-time equivalent) people in employment, and a much larger number of people involved in the industry. These include 79,631 racehorse owners[5], 18,502 trainers, jockeys and drivers (see Table 1), 30,000 registered greyhound racing participants[6] and a large number of volunteers and hobbyists. A sizeable proportion of participants in the racing industry in Australia reside in regional areas. Traditionally, the racing industry in Australia includes many self-employed occupations such as trainers, jockeys and track riders. 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 and breeding.

Table 1: Racing industry participants

RACING INDUSTRY PARTICIPANTS	NUMBER
Thoroughbred racing[7]	
Trainers	3,342
Jockeys	842
Apprentice jockeys	*240*
Amateur jockeys	*85*
Harness racing[8]	
Trainers	2,384
Drivers	1,184
Trainer/drivers	2,349
Greyhound racing[9]	
Trainers	5,316
Owner/trainers	3,085

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[3] Australian Bureau of Statistics, 2017, *Counts of Australian businesses, including entries and exits*, *June 2012 to June 2016*, Cat. No. 816502..

[4] Australian Bureau of Statistics, 2017, *2016 Census of population and housing*.

[5] Racing Australia, 2017, *Racing Season 2016/2017 fact book*.
<http://publishingservices.risa.com.au/otherpublications/Factbook%202016-2017/>.

[6] Agrifood, 2015, *Environmental scan of the Agrifood industry 2015*.

[7] Racing Australia, 2017, *Racing season 2016/2017 fact book*.
<http://publishingservices.risa.com.au/otherpublications/Factbook%202016-2017/>.

[8] Australian Harness Racing, 2013*, Size and scope of the harness Racing Industry in Australia*.

[9] Greyhounds Australasia, 2016, *Australasian atatistics, <http://www.galtd.org.au/industry/australasian-statistics>*.

RACING INDUSTRY PARTICIPANTS	NUMBER
Total	**18,502**

Horse and greyhound racing contributed about $1.5 billion to Australian gross domestic product (GDP) in 2013–2014[10] through net funds distribution from betting authorities, training fees, event admission charges, membership fees and returns generated from additional activities.[11]

Breeding, horse sales, prize money and wagering on racing generate additional value-added income for the Australian economy. In 2016–2017, auction sales for Thoroughbred horses generated $587 million, returns to owners from prize money in Australian races and other payouts rose to over $671 million, and wagering on horse and greyhound races generated a turnover of $22.9 billion.[12]

Relevant Training Package Qualifications

The training packages for the racing industry are *RGR Racing Training Package* and *RGR08 Racing Training Package*. The *RGR Training Package* comprises 2 qualifications, 9 skill sets and 19 units of competency. The *RGR08 Training Package* comprises 21 qualifications (the two greyhound qualifications have been superseded), 24 skill sets and 132 units of competency.

RGR QUALIFICATIONS

Qualification level: Certificate II

Certificate II in Racing (Greyhound)

Qualification level: Certificate III

Certificate III in Racing (Greyhound)

RGR08 QUALIFICATIONS

Qualification level: Certificate I

Certificate I in Racing (Stablehand)

Qualification level: Certificate II

Certificate II in Racing (Stablehand)

Certificate II in Racing Services (Racing Administration)

Certificate II in Racing Services (Track Maintenance)

Qualification level: Certificate III

Certificate III in Racing (Trackrider)

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[10] Australasian Gaming Council, 2016, *The contribution of Australasia's gambling industries: facts, figures and statistics*, *<https://www.austgamingcouncil.org.au/system/files/AGCPublications/AGC_DB_CHP7_15Rev.pdf>.*

[11] Australian Bureau of Statistics, 2012, *Sport and recreation: a statistical overview, Australia.*

[12] Racing Australia, 2017, *Racing season 2016/2017 fact book*, *<http://publishingservices.risa.com.au/otherpublications/Factbook%202016-2017/>.*

Certificate III in Racing (Advanced Stablehand)

Certificate III in Racing Services (Racing Administration)

Certificate III in Racing Services (Cadet Steward)

Certificate III in Racing Services (Track Maintenance)

Qualification level: Certificate IV

Certificate IV in Racing (Racehorse Trainer)

Certificate IV in Racing (Jockey)

Certificate IV in Racing (Harness Race Driver)

Certificate IV in Racing (Greyhound Trainer)

Certificate IV in Racing Services (Racing Administration)

Certificate IV in Racing Services (Steward)

Certificate IV in Racing Services (Track Maintenance)

Qualification level: Diploma

Diploma of Racing (Racehorse Trainer)

Diploma of Racing Services (Racing Administration)

Diploma of Racing Services (Steward)

Diploma of Racing Services (Track Management)

Sub-sector Analysis

Sub-sector Name	Horse breeding/Farming
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 and recreational 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 Operations	There were 3,459 horse farming enterprises in Australia in 2016, the majority being small-scale, non-employing operators[13]. A relatively small number of highly sophisticated enterprises employ people to support horse farming operations and these operations are critical to the workings of Thoroughbred horse racing. 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)

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[13] ABS, 2017, *Counts of Australian businesses, including entries and exits, June 2012 to June 2016.*

- Vinery Stud
- Chatswood
- Glenlogan Park
- Oaklands
- Lyndhurst
- Raheen Willowbend.[14]

Geographical Location	While horse farming activity exists in all states, New South Wales has the largest number of horse farming enterprises. Many of these enterprises are in the Upper Hunter region, known for 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 (PRAs) operate breeding bonus schemes on their races to encourage owners to purchase locally bred horses.
Automation and Digitisation	No auromation or digitisation of note.

Sub-sector Name	**Racing operations**
Scope of Work	This sub-sector covers businesses engaged in operating facilities that are specially designed and used for Thoroughbred horse racing, harness (Standardbred) horse racing and greyhound racing. The main activities in this sub-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.
Racing operations	Australia is home to over 400 Thoroughbred racecourses[15], 91 harness racing tracks[16], and 65 greyhound racing tracks[17], which range from small to large-scale businesses. In addition, there are 1,908 operators providing racing stables and kennels support or delivering horse or greyhound training services for racing.[18] These are generally small businesses.
	Examples of major racing course operators in Australia include:
	• 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

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[14] Enterprises listed according to market share or significance in the sector.

[15] *<http://www.horseracing.com.au/racecourses>.*

[16] *<http://www.ruralcareers.net.au/harness-racing>.*

[17] *<https://australianracinggreyhound.com/tracks/>.*

[18] ABS, 2017, *Counts of Australian businesses, including entries and exits, June 2012 to June 2016.*

- 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 in Sydney; Harness Racing Victoria in Melbourne; and Albion Park Harness Racing Club in Brisbane, respectively

- The Meadows, owned and operated by the Melbourne Greyhound Racing Association in Melbourne; and Sandown Racecourse, operated by the Sandown Greyhound Racing Club in Melbourne

- Wentworth Park in Sydney, operated by the New South Wales Greyhound Breeders, Owners, and Trainers Association

Perth Racing (formerly Western Australian Turf Club), owners and operators of Ascot Racecourse and Belmont Park in Perth.

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. Victoria is well known for its popular Thoroughbred racing events, such as the annual Spring Racing Carnival, which culminates in the Melbourne Cup. Other examples include Menangle Park Paceway, now the major harness racing venue in New South Wales, which hosts 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, while 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.

Relevant Stakeholders

The racing industry is represented by 18 peak industry organisations at the national level, statutory bodies for racing in each state (PRAs), 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 2). Australia has 364 Thoroughbred racing clubs,[19] 117 harness racing clubs[20] and 79 greyhound racing clubs.[21]

Table 2: Peak industry organisations.

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[19] Racing Australia, 2017, *Racing season 2016/2017 fact book*.
<http://publishingservices.risa.com.au/otherpublications/Factbook%202016-2017/>.
[20] Australian Harness Racing, 2013, *Size and scope of the harness racing industry in Australia*.
[21] Greyhounds Australasia, 2015, *Australasian statistics*, < http://www.galtd.org.au/industry/australasian-statistics>.

PEAK INDUSTRY ORGANISATIONS
NATIONAL
Racing Australia (peak body)
Harness Racing Australia (HRA) (peak body)
Greyhounds Australasia (peak body)
Australian Greyhound Racing Association (AGRA)
Australian Bookmakers' Association (ABA)
Australian Jockeys' Association (AJA)
Australian Jumps Racing Association (AJRA)
Australian Standardbred Breeders Association (ASBA)
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)
Thoroughbred Racehorse Owners' Council of Australia
The Australian Workers' Union
VICTORIA
Association of Victorian Country Harness Racing Clubs
Country Racing Victoria
Greyhound Racing Victoria (GRV) (PRA)
Greyhound Owners, Trainers and Breeders Association of Victoria (GOTBA)
Harness Breeders Victoria
Harness Racing Victoria (HRV) (PRA)
Melbourne Greyhound Racing Association (MGRA)
Metropolitan and Country Harness Racing Association (MACHRA)
Racing Victoria (PRA)
Thoroughbred Breeders Victoria (TBV)
Victorian Bookmakers' Association (VBA)
Victorian Jockeys Association (VJA)
Victorian Trainers and Drivers Association (VTDA)

Victorian Trainers' Association

Victorian Square Trotters Association

NEW SOUTH WALES

Harness Breeders NSW

Harness Racing NSW (PRA)

NSW Standardbred Owners Association

Racing NSW (PRA)

United Harness Racing Association (Trainers and Drivers in NSW)

Provincial Racing Association of NSW (PRANSW)

Greyhound Racing NSW (Controlling Body)

Racing NSW Country

Broken Hill and Far West Racing Association

Central Districts Racing Association

Hunter and 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)

Hunter Thoroughbred Breeders Association

Greyhound Breeders Owners and Trainers Assoication

QUEENSLAND

Queensland Breeders, Owners, Trainers and Reinspersons Association (BOTRA)

Queensland Country Racing Committee

Queensland Department of National Parks, Sport and Racing

PEAK INDUSTRY ORGANISATIONS
Queensland Racehorse Owners' Association
Queensland Racing Integrity Commission
Racing Queensland (PRA)
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
Greyhound Racing South Australia (GRSA) (Controlling Body)
Harness Racing South Australia (PRA)
South Australia Breeders, Owners, Trainers and Reinspersons Association (BOTRA)
South Australian Country Harness Racing Clubs Association
South Australian Harness Racing Club (SAHRC)
South Australian Harness Racing Pony Association
South Australian Racehorse Owners' Association (SAROA)
South Australian Racing Clubs Council (SARCC)
South Australian Reinswomens' Association
Thoroughbred Racing South Australia (PRA)
South Australian Thoroughbred Breeders (SATB)
TASMANIA
BOTRA Tasmania: Breeders, Owners, Trainers and Reinspersons Association
Tasmanian Racehorse Owners Association
TasRacing (PRA)
Thoroughbred Breeders Tasmania (TBT)
WESTERN AUSTRALIA

PEAK INDUSTRY ORGANISATIONS
Country Racing Association of Western Australia
Greyhounds Western Australia (GWA)
Harness Racing Owners Association of Western Australia
Gloucester Park Harness Racing
Racing and Wagering Western Australia (PRA)
West Australian Breeders, Owners, Trainers and Reinspersons Association (BOTRA)
Western Australian Racehorse Owners' Association
Western Australian Provincial Thoroughbred Racing Association
Western Australian Standard Breeders Association
Western Australian Racing Trainers' Association
Western Australia Jockeys Association (WAJA)
Thoroughbred Breeders Western Australia (TBWA)
NORTHERN TERRITORY
Darwin Greyhound Association of the Northern Territories (Darwin GA of the NT)
Racehorse Owners Association of the Northern Territory
Thoroughbred Racing Northern Territory
Northern Territory Bloodhorse Breeders Association (NTBBA)
AUSTRALIAN CAPITAL TERRITORY
Canberra Racing Club (PRA)

Industry and Occupational Regulations and Standards

Industry Regulations and Standards

The Australian racing industry operates under a high level of regulation. Each state and territory is governed by a PRA, 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 industry is governed by rules approved by the national racing authorities for 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 racing codes have sets of local and Australian Rules of Racing (Thoroughbred and harness

racing). Greyhound Racing is regulated by rules in each jurisdiction. Each jurisdiction's rules relate to the rules that are promulgated by Greyhounds Australiasia. However, in the event of an inconsistency, the local rules of the state/territory take precedence over the national rules. All registered participants, including trainers and owners, are expected to make themselves familiar with the rules.

In the course of its investigation into equine training programs in Australia, the Australian Skills Quality Authority (ASQA) found that, while there are voluntary codes or guides (including one developed by Safe Work Australia), there is no consistent approach for managing work health and safety risks in horse racing across Australia.[22] Industry works closely with state-/territory-based work safety authorities, meaning that there are state/territory 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 records and statistics in 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 and 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 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

Strict quarantine requirements exist, by law, for imported horses and any people or goods in contact with the horse. Horses brought into Australia must meet all current Biosecurity Import Conditions (BICON) 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 of 14 days at an approved facility in their home country. On arrival in Australia, horses complete post-entry quarantine for a minimum of 14 days.[23] Additionally, Western Australia has strict guidelines for any horses coming in from the eastern states.

Racing animals' welfare

Treatment of racing animals before, during and after their racing careers is also regulated by the industry. For example, Harness Racing Australia, Racing Australia, and the state PRAs are working on better recording of racing animal outcomes. For example, under a new Australian Rule of Racing, 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.

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[22] Australian Skills Quality Authority (ASQA), 2015, *Training in equine programs in Australia*.
[23] Department of Agriculture and Water Resources, 2015, 'Importing horses'
<*https://postentryquarantine.govspace.gov.au/2015/07/30/importing-horses/*>.

In each state and territory, greyhound racing authorities manage adoption programs for greyhounds that have retired from racing. Authorities 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.

Environmental protection measures

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

Code of practice

SafeWork NSW has released a code of practice: 'Managing risks when new or inexperienced riders or handlers interact with horses in the workplace'.

Regulated Occupations in the Industry

Jockeys, trainers, track work riders, harness drivers and stablehands all require racing industry licences that 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.[24] For trainers, as an example, these factors include 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).

Qualifications related to greyhound racing are being reviewed for use in the licensing process for registered participants within the industry by each state PRA.

Challenges and Opportunities

The Australian racing industry 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 opportunities for growth associated with these factors are discussed below.

Market and Trade Components

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 racing industry through trainers and racehorse owners. For many owners and for some participants, their level 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 the industry in Australia.

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[24] FutureNow – Creative and Leisure Industries Training Council, 2015, *Sport, recreation and racing industries workforce development plan*.

Horse breeding has experienced a decline in foal numbers over the last five years[25], yet participants believe that the industry remains resilient.[26]

Demand for other sport horses and recreational horses for riding and treks has also increased demand in horse farming.

The downstream sector, Thoroughbred, harness and greyhound racing, is dependent on attendances at racing events and the number of consumers who bet on races, with wagering distributions being the racing industry'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. 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.

Integrity

Integrity of racing practices maintains consumer confidence in the sport by ensuring fair and equitable competition for all participants. PRAs in each state work 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 industry. These integrity departments work closely together and regularly consult and share information.

As a recent outcome, the Australian Rules of Racing were amended in 2016 to ensure the integrity of racing and the welfare of horses. The new rules clarify that the stewards will only have access to studs and farms to test for anabolic androgenic steroids in young horses and prohibited substances in racehorses, and to monitor the health and welfare of horses generally.[27]

The Australian Government also proposed a range of legislative measures in 2016 and further reforms in the industry to address the growing integrity risks to racing posed by illegal offshore bookmakers.[28]

At the state level, the Premier of Victoria announced plar enhancing ins to amend the *Racing Act 1958* to create an independent Board for Racing Victoria fontegrity and governance of this organisation so that conflicts of interest are minimised and appropriately managed.[29]

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 industry's exposure to claims in relation to animal welfare. This includes issues in jump racing (horses) and live-baiting (greyhounds).

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[25] Racing Australia, 2015, *Racing season 2014/2015 fact book*.

[26] Racing and Sports, January 2015, *Decrease In Australian Foal Crop*.

[27] Racing Australia and Thoroughbred Breeders Australia, 2016, New rules ensuring the integrity of racing and the welfare of horses [Media Release 16 Sep 2016], *<http://www.racingaustralia.horse/uploadimg/media-releases/Media_Release_Rules_relating_to_traceability_September_16_2016.pdf>*.

[28] Racing Australia, 2016, *Federal Government's action to combat illegal offshore wagering* [Media Release 28 Apr 2016], *<http://www.racingaustralia.horse/uploadimg/media-releases/Racing%20Australia%20Media%2028%20April%202016.pdf>*.

[29] Financial Review, 2016, Racing Victoria board to be shaken up under new Victorian law (Posted 20 Dec 2016), <http://www.afr.com/business/sport/racing-victoria-board-to-be-shaken-up-under-new-victorian-law-20161220-gtevme>.

Communicating the welfare practices within the industry, and to the wider community, represents a challenge. There were major RSPCA investigations and integrity investigations in greyhound racing and a number of reforms were proposed in addition to the Welfare Penalty Guidelines that were available in each state. More opportunities exist for the industry to develop animal welfare measures and practices and strengthen communication.

The NSW Government signed off on a plan and instituted an oversight body for drawing up a new regulatory and governance framework for the industry to reverse the greyhound racing ban. The proposal will put in place tough penalties with a greater emphasis on animal welfare and dealing with cruelty, through more funding for the RSPCA and other groups, and increased funding for re-homing capabilities in NSW.

The racing industry is creating new opportunities for providing more transparency in the future. New rules were introduced from August 2016 to bring Thoroughbred foals and their owners under the Australian Rules of Racing, leading to improved integrity and animal welfare in the Thoroughbred sub-sector.[30] Introduction of a new rule that will apply to the selling and trading of all Thoroughbreds is also considered. This rule will bring forward transparency of ownership from birth of a Thoroughbred foal.

Harness Racing Australia has also introduced a number of initiatives to measure and enhance animal welfare in its sub-sector, including plans to ban whips in both racing and training in response to animal welfare concerns. Research to ensure safety when drivers do not have a whip to control unexpected horse movements is an integral part of the initiative.[31]

Harness Racing Victoria and the Victorian Government via the Victorian Racing Industry Fund have established the Harness Education and Re-homing Opportunities (HERO) program for retired racehorses to become trail riding ponies, competitive show and eventing horses, or simply pleasure animals and family pets.[32]

Similarly, the Off the Track program in Victoria and Western Australia supports and promotes retired Thoroughbred horses as pleasure and performance horses in equestrian events. The program is making major headway into greyhound welfare as well.

Principal Racing Authorities and Controlling Bodies across Australia are actively engaging in programs that improve the welfare of racing animals. While mproving the welfare of animals can be a challenge, it is also an opportunity to strengthen community acceptance of the racing industry. The excellent results of state and territory Greyhound As Pets (GAP) programs highlight turning a challenge to a positive result for greyhounds.

Industry Practices

The industry also recognises several opportunities to continue to modernise its practices beyond the animal welfare domain. These areas of change may impact on the need for a range of skills and knowledge in the industry. For horse racing, these opportunities are in relation to:[33]

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

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[30] Racing Australia, 2016, *Amendments to Australian rules of racing - registration of foals and owners* [Media Release 12 Jul 2016]. <http://www.racingaustralia.horse/FreeServices/MediaReleases.aspx>.

[31] Animals Australia, 2016, *Harness Racing Australia to ban use of whips over animal welfare concerns and 'industry's image'* (Posted 10 Dec 2016), <http://www.animalsaustralia.org/media/in_the_news.php?article=5923>.

[32] Premier of Victoria, 2016, *Hero program provides horses with a life after racing* (Posted 16 Dec 2016), <http://www.premier.vic.gov.au/hero-program-provides-horses-with-a-life-after-racing/>.

[33] Racing Australia, 2015, *Annual report 2015*, <http://publishingservices.risa.com.au/otherpublications/AnnualReport2015/files/assets/basic-html/index.html#1>.

- social and workplace obligations.

The initiatives designed to improve these practice areas include:

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

C. EMPLOYMENT

Total employment

Based on the 2016 Census, the Australian racing industry employed 13,061 people in 2016.[34,35] This covers horse farming and horse and greyhound racing activities. About 58% of these people were employed full-time.

Horse and greyhound racing activities provide just under three quarters (73%) of this industry's employment. The industry is concentrated in Victoria and New South Wales, which together provide about 67% of the industry employment.

Figure 1. Industry employment by sub-sectors and states and territories, 2016.
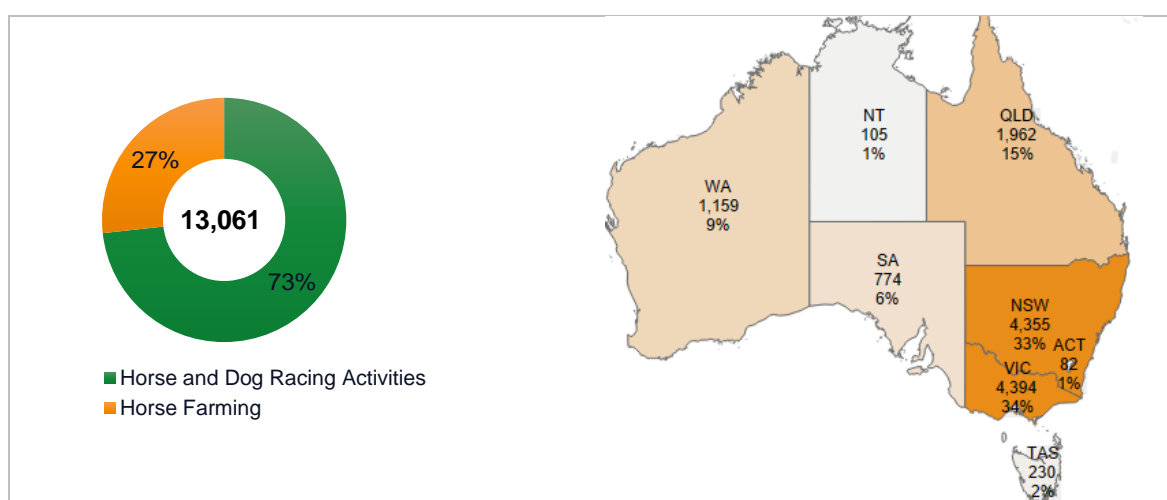
Changes in employment, 2006–2016

From 2006 to 2016, the racing industry experienced an overall growth in employment. That is, employment in the horse and greyhound racing activities increased by 13% from 8,500 employees in 2006 to 9,570 employees in 2016. The horse farming sector recorded a slightly positive employment growth (4%) only from 2006 to 2011. This condition was followed by a 10% decline in 2016.

Figure 2. Employment trends, 2006–2016.

Figue 3. Industry employment by gender, 2006–2016.

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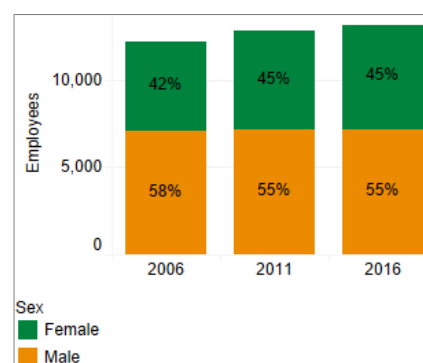
[34] All employment data was sourced from the ABS Census datasets via TableBuilderPro.

Gender composition of the workforce

Men represented 55% of all racing industry's employees in 2016 and women 45%. When compared with 2006, the proportion of women in the industry increased by 3%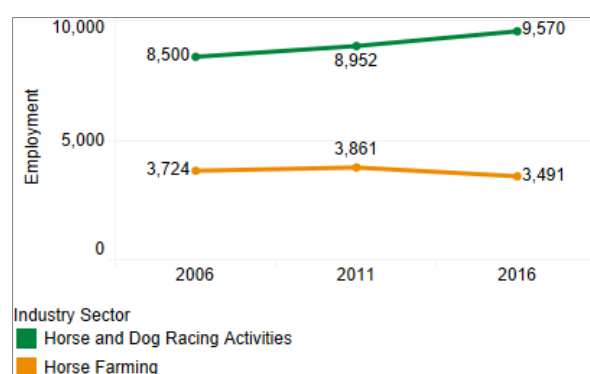. A sub-sector analysis indicates that women's participation increased slightly in both horse farming and horse and dog racing activities over the ten years from 2006 to 2016.

Age levels of the workforce

The industry workforce is aging. The proportion of employees in each age group category over 50 years increased by 2% in 2016 when compared with 2006.

Between the two industry sub-sectors, horse and greyhound racing employs a higher proportion of people in the age groups 20–29 years and 30–39 years, and a lower proportion in the older age groups.

Figure 4. Industry employment by age level, 2006–2016.
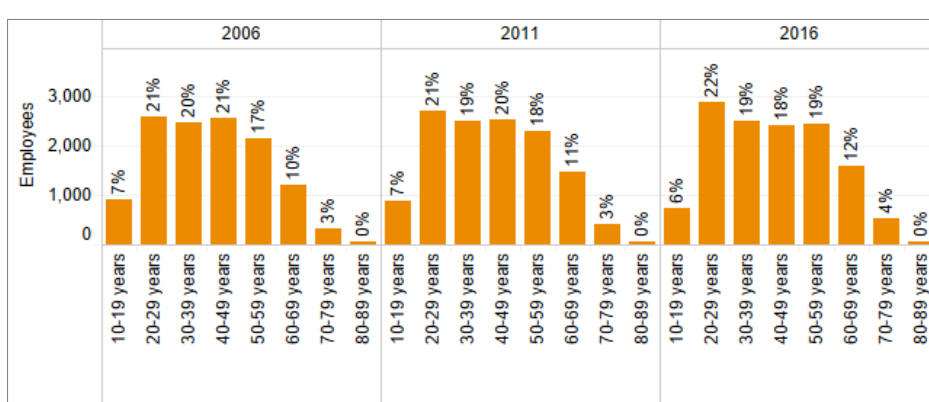
Changes in occupation of employment, 2006–2016

The most common occupation in the industry is livestock farm workers. In 2016, people employed as livestock farm workers represented 26% of total industry employment.

Other top occupations in the industry include animal attendants and trainers, livestock farmers, sportspersons, sports coaches instructors and officials and greenkeepers.

In terms of occupational dynamics in the industry, the proportion of people working as livestock farm workers in the horse and greyhound racing sector increased by 3% from 2006 to 2016. At the opposite site, in the horse farming sector, livestock farmers experienced a 7% decline during the same period of time. All other occupations remained stable over the time.

Figure 5. Change in occupations, , 2006–2016.

Occupation (ANZSCO 4 Digit)	Horse and Dog Racing Activities	
	% of Total 2006	% of Total 2016
Livestock Farm Workers	21%	24%
Animal Attendants and Trainers	19%	19%
Sportspersons	6%	5%
Greenkeepers	5%	5%
Sports Coaches Instructors and Officials	5%	5%
Bar Attendants and Baristas	2%	2%
Other Miscellaneous Labourers	3%	2%
General Clerks	2%	2%
Waiters	2%	2%
Advertising Public Relations and Sales Managers		1%
Office Managers	1%	1%
Conference and Event Organisers	1%	1%
Licensed Club Managers	1%	1%
Amusement Fitness and Sports Centre Managers	1%	1%
Chefs	1%	1%

Occupation (ANZSCO 4 Digit)	Horse Farming	
	% of Total 2006	% of Total 2016
Livestock Farm Workers	31%	32%
Livestock Farmers	34%	27%
Animal Attendants and Trainers	9%	11%
Gardeners	3%	3%
General Clerks	1%	1%
Office Managers	1%	1%
Sports Coaches Instructors and Officials	1%	1%
Farmers and Farm Managers nfd	1%	1%

Employment outlook

The Department of Employment estimates that employment in horse and dog racing activities will grow by 6.6% over the next five years to 2022 (Table 3).[36] Individual projections for horse farming are not available.

Table 3: Department of Employment industry projections – five years to November 2022.

INDUSTRY SECTOR	EMPLOYMENT LEVEL		EMPLOYMENT PROJECTIONS		
	May 2017 ('000)		May 2022 ('000)	Growth ('000)	(%)
Horse and greyhound racing activities	10.7		11.4	0.7	6.6

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[36] Department of Employment, 2017, *Industry employment projections – Five Years to May 2022*, <http://lmip.gov.au/default.aspx?LMIP/EmploymentProjections>.

D. SKILLS OUTLOOK

Anticipating future skills needs in the racing industry is crucial to prepare for and meet the new demands of Australian communities and racing markets.

Leading indicators of the current and future skills needs in the industry include:

- trends and/or estimates of workforce supply, skills shortages, employment growth or growing occupations

- future changes in workplace and job design that are driven by innovation at the business and/or industry level as a result of economic, technological, social and environmental factors, as well as introduction of new policies and legislation.

This section identifies the priority skills needs in racing and breeding over the next four years (2018–2021) through an analysis of new and estimated future demands placed on the industry. The section focuses on the skills needs that can benefit from improvement or development of national skills standards, as opposed to market adjustment mechanisms designed to balance the supply and demand for a skilled workforce.

The industry expects that the priority skill projects identified in this section will be undertaken over 2018 and 2019 so that the skills can be developed and available before 2021. Refer to Attachment A: IRC Training Product Review Plan 2018–2021 for the proposed schedule of priority skill projects and units of competency to be checked for currency and possibly reviewed as part of the four-year cycle.

Training Activity

Number of training providers

Currently, there are 62 registered training organisations with *RGR08 Training Pack*age components in scope, servicing the racing industry sector.[37]

Number of student enrolments

In 2016, there were 1,595 student enrolments in *RGR08 Training Package* qualifications and 12,654 student enrolments in RGR units of competency. Most students were attracted by private training providers and TAFE organisations in Victoria and New South Wales.[38]

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[37] training.gov.au
[38] All training data was sourced from NCVER via VOCSTATS.

Figure 6. Student enrolments, 2016.
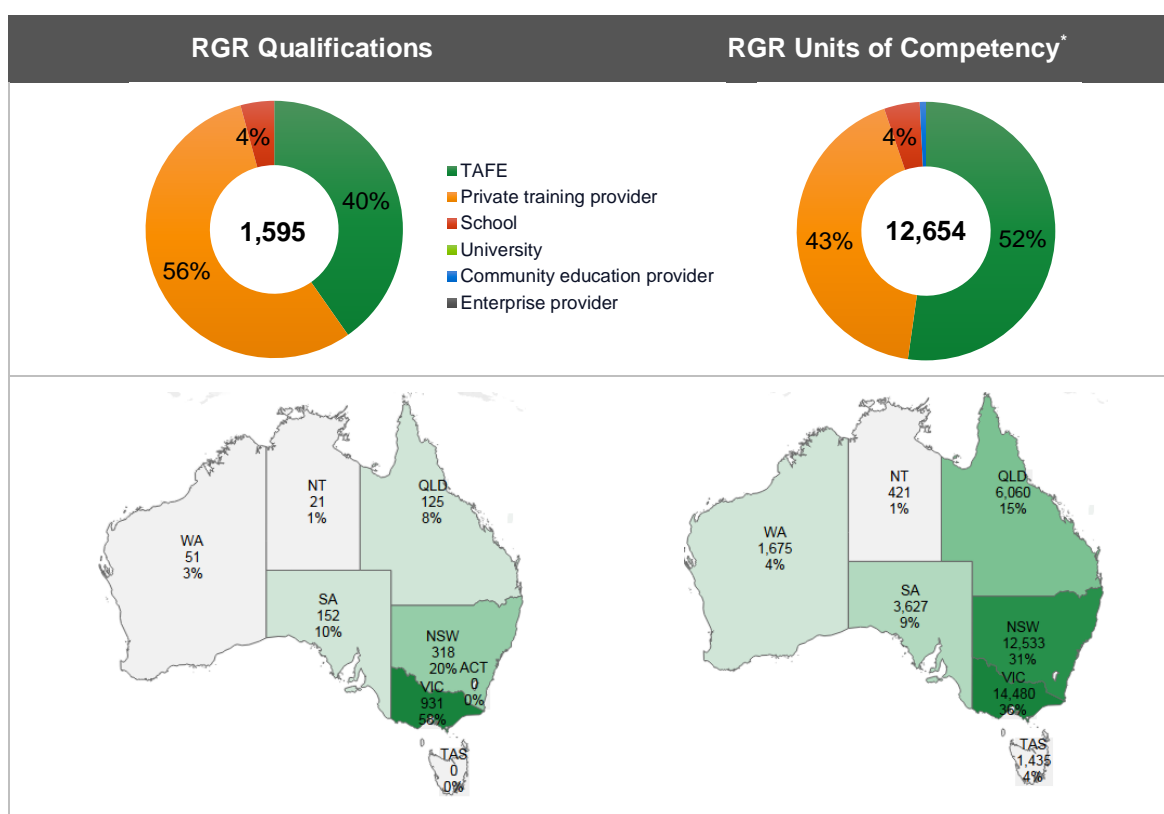
Figure 7. Top five most-popular qualifications, 2015–2016.

Year	Qualification name
2016	Certificate III in Racing (Advanced Stablehand)
	Certificate IV in Racing (Racehorse Trainer)
	Certificate II in Racing (Stablehand)
	Certificate IV in Racing (Jockey)
	Certificate III in Racing (Trackrider)
2015	Certificate IV in Racing (Greyhound Trainer)
	Certificate III in Racing (Advanced Stablehand)
	Certificate II in Racing (Stablehand)
	Certificate IV in Racing (Racehorse Trainer)
	Certificate IV in Racing (Jockey)

Figure 8. Least popular qualifications, 2015–2016.

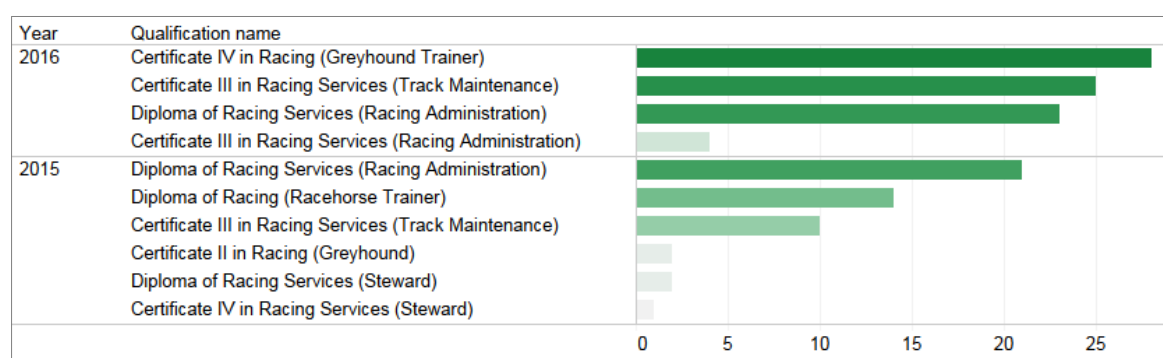| Year	Qualification name
2016	Certificate IV in Racing (Greyhound Trainer)
	Certificate III in Racing Services (Track Maintenance)
	Diploma of Racing Services (Racing Administration)
	Certificate III in Racing Services (Racing Administration)
2015	Diploma of Racing Services (Racing Administration)
	Diploma of Racing (Racehorse Trainer)
	Certificate III in Racing Services (Track Maintenance)
	Certificate II in Racing (Greyhound)
	Diploma of Racing Services (Steward)
	Certificate IV in Racing Services (Steward)

Figure 9. Qualifications with no enrolments, 2016.

Year	Qualification Name
2016	Certificate II in Racing Services (Track Maintenance)
	Certificate II in Racing (Greyhound)
	Certificate II in Racing Services (Racing Administration)
	Certificate IV in Racing Services (Racing Administration)
	Certificate IV in Racing Services (Track Maintenance)
	Certificate IV in Racing Services (Steward)
	Diploma of Racing Services (Steward)
	Diploma of Racing Services (Track Management)

Qualification enrolments

Total VET enrolments in RGR qualifications grew by 27% (or 457 enrolments) to 2,151 between 2014 and 2015, due to significant training activity in Queensland delivered by private training providers. In 2016, enrolments dropped below the 2014 levels. This includes enrolments from all types of providers and combines government-funded, apprentices, VET in Schools and fee-for-service training from private and other training providers.

Apprenticeships and traineeships for racing trade and non-trade occupations have been traditionally low. Commencements dropped by 59%, from 541 in 2010 to 223 in 2016.

Figure 10. Trends in enrolments for RGR qualifications, 2010–2016.

Government-funded enrolments for RGR qualifications decreased significantly (by 59%) between 2011 and 2015. The decline was followed by a slight recovery, reaching 1,166 enrolments in 2016.

VET in Schools activity regarding RGR qualifications delivered to school students also dropped gradually from 228 enrolments in 2010 to 92 in 2016. This represents a reduction of 60%.
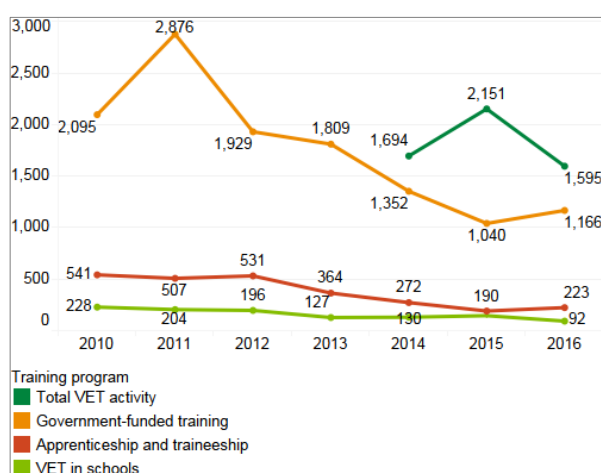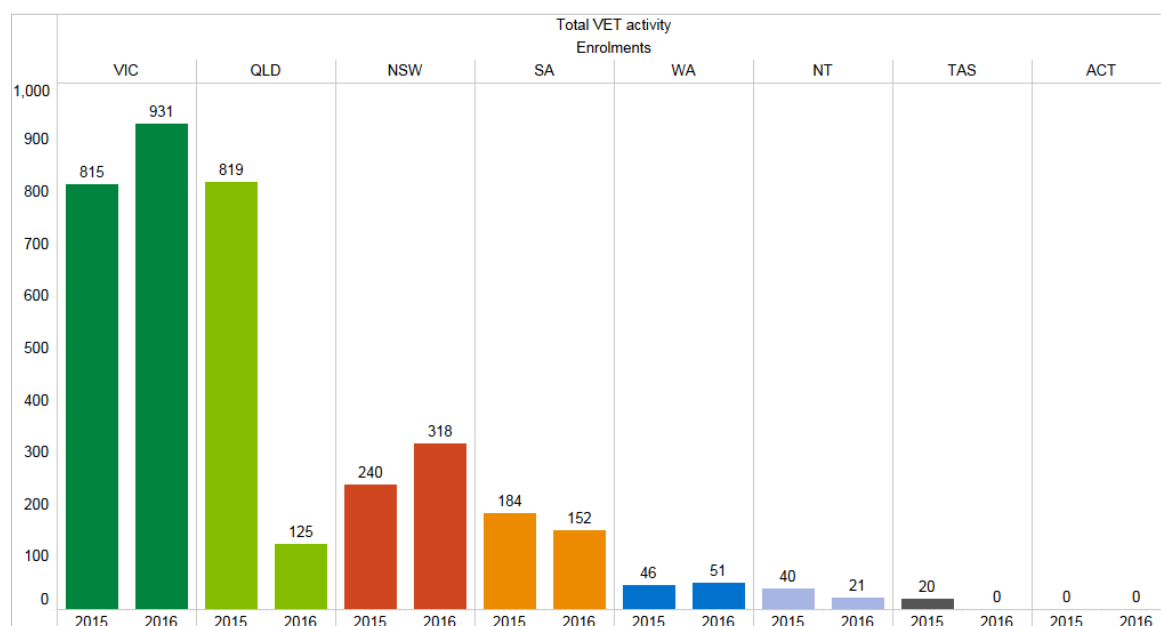
Figure 11. State-level comparison for total VET enrolments in RGR qualifications, 2015–2016.[*]

[*] State/territory of training organisation. Uncategorised data (reported as 'Not known') for state/territories is not included.

Subject enrolments

Total VET enrolments for RGR subjects increased by 9% (or 1,131 enrolments) from 2014 to 2015, and decreased by 5% (or 606 enrolments) from 2014 to 2016.

Government-funded enrolments dropped gradually between 2010 and 2016, reaching a low of 8,762 in 2015. There was a slight increase of 7% (or 582 enrolments) from 2015 to 2016.

VET in Schools activity regarding RGR subjects delivered to school students also decreased by 39% over 2011–2016, to 1,044 enrolments in 2016.

Figure 12. Trends in enrolments for RGR units of competency, 2010–2016.
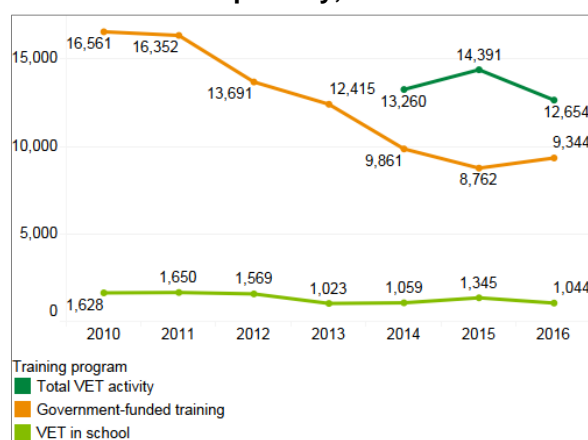
Figure 13. State-level comparison for total VET enrolments in RGR units of competency, 2015–2016.[*]
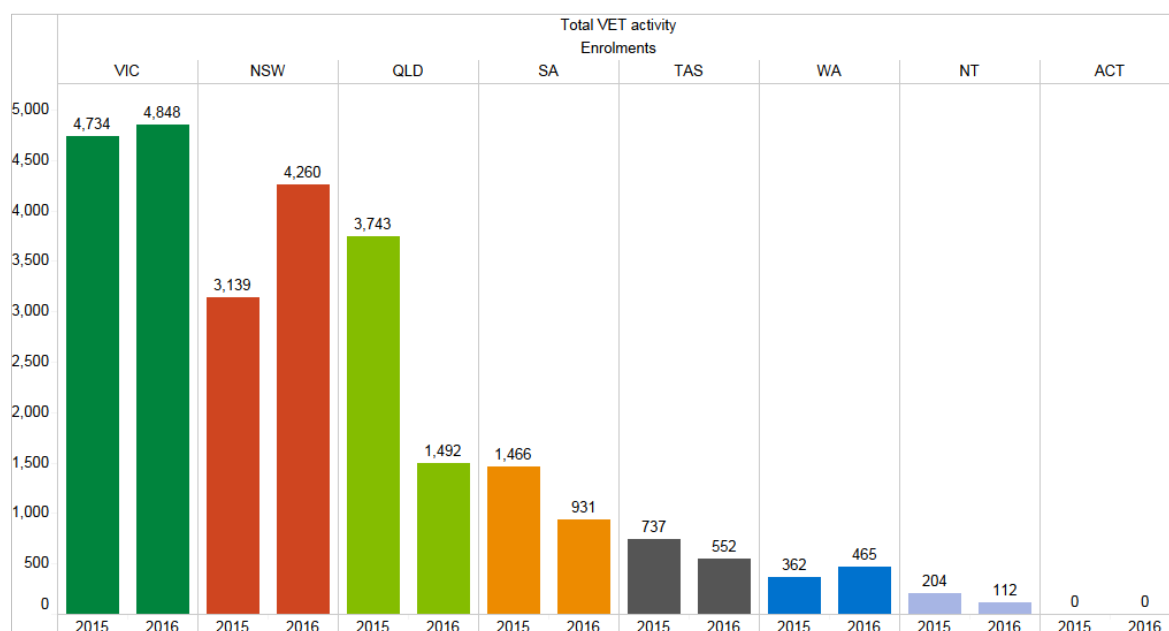
[*] State/territory of training organisation. Uncategorised data (reported as 'Not known') for state/territories is not included.

Student profile

Total student cohort enrolled in RGR qualifications was represented by 53% female and 47% male in 2016. The highest proportion of students were in the age groups 15 to 19 and 20 to 24 years. There was a small representation of Indigenous students (39). Over a third of students lived in major cities and just below half in inner-regional Australia. A small proportion of students resided overseas.

Figure 14. Student personal characteristics: GENDER AND AGE[*]
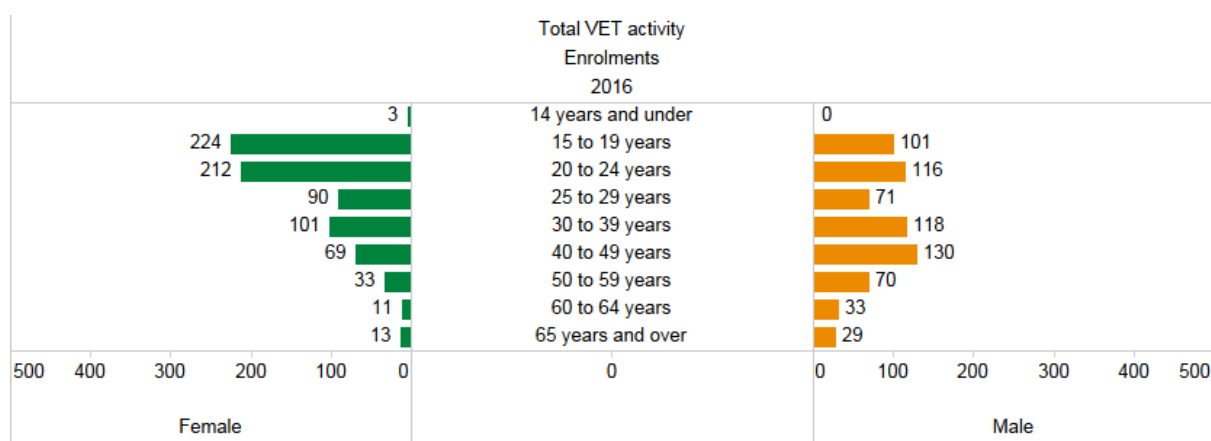
Figure 15. Student personal characteristics: INDIGENOUS STATUS[*]

	Total VET activity	
	Enrolments	
	2016	
2	14 years and under	0
15	15 to 19 years	8
3	20 to 24 years	2
0	25 to 29 years	0
6	30 to 39 years	0
0	40 to 49 years	1
0	50 to 59 years	2
0	60 to 64 years	0
0	65 years and over	0

500 400 300 200 100 0	0	0 100 200 300 400 500
Female		Male
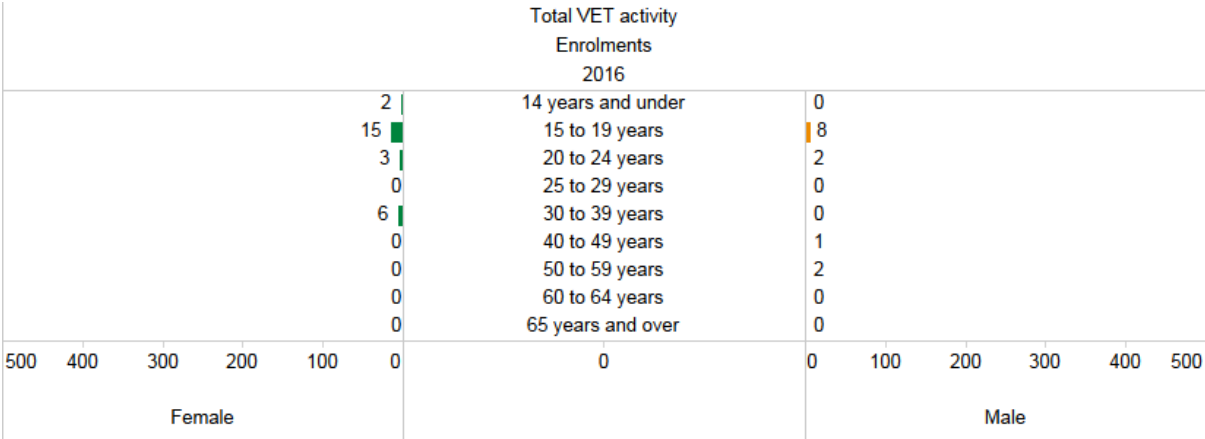
Figure 16. Student personal characteristics: REMOTENESS[*]

Total VET activity
2016

| Inner regional 46.53% | Major cities 38.69% | Outer regional 11.38% |
| | | Outside Australia 2.38% |
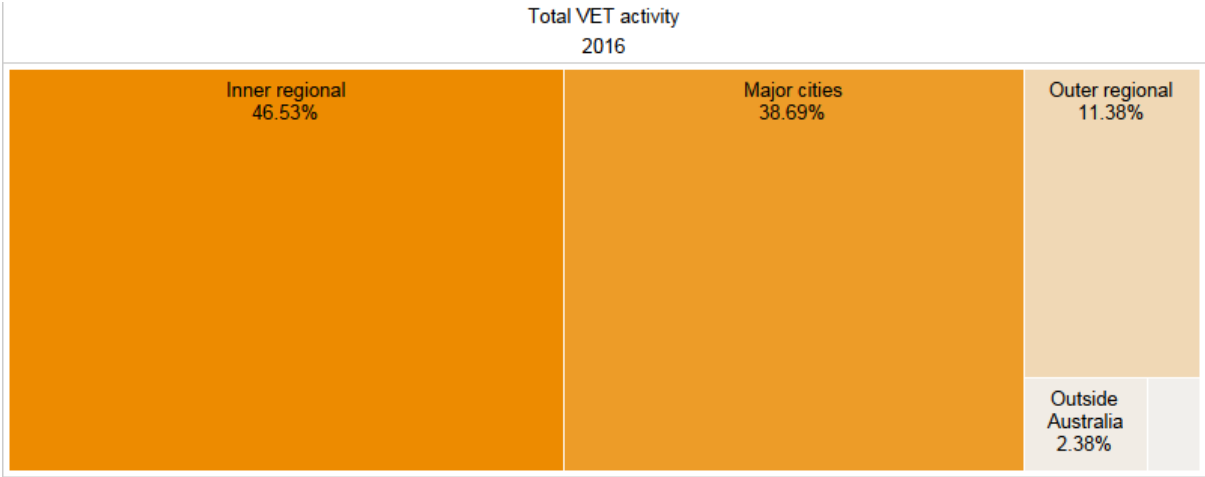
* Uncategorised data (reported as 'Not known') is not included.

Key Drivers for Change and Proposed Responses

The 2018–2021 outlook for skills needs and priorities in the racing industry is shaped by a range of development trends and factors as outlined below.

Priority Skill 1 - Retraining and re-educating ex-racing animals, (horses and greyhounds) to be retired and live safely outside of the racing industry	**Skill Description** This priority includes the following identified skills needs. • Ability to assess, retrain and rehome harness racing horses after their racing careers have finished for use in other working environments, breeding or for personal/recreational uses. • Ability to conduct, score and interpret a series of behavioural assessments for greyhounds, including providing simulations in typical domestic and companion animal environments, to establish an appropriate match between humans, the living arrangements for the greyhound. • Ability to conduct a series of behavioural observations of retired greyhounds (they are not all ex-racers), with particular relevance to the assessment of an individual's suitability for assimilation into a range of domestic environments. • Ability to deliver programs for greyhounds that demonstrate difficulty to adapting to life as a pet. Use collaboration and coordination to assist in finding the right home for such dogs. Communicate assessment results and educate existing and future owners. Ability to understand aspects of canine behaviour and health pertinent to the racing industry and provide appropriate referrals to veterinary care, specialist care or rehabilitation.
	Relevant Occupations This is an emerging specialist area/occupation in the horse industry. For greyhounds, these would be Greyhound Adoption Program (GAP) staff, dog trainers, greyhound trainers, animal foster workers, animal behaviourists, animal shelter staff, and racing industry participants, e.g. trainers and owners.
	Key Drivers The Australian community has high expectations for animal welfare on the retirement of horses. Horses may be retired from racing due to poor performance, illness, injury and behavioural problems. Main reasons include age or injury-related disease/conditions to bones, muscles, tendons or ligaments, and dissolving syndications. These injured horses are unlikely to be used for further riding or breeding but are expected to be of use in other working environments or for personal/recreational uses. The industry has also developed rules that require owners and trainers to report on the retirement of horses and their destination to ensure a high quality of welfare in the for animals transitioning from horse racing. Greyhound PRAs aim to raise the animal welfare standards of the industry through programs that facilitate rehoming of ex-racing greyhounds and reduced rates of wastage. Due to a greyhound's rearing affecting its

suitability to enter a rehoming program and become a happy, healthy and safe family pet, staff need to be able to accurately assess a dog's likely outcome (i.e. behavioural responses) prior to entering the program.

Currently there is no industry standard qualification or skill set that assessors must hold to undertake this role. Each GAP sets its own entry requirements. Development of a nationally applicable skill set will give greater consistency to the industry. As the industry pushes to increase the rehoming of greyhounds, more assessors will be needed to assess more dogs.

Greyhound trainers are able to rehome a greyhound without ensuring the dog has been through an appropriate rehoming program. This skill set will ensure the trainer has the opportunity to develop appropriate skills to determine if the dog will make a suitable pet.

All states have a mandate to reduce greyhound wastage and increase the number of dogs that retire from racing and become pets. Having staff (both paid and unpaid) who are trained to deliver rehoming programs for greyhounds will assist both these.

After a greyhound's racing career has finished, some dogs will not be deemed appropriate for a GAP due to a number of different behavioural issues. Examples include emotional disorders such as fear and anxiety, and predatory aggression. In addition to changes to rearing and training, the early identification of these issues, along with appropriate intervention where possible, will help more dogs to be successfully placed into homes as pets. Many of these dogs are fostered to specialist foster carers to address areas of concern and help the dog to enter into a GAP.

New units should be added to the greyhound trainer qualification so that trainers have appropriate skills in assessing dogs before allowing them to be rehomed. In addition, a skill set could be obtained by individuals with appropriate existing animal qualifications.

Training package solution
Review training package components to ensure inclusion of the skills required to retrain racing horses so they can be retired to another environment/activity that would align with animal welfare practices. These could be skill sets or a stand-alone qualification, depending on the vocational need/level.

Impact

The greatest impact for the development of these skills will be for the social licence of the various racing codes.

Greyhounds that are euthanised due to injury or for reason of being 'unneeded' in the industry, e.g. puppies/adults that are not showing signs of racing skills are known as 'wastage'. The wider community has actively communicated the need for less greyhounds to be injured and more to be transitoned to live as pets.

Racing horses are trained to be highly reactive and the triggers for speed (the leaning forward of the jockey) have led to a death of a student who was assigned to ride a thoroughbred that had not gone through re-education. Development of these skills will ensure that ex-racing horses

can be used by the public with increased safety. Industry will be seen to be addressing the issue of allowing unsafe horses to move into the general community.

Risks of Not Proceeding

The greatest risk of not proceeding is to the general public and to students undertaking horse-related training that involving horses potentially sourced from retired racing horses.

A young student was killed while undertaking training on a retired racehorse that had undergone no retraining. The student's attempt at saving herself (leaning forward towards the horses neck to hold on) triggered the horse to run faster as this is the position a jockey enters to signal for the horse to gallop at its highest possible speed.

Priority Skill 2 – Racing Horse breeding skills	**Skill Description**
	Knowledge of pedigrees, animal welfare issues, business management, particularly for operations owned by large partnerships, and the rules and regulations pertaining to the breeding of Thoroughbreds and Standardbreds.
	Ability to implement procedures for foaling down, equine nutrition, and the development of the foal in line with specific standards of Australian breeding requirements to produce the 'product' that races for competitions worldwide.
	Key Drivers
	Australian horse racing is reliant on the breeding of high-quality horses. Breeding and racing should be viewed in tandem as one cannot exist without the other. The breeding of racing horses (both Thoroughbred and Standardbred) requires different skills than the breeding of recreational horses. Thoroughbred breeders currently send workers to the United Kingdom and Ireland to undertake Diploma-level qualifications.
	In 2015–2016, the revenue from Thoroughbred breeding alone was $987.4 million with $145.4 million coming from export sales. The skill needs of racing/breeding should be addressed to protect current revenue and help increase revenue through both local and export sales.
	Proposed Response Review all current horse breeding units of competency within the *ACM Animal Care and Management Training Package* to ensure the skills are aligned to the needs of the industry. Move three horse breeding qualifications within the *ACM Training Package* to the RGR *Racing Training Package*: • Diploma of Horse Stud Management • Certificate IV in Horse Breeding • Certificate III in Horse Breeding. Move relevant horse breeding units from *ACM Training Package* to *Racing Training Package*: • ACMHBR202 Assist with oestrus detection in mares • ACMHBR303 Carry out natural mare mating procedures

- ACMHBR312 Carry out procedures for foaling down mares
- ACMHBR313 Care for pregnant mares
- ACMHBR401 Carry out stud stable management duties
- ACMHBR405 Supervise natural horse mating program
- ACMHBR406 Prepare yearlings for sale
- ACMHBR407 Educate stallions
- ACMHBR502 Manage reproductive outcomes of stallions and mares
- ACMHBR503 Develop and implement a marketing plan for stud stock.

Review units and qualifications to align with international best practice. Review current accredited courses with a view to including them in the training packages.

Relevant Occupations

Stablehands, studhands, breeder/stud managers, equine veterinarians, veterinary nurses, bloodstock managers, stallion managers, foaling supervisors, yearling supervisor, and broodmare supervisor.

Impact of Proposal on Stakeholders, Including Employers, Employees, Students, RTOs and Other IRCs/Training Packages

The impact on these courses will ensure that the skills that employees learn will be evidenced based as best practice for the Thoroughbred racing industry. The development of the Diploma will increase the speed to market for qualified stud mangers as they will not have to travel internationally to undertake a qualification, thus reducing recruitment costs for employers when employees need to leave for international study.

Many rural RTOs already have excellent equine training facilities that are currently underutilised. When working in collaboration with peak bodies such as Thoroughbred Breeders Association (TBA), RTOs would have the ability to set up an national centre of excellence. This could then attract international students wishing to study in Australia in locations located near some of the world's best Thoroughbred horse studs.

Risks of Not Proceeding

Currently, to have world's best practice skills in Thoroughbred breeding skills, Australian students must travel internationally to gain skills. The costs to students and employers is high due to international travel and the employee (student) time away from the workplace.

Priority Skill 3 – Greyhound health assistant skills	**Skill Description** Skills in non-veterinarian service providers of a limited but highly specialised healthcare such as acupuncture, massage and first aid.
	Relevant Occupations • 'Musclemen'. The term muscleman is industry jargon for individuals that deliver alternative therapies to greyhounds. They may or may not have any formal education and training in the delivery of treatments to greyhounds. This is not seen as an official

occupation; however, there are a number of people charging for these services. These skills will reduce the number of services that are being delivered by untrained and unqualified people.

- Veterinarians wishing to specialise in greyhounds.

Industry stakeholders that wish to assist veterinarians in the delivery of these services.

Key Drivers

New South Wales Racing Minister, Paul Toole, made specific mention of the industry reform required around this shadow occupation by the new NSW Greyhound Welfare and Integrity Commission. 'Work will also begin on developing a new role of greyhound health assistant for those who are not veterinarians but provide limited healthcare such as acupuncture, massage and first aid.'[39] It is a key priority for the new Greyhound Welfare and Integrity Commission. There has been correspondence between GRNSW Chief Veterinary Officer, Dr Rick Symons with the NSW Department of Industry transition team (November 2017) in regards to progressing this issue in 2018.

Training Package Solutions

Development of units of competency for:

1. **Greyhound/canine massage**

   Canine massage therapy is a form of alternative therapy. The benefits may include relaxation, increased oxygenation, relief from pain, improved joint flexibility, and miscellaneous benefits to the immune system.[40]
   Tasks include: Confirm physical health status of a greyhound. Plan a remedial massage treatment plan. Perform remedial massage. Identify inflammation and recognise pain response in greyhounds. Use massage equipment.

2. **Greyhound/canine acupuncture**

   A system of complementary medicine in which fine needles are inserted in the skin at specific points along what are considered to be lines of energy (meridians), used in the treatment of various physical and mental conditions.

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[39] Greyhound racing reform fact sheet, <*https://www.industry.nsw.gov.au/__data/assets/pdf_file/0016/102166/Greyhound-racing-reforms-response-fact-sheet.pdf*>.

[40] <*https://en.wikipedia.org/wiki/Canine_massage*>.

Tasks include: Safe and painless insertion of needles into specific points on the greyhound's body to produce a healing response. Locate and understand acupuncture point and specific actions when stimulated.[41]

3. **Greyhound/canine osteopathy**

    Osteopathy is a form of manual healthcare focused on how the skeleton, joints, muscles, nerves, circulation, connective tissue and internal organs function as a holistic unit.
    Tasks include: Provide canine rehabilitation for common greyhound back, shoulder, hip issues, as well as muscle spasms and stiffness or post-injury and post-operative issues. Provide osteopathic treatments that include: massage, stretching, joint manipulation and articulation and cranial work. Seek medical history of a greyhound from an owner or veterinarian. Be advised on veterinary orthopaedic and neurological exam reports or results from a veterinarian. Be aware of greyhound conditions and injuries that will and will not benefit from osteopathic treatment.

4. **Greyhound/canine chiropractic**

    A system of complementary medicine based on the diagnosis and manipulative treatment of misalignments of the joints, especially those of the spinal column, which are believed to cause other disorders by affecting the nerves, muscles, and organs.
    Tasks include: Locate and correct spinal misalignments. Restore normal nervous system function to optimise greyhound health. Provide chiropractic adjustment, a correction of spinal misalignment by applying direct specific pressure on the affected vertebrae and gently guiding it back into its proper position. Follow treatment guidelines and advice from veterinarians. Be advised on veterinary orthopaedic and neurological exam reports or results from a veterinarian. Be aware of greyhound conditions and injuries that will and will not benefit from chiropractic treatment.

Development of units may lead to units that align to post-graduate AQF levels and these skills may be made as skill sets for veterinarians that aiming to specialise in greyhounds.

Risks of Not Proceeding

These services will still continue to be delivered by individually called 'musclemen' They may not be following best practice in the care and welfare of the greyhounds.

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41 'What is veterinary acupuncture?', <https://www.ivas.org/about-ivas/what-is-veterinary-acupuncture/>.

Priority Skill 4 - Skills in incident management involving horses or greyhounds	**Skill Description**
	Ability to work as part of a team to keep workers safe while managing an injured or distressed animal involved in an incident.
	Relevant Occupations
	Veterinarians, veterinary nurses and people on the ground near a fallen horse including track managers, track staff, barrier attendants, jockeys, mounted stewards, horse ambulance drivers.
	Key Drivers
	At times horses can be injured when they undertake some form of work (racing, cattle management) or through an unplanned event when grazing.
	Horses are a flight animals and when in distress may react in a way that could harm the people trying to assist them.
	Horses within the racing industry can have an extremely high monetary value. When injured they may react in a way that causes them even more harm. An injured horse may not be able to return to racing but it may still have a high value for breeding purposes. Being able to assist an injured animal and protect those delivering assistance will ensure the safety of all involved and at minimal monetary loss.
	Currently there is not an accredited course or units of competency to cover large animal rescue. State Emergency Service rescue operators learn basic skills and then contextualise to each incident scene.
	Proposed Response
	Review all large animal rescue non-accredited courses to determine if they should be incorporated into the relevant training packages. There is an opportunity for a joint project between the RGR and ACM training packages to avoid duplication and ensure viability for a range of industries.
	Create new training package components (qualifications, units of competency and skill sets) if a gap in skills is determined.
	Impact of Proposal on Stakeholders, Including Employers, Employees, Students, RTOs and Other IRCs/Training Packages
	• employees staying in the racing industry therefore reduction of skills drain • lower costs of training and as people stay in the industry skills diversity for employees.
	Risks of Not Proceeding
	Increased risk to workers trying to assist injured animals. Risk to animal welfare when improper procedures followed.
Priority Skill 5 - Self-management,	**Skill Description**
	This priority includes the following identified skills needs.

entrepreneurship and transferable skills for jockeys and drivers	• Ability to use personal development methods and establish goals or benchmarks, strategies or plans for reaching goals, measurement and assessment of progress, levels or stages that define milestones along a development path, and a feedback system to provide information on changes. • Business management skills including ability to focus on customers, negotiate, apply productivity and marketing tools, manage and mentor staff effectively, and manage and even raise money. • Ability to acquire skills that can be used in different employment settings in the racing industry including interpersonal, organisation, leadership and communication skills as well as new specialist skills for a range of jockey/driver-related occupations. Skills would also be developed for the athlete/careers managers to assist the jockeys and drivers in their transition to another role.
	Occupations Affected Jockeys, drivers, and athlete/career managers.
	Drivers Historically, the relevant industry bodies have looked after jockeys' and drivers' careers and welfare. By developing skills of self-management and entrepreneurship, jockeys and drivers will be less dependent on others for these needs. There are many highly skilled jockeys and drivers in horse racing. After childbirth or a career-ending injury, a large number of jockeys and drivers, particularly women, choose, or are forced, to leave the industry. Others make a choice for career change and do not return to the high-risk profession of jockey/driver. The knowledge and experience of these people should not be lost but, rather, moved into other vocations within the industry. All Principal Racing Authorities have the role of an athlete/career manager who assists jockeys through their apprenticeships. This role also assists jockeys/drivers planning to leave the racing industry. There is opportunity to increase their skills to support jockeys/drivers in transitioning to another role within the industry.
	Training Package Solution R eview jockey and driver qualifications to determine how to strengthen the skills of jockeys and drivers. Determine if specific units of competency need to be developed for jockeys and drivers to be able to negotiate on their own behalf in different aspects of their working life. Determine if common career development units (those coded BSBLED) are suitable for racing industry athlete/career managers.
	Impact • employees staying in the racing industry therefore reduction of skills drain • lower costs of training and as people stay in the industry

	• skills diversity for employees.
	Risks of Not Proceeding
	The greatest risk is to employers and industry when they lose employees they have been investing in over a number of years when those employees, no longer wishing to be a jockey or driver, leave the industry altogether.
Priority Skill 6 Skills In Greyhound Training	**Skill Description** Review and updating of Certificate IV in Racing (Greyhound Trainer) to ensure career development and pathway for industry members.
	Occupations Affected Greyhound trainers, greyhound owners, and greyhound breeders.
	Key Drivers Development of the Certificate IV in Racing (Greyhound Trainer) will provide the opportunity for a long-term career path, development of the professional nature of the industry and allow for further career specialisation. A number of Greyhound Racing Controlling Bodies are encouraging industry members to enter into formal training. Completion of training will ensure best practise activities will be undertaken and thus increase the animal welfare and community acceptance of the sport.
	Training Package Solution • Review of one qualification. • Development of specialisation units to be used in the elective bank for this qualification.
	Impact of Proposal on Stakeholders, Including Employers, Employees, Students, RTOs and Other IRCs/Training Packages • **Improvement of animal welfare** • **Industry development** • **Recognition of skills**
	Risks of Not Proceeding • **Career stagnation** •

Industry Priority for Generic Skills

The Animal Care and Management Industry Reference Committee was consulted on ranking the generic skills priorities for the industry from a list provided by the Department of Education and Training. The table **Error! Reference source not found.**below outlines the advice received.

Rank	Generic Skill
1	**Other generic skills**
	Animal welfare
	Integrity and ethical conduct
2	**Language, Literacy and Numeracy (LLN) skills**
	Foundation skills of literacy and numeracy.
3	**Learning agility/Information literacy/Intellectual autonomy and self-management skills**
	Ability to identify a need for information.
	Ability to identify, locate, evaluate, and effectively use and cite the information.
	Ability to discriminate and filter information for importance.
	Ability to do more with less.
	Ability to quickly develop a working knowledge of new systems to fulfil the expectations of a job.
	Ability to work without direct leadership and independently.
4	**Communication/Collaboration including virtual collaboration/Social intelligence skills**
	Ability to understand and apply the principles of creating more value for customers with fewer resources (lean manufacturing) and collaborative skills.
	Ability to critically assess and develop content that uses new media forms and leverage these media for persuasive communications.
	Ability to connect with others deeply and directly, to sense and stimulate reactions and desired interactions.
5	**Financial skills**
	Ability to understand and apply core financial literacy concepts and metrics, streamlining processes such as budgeting, forecasting, and reporting, and stepping up compliance.
	Ability to manage costs and resources, and drive efficiency.
6	**Customer service/Marketing skills**
	Ability to interact with another human being, whether helping them find, choose or buy something.
	Ability to supply customers' wants and needs both via face to face interactions or digital technology.
	Ability to manage online sales and marketing.
	Ability to understand and manage digital products.
7	**Managerial/Leadership skills**
	Ability to effectively communicate with all functional areas of the organisation.
	Ability to represent and develop tasks and work processes for desired outcomes.
	Ability to oversee processes, guide initiatives and steer employees toward achievement of goals.
8	**Entrepreneurial skills**
	Ability to take any idea, whether it be a product and service, and turn that concept into reality and not only bring it to market but make it a viable product and/or service.
	Ability to focus on the very next step to get closer to the ultimate goal.
	Ability to weather the ups and downs of any business.
	Ability to sell ideas, products or services to customers, investors or employees etc.
9	**Technology use and application skills**
	Ability to create and/or use of technical means understand their interrelation with life, society, and the environment.

Rank	Generic Skill
	Ability to understand and apply scientific or industrial processes, inventions, methods, etc. Ability to deal with increasing mechanisation and automation and computerisation. Ability to do work from mobile devices rather than from paper.
10	**Environmental and sustainability skills**
	Ability to focus on problem-solving and the development of applied solutions to environmental issues and resource pressures at local, national and international levels.
11	**Data analysis skills**
	Ability to translate vast amounts of data into abstract concepts and understand data-based reasoning. Ability to use data effectively to improve programs, processes and business outcomes. Ability to work with large amounts of data: facts, figures, number crunching, analysing results.
12	**Design mindset/Thinking critically/System thinking/Solving problems skills**
	Ability to adapt products to rapidly shifting consumer tastes and trends. Ability to determine the deeper meaning or significance of what is being expressed via technology. Ability to understand how things that are regarded as systems influence one another within a complete entity, or larger system. Ability to think holistically.
13	**Science, Technology, Engineering and Maths (STEM) skills**
	Sciences, mathematics and scientific literacy.

Additional Skills Development Priorities for the Industry

The following is an additional priority area for skills development in the racing industry, which does not necessarily involve improvement or development of national skills standards but other mechanisms and processes supported by the Department of Education and Training and the industry.

Formalisation of Racing Skills

The industry requires development of competency assessment tools to assist trainers, and workers to become trainers, with the awarding of relevant qualifications based on previous workplace experience.

There are two drivers for this development need from different areas of racing: horses and greyhounds.

Horses: With the release of the new Certificate II in Horse Care, current trainers and assessors will need to undertake an assessment process to ensure they meet the requirements to deliver the qualification. To ensure that delivery of the Certificate II in Horse Care can start as soon as possible, trainers and assessors will need to be awarded vocational competence prior to RTOs being able to have the qualification added to their scope of registration.

Greyhounds: Many people working in greyhound racing have never undertaken any vocational education related to greyhound breeding, raising or racing. Instead, many of their skills have been acquired through on-the-job experience. To ensure that the skills of racing industry integrity and animal welfare are being delivered in the 'workplace' (as it could take place in someone's home) an assessment process must be undertaken, followed by skills gap training. The new qualifications, skill sets and units of competency should not be a deterrent from entering the industry or a driver for people to leave the industry.

E. IRC SIGN-OFF

This IRC Skills Forecast and Proposed Schedule of Work 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

Geoff Bloom   Signature of Chair

Date: 29 April 2018

ATTACHMENT A

IRC Training Product Review Plan 2018–2021 for the Racing Industry

Relevant training package: RGR Racing Training Package

Contact details: Skills Impact

Date submitted to Department of Education and Training: 28 April 2018

2018 - 2019	
Skills in retraining and re-educating ex-racing animals, horses and greyhounds, to be retired and live safely outside of the racing industry	Ability to assess, retrain and rehome harness racing horses after their racing careers have finished for use in other working environments, breeding or for personal/recreational uses.
	Ability to conduct, score and interpret a series of behavioural assessments for greyhounds, including providing simulations in typical domestic and companion animal environments, to establish an appropriate match between humans, the living arrangements for the greyhound.
	Ability to conduct a series of behavioural observations of retired greyhounds (they are not all ex-racers), with particular relevance to the assessment of an individual's suitability for assimilation into a range of domestic environments.
	Ability to deliver programs for greyhounds that demonstrate difficulty to adapting to life as a pet. Use collaboration and coordination to assist in finding the right home for such dogs. Communicate assessment results and educate existing and future owners.
	Ability to understand aspects of canine behaviour and health pertinent to the racing industry and provide appropriate referrals to veterinary care, specialist care or rehabilitation.
Racing Horse breeding skills	Knowledge of pedigrees, animal welfare issues, business management, particularly for operations owned by large partnerships, and the rules and regulations pertaining to the breeding of Thoroughbreds and Standardbreds.

	Ability to implement procedures for foaling down, equine nutrition, and the development of the foal in line with specific standards of Australian breeding requirements to produce the 'product' that races for competitions worldwide.
Greyhound health assistance skills	Skills in non-veterinarians services providers of a limited but highly specialised healthcare such as acupuncture, massage and first aid

2019 - 2019	
Skills for incidents involving horses and greyhounds	Ability to work as part of a team to keep workers safe while managing an injured or distressed animal involved in an incident
Skills in career transition from or within the racing industry	Ability to use personal development methods and establish goals or benchmarks, strategies or plans for reaching goals, measurement and assessment of progress, levels or stages that define milestones along a development path, and a feedback system to provide information on changes.
	Business management skills including ability to focus on customers, negotiate, apply productivity and marketing tools, manage and mentor staff effectively, and manage and even raise money.
	Ability to acquire skills that can be used in different employment settings in the racing industry including interpersonal, organisation, leadership and communication skills as well as new specialist skills for a range of jockey/driver-related occupations.
	Skills would also be developed for athlete/careers managers to assist jockeys and drivers in their transition to another role.

Skills In Greyhound Training.	Development of the Certificate IV in Racing (Greyhound Trainer) will provide the opportunity for a long-term career path, development of the professional nature of the industry and allow for further career specialisation. A number of Greyhound Racing Controlling Bodies are encouraging industry members to enter into formal training. Completion of training will ensure best practise activities will be undertaken and thus increase the animal welfare and community acceptance of the sport.

PROPOSED RGR UNITS TO BE CHECKED FOR CURRENCY AND POSSIBLY REVIEWED AS PART OF THE FOUR-YEAR CYCLE

N/A, all units have been reviewed in Racing Industry Review project.

ATTACHMENT B

Current IRC Projects for the Racing Industry

YEAR	PROJECT	QUALIFICATION CODE & TITLE	UNIT OF COMPETENCY CODE & TITLE
2018	Racing Industry Review Project	RGR10108 Certificate I in Racing (Stablehand)	RGRADM301 Assist with race meeting operations
		RGR20218 Certificate II in Racing Industry	RGRADM302 Supervise use of track and race club facilities
		RGR30118 Certificate III in Racing (Trackrider)	RGRADM402 Prepare for race meeting special events
		RGR30218 Certificate III in Racing (Stablehand)	RGRCMN002 Investigate job opportunities in racing and related industries
		RGR30318 Certificate III in Racing (Driving Stablehand)	RGRCMN203 Comply with racing industry ethics and integrity
		RGR30418 Certificate III in Racing Services	RGRCMN305 Participate in racing protests and inquiries
		RGR40118 Certificate IV in Racing (Racehorse Trainer)	RGRCMN402 Participate in media interviews for racing
		RGR40218 Certificate IV in Racing (Jockey)	RGRCMN403 Participate in racing industry appeals
		RGR40318 Certificate IV in Racing (Harness Race Driver)	RGRPSG401 Relate anatomical and physiological features to the care and treatment of greyhounds
		RGR40418 Certificate IV in Racing (Greyhound Trainer)	RGRPSH101 Catch and handle quiet horses under supervision
		RGR40518 Certificate IV in Racing Integrity	RGRPSH102 Perform basic stable duties
		RGR50118 Diploma of Racing (Racehorse Trainer)	RGRPSH201 Handle racehorses in stables and at trackwork
		RGR50218 Diploma of Racing Integrity Management	RGRPSH202 Assist with transportation of horses
			RGRPSH203 Perform basic driving tasks
			RGRPSH204 Prepare to drive jog work
			RGRPSH205 Perform basic riding skills in the racing industry

YEAR	PROJECT	QUALIFICATION CODE & TITLE	UNIT OF COMPETENCY CODE & TITLE
			RGRPSH207 Perform racing stable duties
			RGRPSH209 Attend horses at race meetings and trials
			RGRPSH211 Work effectively in the horse racing industry
			RGRPSH301 Implement stable operations
			RGRPSH302 Supervise handling of horses
			RGRPSH303 Organise and oversee transportation of horses
			RGRPSH304 Identify factors that affect racehorse fitness and suitability to race
			RGRPSH305 Develop driving skills for trackwork
			RGRPSH306 Develop basic trackwork riding skills
			RGRPSH307 Exercise horses in pacework
			RGRPSH308 Provide first aid and emergency care for horses or other equines
			RGRPSH309 Implement feeding programs for racehorses under direction
			RGRPSH310 Prepare for self-management in racing
			RGRPSH311 Participate in racing as an owner
			RGRPSH312 Transport racehorses by road
			RGRPSH401 Provide care and treatment of horses
			RGRPSH402 Drive horses in pacework and fast work
			RGRPSH403 Educate horses for harness racing

YEAR	PROJECT	QUALIFICATION CODE & TITLE	UNIT OF COMPETENCY CODE & TITLE
			RGRPSH404 Ride horses at trackwork
			RGRPSH405 Ride horses in jump outs
			RGRPSH406 Develop riding skills for jumping racing
			RGRPSH407 Educate thoroughbred horses for racing
			RGRPSH408 Manage horse health and welfare
			RGRPSH409 Determine nutritional requirements for racing horses
			RGRPSH410 Prepare for race driving
			RGRPSH411 Drive horses in trials
			RGRPSH412 Drive horses in races
			RGRPSH413 Prepare for race riding
			RGRPSH414 Ride horses in trials
			RGRPSH415 Ride horses in races
			RGRPSH416 Perform trial and race jumping riding skills
			RGRPSH418 Set goals to improve racing performance
			RGRPSH419 Manage principles of sports science for jockeys
			RGRPSH420 Participate in implementing racehorse exercise programs
			RGRPSH421 Operate horse racing training business
			RGRPSH422 Promote and maintain business arrangements with racehorse owners
			RGRPSH423 Train horses for jumping racing

YEAR	PROJECT	QUALIFICATION CODE & TITLE	UNIT OF COMPETENCY CODE & TITLE
			RGRPSH501 Plan and adapt training and conditioning programs for racehorses
			RGRPSH502 Plan and implement education of horses for racing
			RGRPSH503 Trial and race horses
			RGRPSH504 Develop systems and records for horse racing business training operations
			RGRPSH505 Select horses for racing
			RGRROP201 Perform duties of barrier attendant at thoroughbred race meetings and trials
			RGRROP202 Perform duties of kennel attendant at race meetings
			RGRROP203 Perform duties of parade official at greyhound race meetings
			RGRROP204 Assist with harness race starts
			RGRROP301 Perform ear branding and marking up of greyhounds
			RGRROP302 Brand standardbred horses
			RGRROP303 Perform duties of clerk of course at harness or thoroughbred race meetings and trials
			RGRROP304 Perform duties of clerk of scales at greyhound race meetings
			RGRROP306 Perform duties of clerk of scales for jockeys at thoroughbred race meetings
			RGRROP307 Perform duties of lure driver at race meetings and trials

YEAR	PROJECT	QUALIFICATION CODE & TITLE	UNIT OF COMPETENCY CODE & TITLE
			RGRROP308 Drive mobile start vehicle
			RGRROP309 Perform duties of catching pen supervisor
			RGRROP310 Supervise race meeting kennels
			RGRROP311 Perform duties of greyhound race starter
			RGRROP312 Perform duties of licensing or registration clerk
			RGRROP313 Process race nominations and acceptances
			RGRROP314 Perform duties of photo finish operator at greyhound or horse race meetings
			RGRROP315 Perform duties of timekeeper at greyhound or horse race meetings
			RGRROP316 Perform duties of track supervisor during trackwork operations
			RGRROP317 Attend racing events and comply with protocols and safety procedures
			RGRROP401 Perform duties of race programmer
			RGRROP402 Perform duties of medical practitioner at race meetings and trials
			RGRROP403 Perform duties of farrier at race meetings
			RGRROP404 Perform duties of veterinarian at race meetings or trial
			RGRROP405 Conduct veterinarian supervision of sample collection procedures

YEAR	PROJECT	QUALIFICATION CODE & TITLE	UNIT OF COMPETENCY CODE & TITLE
			RGRROP406 Perform duties of harness race starter
			RGRROP407 Perform duties of thoroughbred race starter
			RGRROP408 Perform duties of betting supervisor or steward at greyhound or horse race meetings
			RGRROP409 Perform duties of greyhound grader
			RGRROP410 Perform duties of racehorse handicapper
			RGRROP411 Perform duties of greyhound or horse race judge
			RGRSTD301 Perform duties of cadet steward
			RGRSTD302 Interpret wagering trends
			RGRSTD303 Assess racing and training gear suitability and safety
			RGRSTD402 Perform non-race day duties of steward
			RGRSTD403 Apply principles of administrative law to investigation and resolution of racing matters
			RGRSTD404 Prepare for racing industry appeals
			RGRSTD405 Conduct steward supervision of sample collection procedures
			RGRSTD406 Assess greyhound or horse handling skills
			RGRSTD407 Assess driving or riding skills of licence or registration applicants
			RGRSTD408 Analyse race performance
			RGRSTD409 Perform duties of a race day steward

YEAR	PROJECT	QUALIFICATION CODE & TITLE	UNIT OF COMPETENCY CODE & TITLE
			RGRSTD501 Manage steward services
			RGRSWA301 Collect non-blood samples from greyhounds or horses
			RGRSWA302 Collect non-blood samples from racing personnel
			RGRSWA303 Collect blood samples for racing animal drug testing
			RGRTRK301 Assist with race meeting track management
			RGRTRK403 Maintain specialised non-turf track surfaces for racing
			RGRTRK303 Provide emergency animal assistance
			RGRTRK401 Supervise preparation of track and facilities for race meetings
			RGRTRK402 Relate animal welfare to track and environmental conditions
			RGRTRK403 Maintain specialised non-turf track surfaces for racing

ATTACHMENT C

2018–2019 Project Details

Project Title: Skills in retraining and re-educating ex-racing animals, (Horses and Greyhounds) to be retired and live safely outside of the racing industry	
Description	Ability to assess, retrain and rehome harness racing horses after their racing careers have finished for use in other working environments, breeding, or for personal/recreational uses.
	Ability to conduct, score and interpret a series of behavioural assessments for greyhounds, including providing simulations in typical domestic and companion animal environments, to establish an appropriate match between humans, the living arrangements for the greyhound.
	Ability to conduct a series of behavioural observations of retired greyhounds (they are not all ex-racers), with particular relevance to the assessment of an individual's suitability for assimilation into a range of domestic environments.
	Ability to deliver programs for greyhounds that demonstrate difficulty to adapting to life as a pet. Use collaboration and coordination to assist in finding the right home for such dogs. Communicate assessment results and educate existing and future owners.
	Ability to understand aspects of canine behaviour and health pertinent to the racing industry and provide appropriate referrals to veterinary care, specialist care or rehabilitation.
Rationale	The Australian community has high expectations for animal welfare on the retirement of horses. Horses may be retired from racing due to poor performance, illness, injury and behavioural problems. The main reasons include age or injury-related disease/conditions to bones, muscles, tendons or ligaments, and dissolving syndications. These injured horses are unlikely to be used for further riding or breeding but are expected to be of use in other working environments or for personal/recreational uses.
	The industry has also developed rules that require owners and trainers to report on the retirement of horses and their destination to ensure a high quality of animal welfare in the transition from horse racing.
	Greyhound PRAs aim to raise the animal welfare standards of the industry through programs that facilitate rehoming of ex-racing greyhounds and reduced rates of wastage. Due to a greyhound's rearing affecting its suitability to enter a rehoming program and become a happy, healthy and safe family pet, staff need to be able to accurately assess a dog's likely outcome (i.e. behavioural responses) prior to entering the program.
	Currently there is no industry standard qualification or skill set that assessors must hold to undertake this role. Each GAP sets its own entry

requirements. Development of a nationally applicable skill set will give greater consistency to the industry. As the industry pushes to increase the rehoming of greyhounds, more assessors will be needed.

Greyhound trainers are able to rehome a greyhound without ensuring the dog has been through an appropriate rehoming program. This skill set will ensure the trainer has the appropriate skills to determine if the dog will make a suitable pet.

All states have a mandate to reduce greyhound wastage and increase the number of dogs that retire from racing and become pets. Having staff (both paid and unpaid) trained to deliver rehoming programs for greyhounds will assist both of these areas.

After a greyhound's racing career has finished, some dogs will not be deemed appropriate for a GAP due to a number of different behavioural issues. Examples include emotional disorders such as fear and anxiety, and predatory aggression. In addition, changes to rearing and training the early identification of these issues, along with appropriate intervention where possible, will help more dogs to be successfully placed into pet homes. Many of these dogs are fostered to specialist foster carers to address areas of concern and help the dog to enter into a GAP.

New units should be added to the greyhound trainer qualification so that trainers have appropriate skills in assessing greyhounds before allowing them to be rehomed. In addition, a skill set could be obtained by individuals with appropriate existing animal qualifications.

Review training package components to ensure inclusion of the skills required to retrain racing horses so they can be retired to another environment/activity that would align with animal welfare practices. These could be skill sets or a stand-alone qualification depending on the vocational need/level.

Ministers' Priorities Addressed	The Minister's Priorities reflected in the project:

The Minister's Priorities reflected in the project:

- foster greater recognition of skill sets
- ensure that the training system better supports individuals to move easily from one related occupation to another
- ensures that new training courses can be developed as quickly as industry needs them and available to support niche skill needs

improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors.

Consultation Plan

Equines

Andrew McLean – Equitation Science International <*https://www.esi-education.com/about-us/*>

Ron Fleming – Racing and Wagering WA

Representative from each state and territory's Principal Racing Authority (PRA)

Representative from Australian Trainers Association

<u>**Greyhounds**</u>

Representatives from each state and territory's Greyhound As Pets (GAP) program

- Dana Shaw Racing and Wagering WA GAP.

Representative from each state and territory's Controlling Body or Principal Racing Authority (PRA)

- Diana Rayment Greyhound Victoria
- Dr Jane McNichol Greyhound SA.

Representatives from each state and territory's Greyhound Breeders Owners and Trainers Association (GBOTA):

- Karen Dawson *<http://www.ava.com.au/13191_>*
- Ray Ferguson – Australian Greyhound Veterinary

Scope of Project	Project timeline

1–7 June

Project planning and location booking.

1–30 July

Subject matter expert meetings, research and functional analysis.

1 -30 August

Development of Draft 1 documents.

1 -30 September

Public consultation – via website and public workshops.

1-30 October

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1–30 November

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1 December - 15 January

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1–14 February

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16 February - 30 March

Finalisation of documents, including Case for Endorsement

25-30 April

Proofreading of documents.

3-10 May

Edit and equity review.

14–16 May

IRC Case for Endorsement Approval to submit for quality assurance review.

30 May- 6 June

Quality assurance evaluation.

8–22 June

State/territory Training Authority Review.

25–29 June

Industry Reference Committee final sign-off.

30 June

Submission to Australian Industry and Skills Committee.

RGR Racing Training Package.

No new qualifications to be developed.

Qualifications to be reviewed (9) to determine if newly developed units to be added to the elective banks:

- RGR20117 Certificate II in Racing Greyhounds *<https://training.gov.au/Training/Details/RGR20117>*
- RGR30117 Certificate III in Racing Greyhounds *<https://training.gov.au/Training/Details/RGR30117>*
- RGR10118 Certificate I In Racing (Stablehand) *currently submitted for endorsement*
- RGR20218 Certificate II in Racing (Stablehand) *currently submitted for endorsement*
- RGR30218 Certificate III In Racing (Stablehand) *currently submitted for endorsement*
- RGR30318 Certificate III in Racing (Driving Stablehand) *currently submitted for endorsement*
- RGR40418 Certificate IV in Racing (Greyhound Trainer) *currently submitted for endorsement*
- RGR40118 Certificate IV in Racing (Racehorse Trainer) *currently submitted for endorsement*

RGR50118 Diploma of Racehorse Trainer *currently submitted for endorsement*

Skill sets to be developed (3):

<u>Assess Greyhounds for Rehoming Skill Set</u>

Content to include:

- assessment of greyhounds for suitability to undertake rehoming programs and possible success
- development of greyhound rehabilitation plan
- monitoring of foster carers
- assessment of adopters and matching with greyhounds

- skills in addressing:
    - prey drive
    - resource guarding
    - anxiety
    - exposure to new environments and surfaces
    - introducing greyhounds to other dogs and oither species (with content acknowledging differences in desexed dogs).

Foster Retiring Greyhounds Skill Set

Content to include:

- skills in addressing:
    - prey drive
    - resource guarding
    - anxiety
    - exposure to new environments and surfaces
    - introducing greyhounds to other dogs and other species (with content acknowledging differences in desexed dogs).

Assess Thoroughbreds and Standardbreds for Retiring and Rehoming Skill Set

Content to include:

- assessment of horses for suitability to undertake rehoming programs and possible success
- re-educate Thoroughbred horses' speed triggers and flight responses
- development of re-education plans
- develop nutritional plans for off-track diets of retired racing horses
- manage ex-race horses' anxiety and panic attacks
- manage horses with 'windsucking' habits.

Units of competency to be developed/revised (11):

- RGRPSHXXX Assessment of horses for suitability to undertake rehoming programs and possible success
- RGRPSHXXX Re-educate Thoroughbred horses' speed triggers and flight response
- RGRPSHXXX Develop nutritional plans for off-track diets of retired racing horses
- RGRPSHXXX Manage ex-race horses' anxiety and panic attacks
- RGRPSHXXX Manage horses with 'windsucking' habits
- RGRPSGXXX Assessment of greyhounds for suitability to undertake rehoming programs and possible success
- RGRPSGXXX Develop greyhound rehabilitation plan
- RGRPSGXXX Recruit, train and monitor greyhound foster carers
- RGRPSGXXX Assess, match and coordinate greyhound adoption
- RGRPSGXXX Manage greyhound rehabilitation programs
- RGROOOXXX Implement greyhound rehabilitation programs.

Project Title: Thoroughbred breeding skills

Description	Knowledge of pedigrees, animal welfare issues, business management, particularly for operations owned by large partnerships, and the rules and regulations pertaining to the breeding of Thoroughbreds and Standardbreds. Ability to implement procedures for foaling down, equine nutrition, and the development of the foal in line with specific standards of Australian breeding requirements to produce the 'product' that races for competitions worldwide.
Rationale	Australian horse racing is reliant on the breeding of high-quality horses. Breeding and racing should be viewed in tandem, as one cannot exist without the other. The breeding of racing horses (both Thoroughbred and Standardbred) requires different skills than the breeding of recreational horses. Thoroughbred breeders currently send workers to the United Kingdom and Ireland to undertake Diploma-level qualifications. In 2015–2016, the revenue from Thoroughbred breeding alone was $987.4 million, with $145.4 million coming through export sales. The skills needs of racing/breeding should be addressed to protect the current revenue and to help increase revenue through both local and export sales.
Ministers' Priorities Addressed	The Minister's Priorities reflected in the project: • ensure that more information about the industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices • ensure that new training courses can be developed as quickly as the industry needs them and available to support niche skill needs • ensure that the training system better supports individuals to move easily from one related occupation to another.
Consultation Plan	John Sunderland – Godolphin/Thoroughbred Breeders Association, Racing and Breeding and Animal Care & Management IRCs Representatives from: • Thoroughbred Breeders Victoria • Thoroughbred Breeders NSW • Thoroughbred Breeders QLD Association • South Australian Thoroughbred Breeders • Thoroughbred Breeders WA • Thoroughbred Breeders Tasmania Representatives from large Thoroughbred studs: • Arrowfield Group • Coolmore Australia • Vinery Stud • Chatswood

- Glenlogan Park
- Oaklands
- Lyndhurst
- Raheen
- Willowbend

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Racing Training Package

Horse breeding qualifications to be moved (3) from the *ACM Training Package* to the *Racing Training Package*:
- Diploma of Horse Stud Management
- Certificate III in Horse Breeding
- Certificate IV in Horse Breeding

Racing Training Package qualifications for review (6) for possible inclusion of units in elective bank:

- RGR10118 Certificate I In Racing (Stablehand) *currently submitted for endorsement*
- RGR20218 Certificate II in Racing (Stablehand) *currently submitted for endorsement*
- RGR30218 Certificate III In Racing (Stablehand) *currently submitted for endorsement*
- RGR30318 Certificate III in Racing (Driving Stablehand) *currently submitted for endorsement*
- RGR40118 Certificate IV in Racing (Racehorse Trainer) *currently submitted for endorsement*
- RGR50118 Diploma of Racehorse Trainer *currently submitted for endorsement*

10 Units to be moved from the *ACM Training Package* into the *Racing Training Package*. Units to be recoded and their content reviewed (10):

- ACMHBR202 Assist with oestrus detection in mares
- ACMHBR303 Carry out natural mare mating procedures
- ACMHBR312 Carry out procedures for foaling down mares
- ACMHBR313 Care for pregnant mares
- ACMHBR401 Carry out stud stable management duties
- ACMHBR405 Supervise natural horse mating program
- ACMHBR406 Prepare yearlings for sale
- ACMHBR407 Educate stallions
- ACMHBR502 Manage reproductive outcomes of stallions and mares
- ACMHBR503 Develop and implement a marketing plan for stud stock

Biosecurity and infection control skills to be included in the qualification. Review units currently being developed in the Working with Animals safely (infection control) in the ACM Animal Care and Management Training

Package for inclusion in the elective bank. Possible new unit if these are not fit for purpose.

Project Title: Greyhound health assistance skills	
Description	Skills in non-veterinarians services providers of a limited healthcare such as acupuncture, massage and first aid.
Rationale	New south Wales Racing Minister, Paul Toole, made specific mention of the industry reform required around this shadow occupation by the new NSW Greyhound Welfare and Integrity Commission. 'Work will also begin on developing a new role of greyhound health assistant for those who are not veterinarians but provide limited healthcare such as acupuncture, massage and first aid.'[42] It is a key priority for the new Greyhound Welfare and Integrity Commission. There has been correspondence between GRNSW Chief Veterinary Officer, Dr Rick Symons with the NSW Department of Industry transition team (November 2017) in regards to progressing this issue in 2018.
Ministers' Priorities Addressed	The Minister's Priorities reflected in the project • ensure that the training system better supports individuals to move easily from one related occupation to another • foster greater recognition of skill sets • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors.
Consultation Plan	Representative from each state and territory's controlling body or Principal Racing Authority (PRA): • Diana Rayment Greyhound Victoria • Dr Jane McNichol Greyhound SA. Representatives from each State and Territory Greyhound Breeders Owners and Trainers Association (GBOTA): • Karen Dawson <http://www.ava.com.au/13191_> • Ray Ferguson – Australian Greyhound Veterinary.
Scope of Project	Project timeline: **1–7 June** Project planning and location booking. **1–30 July** Subject matter expert meetings, research and functional analysis. **1 -30 August**

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[42] Greyhound Racing Reform Fact Sheet, <https://www.industry.nsw.gov.au/__data/assets/pdf_file/0016/102166/Greyhound-racing-reforms-response-fact-sheet.pdf>.

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Racing Training Package

Qualifications to be developed (1):

- Greyhound Health Assistant

The alignment of the qualification to the Australian Qualification Framework (AQF) will be determined once development of the relevant units of competency is completed and the skills are mapped to the appropriate level.

Skill sets to be developed (4):

- Greyhound/Canine Massage
- Greyhound/Canine Acupuncture
- Greyhound/Canine Osteopathy
- Greyhound/Canine Chiropractic

Skill sets to be reviewed (4):

- RGRSS00027 Greyhound Breeding Skill Set
- RGRSS00025 Greyhound Racing Animal Welfare Skill Set
- RGRSS00031 Greyhound Rearing Skill Set
- RGRSS00033 Greyhound Whelping Skill Set

RGRSS00029 Greyhound Primary Educator Skill Set

Units of competency to be developed (24):

- RGRPSGXXX Greyhound anatomy and physiology
- RGRPSGXXX Greyhound musculoskeletal system
- RGRPSGXXX Develop greyhound massage practice
- RGRPSGXXX Assess greyhound massage needs
- RGRPSGXXX Perform greyhound remedial massage musculoskeletal assessments
- RGRPSGXXX Provide greyhound massage treatment
- RGRPSGXXX Adapt greyhound remedial massage treatments for specific needs
- RGRPSGXXX Monitor and evaluate greyhound remedial massage treatments
- RGRPSGXXX Develop Greyhound acupuncture practice
- RGRPSGXXX Assess Greyhound acupuncture needs
- RGRPSGXXX Provide Greyhound acupuncture treatment
- RGRPSGXXX Adapt greyhound osteopathy treatments for specific needs
- RGRPSGXXX Monitor and evaluate greyhound osteopathy treatments
- RGRPSGXXX Develop Greyhound osteopathy practice
- RGRPSGXXX Assess Greyhound osteopathy needs
- RGRPSGXXX Perform greyhound osteopathy assessments
- RGRPSGXXX Provide Greyhound Massage treatment
- RGRPSGXXX Adapt greyhound osteopathy treatments for specific needs
- RGRPSGXXX Develop Greyhound chiropractic practice
- RGRPSGXXX Assess Greyhound chiropractic needs
- RGRPSGXXX Perform greyhound remedial massage chiropractic RGRPSGXXX assessments
- RGRPSGXXX Provide Greyhound chiropractic treatment
- RGRPSGXXX Adapt greyhound chiropractic treatments for specific needs
  RGRPSGXXX Monitor and evaluate greyhound chiropractic treatments

Units of competency to be reviewed (7):

- RGRPSG302 Assess health and provide first aid for greyhounds
- RGRPSG305 Coordinate greyhound breeding
- RGRPSG306 Determine care and treatment of greyhounds
- RGRPSG309 Educate a greyhound
- RGRPSG203 Promote and enhance greyhound behaviour
- RGRPSG208 Promote and enhance greyhound welfare

RGRPSG308 Whelp greyhounds