



Year in Review

2017 – 2018

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Introduction

Skills Impact is now in its second year of operation, following its initial six month startup period. Over the past 12 to 18 months our team has grown to approximately 20 staff, all committed to working with industry to understand their future skills needs.

We carry out our work in two ways. We support 12 Industry Reference Committees (IRCs) by engaging with industry to develop rolling four year Skills Forecasts. IRC Skills Forecasts capture evidence about significant changes, opportunities and potential disruption ahead in a sector, and include advice to the Commonwealth Department of Education and Training about skills needs, and gaps in skills standards.

Our work supports industry to develop a skilled and flexible workforce for the future. National qualifications need to reflect real work activities, current skills standards and practices. This is why industry engagement is at the core of all of our work.

Skills Forecasts are submitted to the Australian Industry and Skills Committee (AISC) in April each year, filled with information about industry developments and skill needs. Based on this information, the AISC approves and funds Training Package Development Projects that will improve the qualifications and skills standards for the industries we support.

Skills Impact is then commissioned to progress these projects. In the last 12 months, work was carried out on a total of 25 projects; 16 of the projects were new, approved out of the 2017–2020 IRC Skills Forecasts; the other nine were in the final stages, and were approved out of the 2016–2019 IRC Skills Forecasts.

While we work with industry, training providers and government on projects to develop and improve national qualifications, importantly our work is about supporting a national vocational education and training system that is a world leader in documenting and passing on industry and occupational knowhow and skills.

We would like to recognise and thank IRC members and industry stakeholders for volunteering their time and expertise to support the improvement and development of industry skills standards. Thank you also to our staff, Directors, ForestWorks, National Farmers Federation, MINTRAC and Rural Skills Australia for their contributions.

Future growth

By 2023, our industries are projected to have an average employment growth of 1.64%.

Two high growth sectors are **Seafood Processing** and **Pharmaceutical and Medicinal Product Manufacturing**, which are both expected have an employment growth of 14%.

Total employment

905,000

Export value

\$56bn

Which is almost 20% of all Australian industry exports

Number of businesses

220,000

Income
(sales/turnover)

\$401bn



Support to Industry Reference Committees



Skills Impact provides support services to 12 Industry Reference Committees (IRCs). Each IRC has oversight of its own industry training package.

The IRCs are made up of people with experience, skills and knowledge in their industry sector. IRC members are appointed by the Australian Industry and Skills Committee (AISC).

We provide support to these IRCs in four key areas:

- Secretarial and operational support – committee meetings, agendas, papers and travel.
- Industry engagement – to gather information about skills needs.
- Develop Skills Forecasts, Cases for Change and proposals for training package projects to review units, skill sets and qualifications.
- Undertake training package projects with oversight by the IRCs, including drafting units, skill sets and qualifications, in preparation for endorsement by the AISC.

Skills Impact employs dedicated National Industry Engagement Managers that provide secretariat support services to eight of the IRCs. Skills Impact also has contractual partnerships with ForestWorks and MINTRAC; these two organisations manage the secretariat services for the forest management, timber, pulp and paper and the meat processing sectors on our behalf.

We support the following IRCs:

- Agriculture and Production Horticulture IRC
- Amenity Horticulture, Landscaping, Conservation & Land Management IRC
- Animal Care and Management IRC
- Aquaculture and Wild Catch IRC
- Food, Beverage and Pharmaceutical IRC
- Forest Management and Harvesting IRC
- Meat IRC
- Pharmaceutical Manufacturing IRC
- Pulp and Paper Manufacturing IRC
- Racing IRC
- Timber and Wood Processing IRC
- Timber Building Solutions IRC

IRC Meetings

Each IRC meets at least twice per year. The IRC meets to make decisions, discuss concerns, respond to specific questions and to progress the development work on their industry's national training package.

The primary aim of IRC meetings is to review and approve Skills Forecasts and Cases for Change, consider whether qualifications meet the needs of industry, provide industry intelligence, and advise the direction of training package development.

Guests are often invited to these meetings. These may be key stakeholders interested in specific issues; State and Territory-funded industry training advisors who promote the needs of their own State or Territory's businesses; representatives from the Department of Education and Training; or representatives of associations or organisations that may have members affected by the decisions the IRC is making.



IRC Skills Forecasts

An IRC Skills Forecast was developed for each of the industry sectors we support. The 2018–2021 IRC Skills Forecast documents propose a four year plan for which qualifications, skill sets and units should be reviewed and developed, to meet the skills needs of specific industries.

IRC Skills Forecast are public documents that are shared with government and industry. The documents describe the current and future value of the industry to Australia and capture thinking about significant changes, opportunities and potential disruption ahead for the sector. It is from these documents that projects are funded, to develop or revise qualifications, skill sets or units.

The IRC Skills Forecasts were submitted to the Australian Industry and Skills Committee (AISC)* in April. The AISC drew on the information to update their AISC National Schedule, and to approve and fund Training Package Projects. The AISC requires sufficient information to approve Training Package projects, with this information either being within the IRC Skills Forecasts or in more detail through a stand-alone Case for Change for major projects. This year, consistent with efforts to streamline the process, the majority of projects were approved directly from the IRC Skills Forecasts.

Below is a list of the 2018–2021 IRC Skills Forecasts, which can be downloaded from the Skills Impact website.

- Agriculture, Horticulture, Conservation and Land Management IRCs Skills Forecast
- Animal Care and Management IRC Skills Forecast
- Aquaculture and Wild Catch IRC Skills Forecast
- Food, Beverage and Pharmaceutical IRC Skills Forecast
- Forestry and Timber IRCs Skills Forecast
- Meat IRC Skills Forecast
- Pulp and Paper Manufacturing IRC Skills Forecast
- Racing IRC Skills Forecast

* The AISC was established by the Council of Australian Governments and advises Commonwealth and State Industry and Skills Ministers on the implementation of national vocational education and training policies and approves nationally recognised training packages.

Cases for Change

Most often, projects are approved by the AISC directly out of the IRC Skills Forecasts. However, some projects, due to their size or complexity, may not be addressed sufficiently in the IRC Skills Forecast and the AISC will seek further information or a stand-alone Case for Change.

Documented below are the Cases for Change that were prepared by Skills Impact under the direction of the relevant IRCs. These were developed in conjunction with the IRC Skills Forecasts, with many aligning to Priority Skills Areas outlined in these documents.

Key stakeholders were consulted in the development of the draft Cases for Change. The draft documents were then made available for broad industry feedback on the Skills Impact website, to see if they accurately described industry skills gaps and the need to review or develop qualifications, skill sets and units of competency. The draft Cases for Change were then submitted by the relevant IRC to the AISC for their consideration. Once approved by the AISC the Case for Change forms the basis of a training package project.

Animal Care and Management Cases for Change

Horse Education

This Case for Change was considered by the AISC at their meeting on 5 June 2018 and approved. The document provides evidence of industry support for the need to develop units of competency dealing with the work processes, skills and knowledge required to educate, in the main, young horses. Currently there are no units that related to the work and the skill of "horse education" of young horses in any training package.

Animal Incident Management

This Case for Change was considered by the AISC at their meeting on 5 June 2018 and approved. The document provides evidence of industry support for the development of new units of competency and qualifications for animal incident management, in relation to large animals and large groups of animals.

Amenity Horticulture, Landscaping, Conservation and Land Management

Review of Arboriculture Qualifications Case for Change

This Case for Change was submitted to the AISC in April 2018. The document provides evidence of industry support for the review of the current Arboriculture qualifications to ensure that qualifications are fit for delivery, meet industry needs and satisfy the 2012 Standards for Training Packages.

Meat

Development of a Food-Safe Pest Control Management Program Case for Change

This Case for Change was considered by the AISC at their meeting on 10 April 2018 and approved. The document provides evidence of industry and regulatory support for the development of new units and a skill set in pest control management for quality assurance workers in a meat processing premises.

New Units in Threat & Vulnerability in Assessment Critical Control Points Case for Change

This Case for Change was considered by the AISC at their meeting on 10 April 2018 and approved. The document provides evidence of industry and regulatory support for the development of one new unit to support quality assurance workers in the analysis of Threat Assessment Critical Control Points (TACCP) and Vulnerability Assessment Critical Control Points (VACCP) – a requirement for British Retail Consortium (BRC) and other proprietary quality assurance systems. The BRC Global Standards are used extensively by Australia's international meat customers, and Australian meat processors are regularly audited against these standards.

Adding Value to Material Handling Through Traceability of Products Case for Change

This Case for Change was considered by the AISC at their meeting on 10 April 2018 and approved. The document provides evidence of industry support for the identification and/or development of three new units and two skill sets to address skills requirements in meat storage and handling.

Seafood, Aquaculture and Wild Catch

Aquaculture, Fishing Operations

This Case for Change was considered by the AISC at their meeting on 24 November 2017 and approved. It recommends qualifications, skill sets and units of competency from the SFI11 Seafood Industry Training Package are reviewed to reflect changing industry skills requirements. Aquaculture is of growing importance to the industry, with both the AQUAPLAN 2014-2019 and the National Aquaculture Strategy 2017 identifying specific objectives dedicated to ensuring there is appropriate training to the sector.

Biosecurity

This Case for Change was considered by the AISC at their meeting on 24 November 2017 and approved. It recommends qualifications, skill sets and units of competency from the SFI11 Seafood Industry Training Package are reviewed to reflect skills for managing biosecurity risk, in both prevention and management of outbreaks of exotic pathogens or the emergence of endemic pathogens. Biosecurity has been identified by the Federal Government in the AQUAPLAN 2014-2019 and the National Aquaculture Strategy 2017 as a critical factor to manage in protecting the aquaculture and wild catch sectors.

Seafood Post Harvest

This Case for Change was considered by the AISC at their meeting on 24 November 2017 and approved. It recommends qualifications, skill sets and units of competency from the SFI11 Seafood Industry Training Package are reviewed to reflect changing industry skills requirements within the post-harvest area (inclusive of seafood processing and sales), due to changes in technology, legislative and regulatory, and market demands have seen a number of changes in how seafood is processed and sold.

Racing and Breeding

Racing Case for Change

This Case for Change was established out of the Equine Safety in Training Project, after key issues were identified with the application of increased safety measures with horses in the context of the Thoroughbred and Standardbred racing industry. Feedback from industry was that the proposed safety measures being applied to the units of competency within the ACM Animal Care and Management Training Package and AHC Agriculture, Horticulture, and Conservation and Land Management Training Package were not appropriate for the Horse Racing Industry. It was determined that additional work was required to satisfactorily incorporate safety into the units, skill sets and qualifications within the RGR Racing Training Package.



Training package development



The work to improve and develop vocational qualifications, skill sets and units of competency is carried out through projects. Each year, several projects are approved by the Australian Industry Skills Committee (AISC). Outlined over the following pages is a summary of each of the projects Skills Impact managed between 2017 and 2018.

Key highlights from this project work include:

- Duplicated qualifications and units have been reduced and unnecessary or redundant qualifications and units have been deleted, in line with the COAG Industry and Skills Council's reforms for training packages. For example:
 - Four Veterinary Nursing Diploma qualifications were combined into one qualification with common core units and optional specialisations.
 - Fifteen units in the racing industry were deleted following feedback from industry. These were deemed not to be required, or were not used in any of the revised qualifications, or have been replaced by another unit.
 - Thirteen Greyhound units were deleted following feedback from industry that these were no longer required.
 - Thirty five units across various food, beverage and pharmaceutical industries were deleted as they duplicated the outcomes of units available in other training packages.
 - Two pharmaceutical manufacturing qualifications have been proposed for deletion, following advice from industry that they were no longer needed.
- Food processing qualifications and units were reviewed in response to changes to the Food Standards Code, with an additional new qualification, new specialisation, skill set and units developed to address skill gaps around food safety auditing.
- The review of the wine industry operations qualifications, skill sets and units, as part of the Wine Operations Project, was welcomed by industry stakeholders to bring these components up to date with the current industry practices and to address factors that are driving change in wine operations roles. The wine industry's qualifications had not been reviewed or updated for more than 10 years, and as a result no longer reflected job roles or aligned with the Australian Qualifications Framework.
- Qualifications for the pharmaceutical industry were revised to enable flexible direct entry and to better reflect Good Manufacturing Requirements (GMP) of the Therapeutic Goods Administration (TGA). Traditionally the pharmaceutical manufacturing industry has employed newly graduated tertiary students, but with new industry growth this employment model is not sustainable or flexible enough to meet industry needs.
- Greyhound qualifications, skill sets and units of competency were updated to incorporate current racing integrity and animal welfare practices, following increased demands for the industry to demonstrate high levels of compliance and participant behavior.
- A new Certificate III in Equine Hoof Care qualification was created to address the needs of this emerging industry group that provides equine barefoot trimming and hoof care, and which otherwise had very limited access to nationally recognised training or a relevant qualification.
- The Certificate III in Beekeeping qualification has been redesigned to increase the skills and knowledge of bee keepers, including biosecurity outcomes. A new unit for establishing an Australian native stingless bee colony was also created, which is expected to be taken up as an elective by learners in the beekeeping, agriculture, horticulture, permaculture and natural resource management industries.
- Eight new units were developed for infection control, to help protect animal care workers and the animals in their care.

The Industry Reference Committees (IRC) for each sector oversee project development, as part of their responsibility to support engagement with their industry and to ensure the projects meet stakeholder needs. Skills Impact develops the new training package components and supported IRCs in their oversight role. Skills Impact engages a team of dedicated, specialist contractors that work closely with managers to liaise with stakeholders and write training package components.

Completed projects

Animal Care and Management, Agriculture, Horticulture, and Conservation and Land Management

Equine Safety in Training Project

Published December 2017

Qualifications, skill sets and units were reviewed and updated to incorporate safe work practices for improved safety, quality and consistency in the delivery of equine training.

Outcome

The project addressed recommendations from a 2016 Australian Skills Quality Authority report "Training in Equine Programs in Australia". Stakeholder advice and feedback was drawn on throughout the project to address the recommendations, resulting in the development of the following components:

- ACM20217 Certificate II in Horse Care.
- 82 units of competency (including four new units).
- Companion Volume Implementation Guide.
- An additional User Guide was developed to include information about safety and risk management in handling and riding horses.

Summary of consultation

A Technical Advisory Committee (TAC) of subject matter experts was established to guide the development of the draft qualifications, skill sets and units. Meetings, both face-to-face and via teleconference were held with TAC members and invited guests including an Australian Skills Quality Authority (ASQA) representative and representatives from Skills IQ. Workshops were held with working groups comprising experts in their fields during which they discussed and reviewed units of competency relevant to their areas of expertise, and the content required for the User Guide. Broad consultation took place via the Skills Impact website, where the draft documents were made available for download and feedback for a four week period and again, for an additional two weeks, when the drafts were revised for validation. Six public consultations workshops were also held in Melbourne, Mornington, Hobart, Perth, Scone and Adelaide.

Food, Beverage and Pharmaceutical

Retail Baking Review Project

Published January 2018

This project reviewed and updated retail baking qualifications, skill sets and units of competency to reflect contemporary job roles and to be flexible enough to cater for workforce mobility and new and emerging roles.

Outcome

This project reviewed 5 qualifications and 39 units of competency. The components had not undergone any significant changes since 2003 and were not addressing the needs of industry.

The final results from the review included:

- 5 revised qualifications.
- New Certificate I in Baking qualification, in response to industry advice that indicated a need for:
 - Baking-specific training at this AQF level as an alternative to the more generic Certificate I in Food Processing that has a limited range of retail baking units.
 - A qualification that caters for learners from Indigenous backgrounds and learners who experience learning difficulties and who could not undertake an AQF level two qualification.
- 3 new skill sets.
- 32 units of competency
 - 4 new units
 - 4 deleted units (2 no longer meet industry needs; 2 replaced by importing similar units from other training packages).

Summary of consultation

The project was guided by a Technical Advisory Committee (TAC) made up of industry representatives from across Australia. Broad consultation took place via the website, where the draft documents were made available for download and feedback for a four week period and again, for an additional two weeks, when the drafts were revised for validation. Six public consultations workshops were held in Melbourne, Hobart, Brisbane, Sydney, Darwin, Perth and Adelaide. Four webinars were also conducted to cater for those who could not attend face-to-face consultation workshops.

Rice Processing Project

Published January 2018

This project updated and revised the Certificate III in Rice Processing and 13 rice processing units to meet industry's skill needs and requirements. Units were transferred from the ZRG05 Ricegrowers' Co-operative Limited Enterprise Training Package to the FDF Food Processing Training Package.

The ZRG00 Rice Growers' Cooperative Limited Training Package, released in October 2000, was an enterprise training package developed by the Rice Growers Cooperative to build skills and knowledge needed for the rice processing sector.

Outcome

This project reviewed 3 qualifications, 2 skill sets and 20 units of competency. Stakeholder advice and feedback received during the consultation of the project resulted in the development of the following components:

- Certificate III in Rice Processing qualification
 - Certificates I and II in Rice Processing were not redeveloped as outcomes from these two certificates could be achieved through the Certificates I and II in Food Processing.
- 13 units of competency
 - 4 units of competency were not redeveloped, as the work functions covered by 3 of these units were no longer required in the industry and the outcomes of 1 unit was covered by 2 existing food processing units.

Summary of consultation

SunRice is the only rice processor in Australia making it the single key stakeholder in the project. SunRice provided access to the draft ZRG05 Rice Growers Cooperative Limited Training Package, and its rice processing plants and personnel to assist with the project. The review and development of the training package components (qualifications and units) was undertaken with assistance from an Expert Working Group with representatives from SunRice and Riverina TAFE in NSW. Draft materials were released for broader stakeholder feedback via the Skills Impact website for a four week period and again, for an additional two weeks, when the drafts were revised for validation.

Forestry and Timber

Forest Harvesting Optimisation Project

Published February 2018

Two new units were developed for the use of on-board optimisation systems and computers in mechanical harvesting. Ten existing units were also updated to reflect technological change and to incorporate best practice principles in forest harvest operations.

Outcome

Thirteen units of competency were reviewed to reflect the new job requirements and level of performance expected in the forest harvesting and processing operations for in-forest optimisation. Stakeholder advice and feedback received during the consultation of the project resulted in the development of the following components:

- 12 units of competency
 - 2 new units for the efficient use of on-board computer systems in relation to single grip harvester and forwarder.
 - 10 revised units.
 - 1 unit deleted for conducting boom delimeter operations, as feedback from industry indicated that this technology is no longer used in Australia.

Summary of consultation

The units were reviewed and developed in consultation with a Technical Advisory Committee (TAC), made up of industry experts, with input from their networks. Broad industry consultation took place between 2 June and 30 June 2017 when the draft units and skill sets were made available on the Skills Impact website. Stakeholders provided feedback via online questionnaires, emails or telephone calls. Further industry consultation was held between in July and August 2017 to validate the final draft units. In addition, representative from Skills Impact and ForestWorks accepted an invitation and attended the training provider network meeting organised by the Australian Timber Trainers Association (ATTA) in Victoria to provide updates on the project.

Meat

Animal Welfare (Meat) Project

Published February 2018

This project reviewed and updated the Certificate II in Meat Processing, developed one new skill set for an animal welfare officer and developed four new units of competency for meat processing. Ten units of competency related to poultry production were also reviewed and updated and migrated from the FDF10 Food Processing Training Package to the AMP Australian Meat Processing Training Package.

Outcome

There were two parts to this project as follows:

1. Transitioning of FDF10 Food Processing Training Package to the 2012 Standards for Training Packages.
2. Development of an Animal Welfare Officer Skill Set.

Stakeholder advice and feedback received during the consultation of the project resulted in the development of the following components:

- 14 units of competency (4 new and 10 revised units).
- AMP20117 Certificate II in Meat Processing (Food Services) qualification.
- AMPSS00061 Animal Welfare Officer Assistant Skill Set.

Summary of consultation

The qualification, skill set and units of competency were reviewed and developed in consultation with a Technical Advisory Committee (TAC) made up of industry experts with input from their networks. Broad industry consultation took place via the National Meat Industry Training Advisory Council's (MINTRAC) communications with their industry networks, including the MINTRAC newsletter and website. Consultation meetings were also held in Victoria, Queensland, Northern Territory, Western Australia, New South Wales and South Australia.

Racing

Greyhounds Project (animal welfare and racing integrity)

Published December 2017

This project reviewed and updated the qualifications, skill sets and units to incorporate current racing integrity and animal welfare practices.

In 2016, the NSW government reversed its decision to close the greyhound racing industry, following industry's commitment to improve its ability to demonstrate participant behaviour acceptable to current community standards. Principal Racing Authorities for greyhound racing indicated that racing integrity and animal welfare skills and knowledge are critical for the industry, and it was essential that this requirement be reflected in current qualifications and units of competency.

Outcome

Stakeholder advice and feedback received during the consultation of the project resulted in the development of the following components:

- 2 qualifications
 - New RGR20117 Certificate III in Racing (Greyhound).
 - Updated RGR20117 Certificate II in Racing (Greyhound).
- 9 new skill sets.
- 19 units of competency
 - 9 new units to address greyhound health and welfare, caring and treatment needs, behaviour, rehoming, breeding, whelping, educating, rearing, training and racing.
 - 13 units were deleted, following feedback from industry that these were not required.

Summary of consultation

The project was guided by a Technical Advisory Committee (TAC) made up of industry representatives from across Australia. Meetings were also conducted with Greyhound Racing Victoria and Greyhound Racing New South Wales, who are the largest Principal Racing Authorities. After consultation with the other State greyhound racing authorities, it was considered that the most appropriate method for broader industry consultation was through a webinar. There were three feedback periods where draft documents were made available from the Skills Impact website for download and comment.

Racing Project

Published July 2018

This project reviewed and updated racing industry qualifications, skill sets and units to incorporate safety requirements as well as the current occupational skill standards and needs of industry.

This project was an extension of the Equine Safety in Training Project. It was established after key issues were identified with the application of increased safety measures with horses in the context of the thoroughbred and standardbred racing industry. Feedback from industry was that the proposed safety measures being applied to the units of competency within the ACM Animal Care and Management Training Package and AHC Agriculture, Horticulture, and Conservation and Land Management Training Package were not appropriate for the horse racing industry.

Outcome

This project reviewed 16 qualifications, including 9 that were earmarked in 2015 for deletion by AgriFoods Industry Skills Council (ISC), 3 for Stewards and 4 for racing administration. It also included a review of 132 units of competency to incorporate safety requirements as well as the current occupational skill standards and needs of industry.

Stakeholder advice and feedback received during the consultation of the project resulted in the development of the following components:

- 13 qualifications.
- 109 units of competency
 - 15 units have been deleted, feedback from industry was that they are not required, or are not used in any of the revised qualifications, or have been replaced by another unit.
 - 4 units were merged to become 2 new units.
- 34 skill sets (11 new and 23 revised).

Summary of consultation

Initial consultation took place with a wide group of Subject Matter Experts (SMEs) to gather information that informed the first draft version of the revised qualifications, skill sets and units. Broad consultation took place in five consultation webinars and through the website, where draft documents were twice made available for download and feedback). Engagement took place throughout the project with peak national and State racing bodies, by attendance at the Racing Trainers Network meetings, as well as through direct communications with State and Territory training authorities and VET regulators.

Cross Sector

In 2017, the AISC identified seven cross-sector skills areas where opportunities exist to create flexible and transferable units of competency, skill sets and qualifications that will benefit industry, learners and the broader VET sector.

Skills Impact collaborated with the AISC, the Australian Department of Education and Training, Industry Reference Committees, Skills Service Organisations and other stakeholders to lead two of these projects. A Case for Change was established out of each project outlining proposed changes to be undertaken as part of a larger cross-sector project in 2018 or later.

Automation Skills Project

This project identified skills needs that are shared by multiple industry sectors in relation to automated processes. A Case for Change was generated, including recommendations for the development and modification of relevant units of competency, skill sets and qualifications.

Environmental Sustainability Skills Project

This project identified skills needs that are shared by multiple industry sectors in relation to environmentally sustainable products, manufacturing, whole of life cycle management and sustainable energy production. A Case for Change was generated, including recommendations for the development and modification of relevant units of competency, skill sets and qualifications.



Projects nearing completion

The following projects were approved out of the previous year's 2017-2020 IRC Skills Forecasts. These are in the final stages of development and are expected to be endorsed by the end of 2018. The projects have been submitted to the Australian Industry and Skills Committee (AISC) as part of a Case for Endorsement for AHC Agriculture, Horticulture and Conservation and Land Management Training Package version 3.0.

Agriculture and Horticulture

Ag Chemical Handling Project

This project reviewed units of competency and skill sets for chemical handling, to reflect current industry skills standards and practices, so that all job functions are accurately described.

Australia fully implemented the Global Harmonised System (GHS) under work health and safety laws on 1 January 2017 ensuring all chemicals are labelled to comply with GHS regulations. The National Agvet Chemical Task Force working group was tasked with harmonising the approach to chemical training requirements, including a review of State/Territory based regulatory frameworks and future developments in managing spray drift risks. This new approach needed to be reflected in the updated chemical training. The training project focused on skills for implementing spray programs, application of sprays, interpreting Global Harmonised System (GHS) labels, using safety data sheets (SDS), and calibration of spray equipment.

Outcome

Stakeholder advice and feedback received during the consultation of the project resulted in the development of the following components:

- 12 Units of competency.
- 2 skill sets (for Advanced Chemical Spray Application and Agricultural Chemicals).

Summary of consultation

Initial consultation took place with a group of Subject Matter Experts (SMEs), to gather information that informed the draft units and skill sets. Public consultation and feedback workshops were held in Bendigo, Perth, Darwin, Brisbane, Adelaide, Launceston and Orange. Broad consultation took place through the Skills Impact website, where the draft documents were made available for download and feedback for a four week period and again, for an additional two weeks, when the drafts were revised for validation. A webinar also took place on two separate occasions with the Queensland Agriculture Industry Sector Panel covering the agriculture and horticulture sectors.

Ag Machinery – Safety and Technology Project

This project reviewed units of competency, skill sets and qualifications relating to the use of new technology and safety measures across a range of mobile farm machinery operations.

The number of quad-bikes accidents in 2016 led to concern over the safety of their operation. A coronial inquest called for the development of an improved and standardised nationally accredited training package for the operation of quad bikes, side-by-side and related vehicles. The review aimed to improve and update units of competency and the Certificate III in Rural Machinery Operations to ensure all job functions are accurately described, with appropriate current knowledge and skill needs. The project also considered the associated risks and safety measures relating to farm mobile machinery operations; gaps for operating commercial lawnmowers; and risks associated with the operation of quad bikes, particularly rollovers when driving in steep and rocky terrain.

Outcome

Stakeholder advice and feedback received during the consultation of the project resulted in the development of the following components:

- 1 revised qualification - AHC32618 Certificate III in Rural Machinery Operations.
- 37 units of competency (included 2 new units, for the operation of commercial lawnmowers and tractors with attachments).

Summary of consultation

Initial consultation took place with a group of Subject Matter Experts (SMEs), to gather information that informed the draft qualification and units. Public consultation and feedback workshops were held around Australia in Bendigo, Perth, Darwin, Brisbane, Adelaide, Launceston and Orange. Broad consultation took place via the website, where the draft documents were made available for download and feedback for a four week period and again, for an additional two weeks, when the drafts were revised for validation. A webinar also took place on two separate occasions with the Queensland Agriculture Industry Sector Panel covering the agriculture and horticulture sectors.

Apiculture (Bees) Project

This project reviewed units of competency and the qualification in bee keeping so that all job functions are accurately described, with appropriate current knowledge and skill needs, particularly in relation to biosecurity, pollination and business management.

Beekeeping plays a critical role in the production horticulture sector through enhancing food security and high-value crops by the ability of beekeepers to provide efficient and well managed pollination of crops and plants. Key skills are required to minimise biosecurity threats and improve biosecurity control measures, including aligning beekeeping practices with the latest biosecurity standards. To be competitive, beekeepers need business management and communication skills to manage honey production and provide pollination services. This includes equipping beekeepers to apply marketing strategies (including the ability to capitalise on the reputation of Australia's high-quality honey internationally, and to promote the value of pollination services to farmers domestically) in order to address international and domestic opportunities for growth.

Outcome

Stakeholder advice and feedback received during the consultation of the project resulted in the development of the following components:

- 1 revised qualification - AHC31818 Certificate III in Beekeeping.
 - 1 qualification, AHCBEK201 Support Beekeeping Work, has been recommended for deletion.
- 21 units of competency.
- 4 skill sets (including 3 new skills sets related to Australian native stingless bees, pollination services and queen bee breeding).

Summary of consultation

Initial consultation took place with a group of Subject Matter Experts (SMEs), to gather information that informed the draft qualification, skill sets and units. Public consultation and feedback workshops were held in Bendigo, Perth, Darwin, Brisbane, Adelaide, Launceston and Orange. Broad consultation took place through the Skills Impact website, where the draft documents were made available for download and feedback for a four week period and again, for an additional two weeks, when the drafts were revised for validation. A webinar also took place on two separate occasions with the Queensland Agriculture Industry Sector Panel covering the agriculture and horticulture sectors.

Pest Management Project

This project involved a review of the Certificate III in Pest Management and its related skill sets and units of competency so that all job functions are accurately described, with the appropriate current knowledge and skills needed to support various methods, regulations and standards for trapping and eradicating pests.

The National Wild Dog Action Plan (NWDAP) Working Group for Training and Education (WG T&E) advised that the Certificate III in Pest Management released in 2016 does not meet the needs of industry. The NWDAP WG T&E recommended that pest animal controllers such as wild dog control professionals employed by agencies and land managers, should have nationally endorsed qualifications. The minimum training required for PAC operators is a full certificate qualification. Skills Impact consulted with industry experts as part of the development phase to carry out a full review of the Certificate III in Pest Management, Vertebrate Pest Management Planning Skill Set and 29 units of competency.

Outcome

Stakeholder advice and feedback received during the consultation of the project resulted in the development of the following components:

- AHC30318 Certificate III in Rural and Environmental Pest Management (The title of the qualification was changed to ensure separation from urban pest control activities and invertebrate agriculture/horticulture pest control activities).
- 29 units of competency.
- 1 skill set - AHCSS00072 Pest Management Planning Skill Set.

Summary of consultation

Initial consultation took place with a group of Subject Matter Experts (SMEs), to gather information that informed the draft qualification, skill set and units. Public consultation and feedback workshops were held in Bendigo, Perth, Darwin, Brisbane, Adelaide, Launceston and Orange. Broad consultation took place via the website, where the draft documents were made available for download and feedback for a four week period and again, for an additional two weeks, when the drafts were revised for validation. A webinar also took place on two separate occasions with the Queensland Agriculture Industry Sector Panel covering the agriculture and horticulture sectors.

Animal Care and Management

Farriery Project

This project reviewed and updated the Farriery qualification and units of competency to accurately reflect job functions, with appropriate current knowledge and skill needs. It also developed a new qualification for Barefoot Trimmers.

The ACM30510 Certificate III in Farriery and its related units of competency were included in the Equine Safety in Training Project however, the qualification and units were only adjusted to comply with the Standards for Training Packages 2012 and to incorporate, where appropriate, safety measures. This Farriery project looked at these revised documents and updated them to ensure they meet industry needs and are fit for purpose.

Outcome

Industry advice received during the project has resulted in the development of the following:

- 2 qualifications
 - ACM30918 Certificate III in Equine Hoof Care.
 - ACM40818 Certificate IV in Farriery.
- 18 units of competency (includes 6 new units).
- 1 new skill set for equine emergency shoe replacement.

Summary of consultation

Meetings were held with Subject Matter Experts (SMEs) across Australia in Melbourne, Perth, Brisbane, Adelaide, Hobart and Sydney in October and November 2017 to gather information that informed the draft qualification, skill set and units. Nine public consultation and feedback workshops were held in Woodside (SA), Melbourne, Launceston, Hobart, Richmond and Scone NSW, Perth, Gatton QLD and Darwin. Broad consultation also took place through the Skills Impact website, where the draft documents were made available for download and feedback for a four week period and again, for an additional two weeks, when the drafts were revised for validation.

Veterinary Nursing Project

This project reviewed relevant Veterinary Nursing qualifications and units of competency to ensure they reflect the current skill needs of industry.

The Veterinary Nurses Council of Australia (VNCA), National Industry Advisory Group for Veterinary Nursing (NIAG) and the Australian Veterinary Association (AVA) agreed that many graduates lacked the skill levels needed to carry out the work required in veterinary practices.

Outcome

Qualification entry requirements were reviewed and updated, in line with industry requirements. New units were developed to address animal anatomy and physiology. The duplication of units between the Certificate IV in Veterinary Nursing and the Certificate II of Animal Studies were also reviewed.

Industry advice received during the project has resulted in the following:

- 2 qualifications
 - ACM50217 Diploma Veterinary Nursing (Combined four Veterinary Nursing Diploma qualifications into one qualification with a common core and optional specialisations).
 - ACM40417 Certificate IV in Veterinary Nursing.
- 28 units of competency.

Summary of consultation

The project was guided by a Technical Advisory Committee (TAC) made up of industry representatives. The qualifications and units were drafted in consultation with the TAC. Feedback was collected on the draft documents via eight public consultation workshops in Sydney, Adelaide, Perth, Melbourne, Hobart, Darwin, Brisbane and Coffs Harbour. Broad consultation also took place through the Skills Impact website, where the draft documents were made available for download and feedback for a four week period and again, for an additional two weeks, when the drafts were revised for validation.

Work Safely Around Animals (Infection Control) Project

This project reviewed specific animal care units of competency so infection control outcomes reflect the needs of workers in the industry.

During the consultation phase of the project, key issues were identified relating to the need to better prepare individuals handling and caring for animals in disease identification, control and biosecurity. There is an increasing threat of exotic and infectious diseases (particularly within the equine industry due to high transportation/mobility of horses) and a need to increase awareness of animal diseases as a public safety threat to humans. Animal care workers need skills and knowledge to prevent the contraction of zoonotic diseases and strategies to control the spread of diseases when working with animals.

Outcome

Industry advice received during the project has resulted in the development of the following:

- 13 units of competency (includes 8 new units).
- 1 new skill set for promoting animal health in remote communities.

Summary of consultation

Meetings were held with Subject Matter Experts (SMEs) in Melbourne, Sydney, Darwin and Alice Springs in February and March 2018 to gather information that informed the draft units and skill set. Nine public consultation workshops were held around Australia in January and February 2018 (Woodside South Australia, Melbourne, Launceston, Hobart, Richmond and Scone NSW, Perth, Gatton QLD and Darwin). Broad consultation also took place via two webinars, as well as the website, where the draft documents were made available for download and feedback for a four week period and again, for an additional two weeks, when the drafts were revised for validation.

Food, Beverage and Pharmaceutical

Food Science & Technology Project

This project reviewed food technology qualifications and units of competency so that all job functions are accurately described, with appropriate current knowledge and skill needs and aligned with current and rigorous regulations on food and beverage product safety.

A key factor to address in this project included ensuring qualifications and units of competency address changes to the Food Standards Code (March 2016). Each State and Territory has their own regulations, as does the federal government, when dealing with imports of foods, which is an area regularly impacted by changing regulations in response to changing biosecurity risks.

Outcome

- 4 qualifications in Food Science and Technology and Food Processing (including creation of 1 new qualification).
- 78 units of competency.
- 4 new skill sets (non-endorsed component) names.
- Proposed deletion of 1 qualification and 3 units of competency.

Summary of consultation

A group of Subject Matter Experts (SMEs) was identified to provide advice throughout the project. Initial desktop research of the qualifications being reviewed revealed Food Safety Auditing qualifications had 'disappeared' from the Food Processing Training Package at some point between the update from FDF03 to FDF10. Skills Impact consulted with industry throughout the project to determine whether there was a need for a stand-alone Food Safety Auditing qualification. Stakeholders agreed that there was a need, with some identifying this approach an opportunity to develop higher level auditing skills for the industry. The Diploma of Food Safety Auditing was developed as a result of the feedback, along with a Food Safety Auditor skill set, and a Food Safety Auditing specialisation was added to the Certificate IV in Food Science and Technology. Following SME consultation and desktop research, draft qualifications, skill sets and units were made available on the Skills Impact website. A series of face-to-face consultation workshops and two webinars also took place throughout November, to early December. The feedback informed work on the subsequent validation draft materials which were again made available for broad stakeholder validation in early 2018.

Wine Operations Project (including Food and Beverage Manufacturing— Cross Sector)

Wine industry qualifications and units of competency were reviewed to reflect changing industry skills requirements, especially in the area of technology.

The wine industry's qualifications had not been thoroughly reviewed or updated for more than 10 years, so this project was welcomed by industry stakeholders.

Some of the factors that were driving the change in wine operation roles were:

- Better efficiency and productivity.
- Innovation in technology, processes and methods.
- Increased emphasis on wine as a customer focused industry, especially in sales and service.
- Environmental impacts and water availability.
- Leadership in the vineyard and production sectors.
- Clear employment and qualification pathways.

Outcome

- 2 revised qualifications in wine operations.
- 106 units of competency.
- 15 skill sets names.
- Proposed deletion of 13 skill sets and 24 units of competency.

Summary of consultation

After an initial desktop review of the existing qualifications and job functions, eight Subject Matter Expert workshops and site visits were undertaken to seek advice from a broad range of wine industry stakeholders. This advice was used to draft revised qualifications, skill sets and units that were available for broad industry feedback from in late 2017. During this four-week period, stakeholders could download and feedback on the documents from the Skills Impact website. Seven face-to-face consultation workshops were also organised and promoted across wine producing regions in New South Wales, South Australia, Tasmania Victoria, and Western Australia. A consultation webinar was also arranged and promoted for those who could not attend the face-to-face workshops.

Most of the feedback on the validation draft materials highlighted concerns from stakeholders that the removal of units that reflect AQF level 2 would reduce the number of elective choices in each of the specialist streams. Skills Impact conducted further consultation during a stakeholder teleconference on 27 February 2018 where it became clear that some of the existing wine operations units that reflect AQF level 2 could be redesigned to reflect AQF level 3 and listed as electives in the various specialist streams.

Wine industry stakeholders also requested the project be extended to undertake the qualification and unit redesign work necessary and gain stakeholder support for these products. A two month extension of was granted by the Department of Education and Training (DET) and this enabled Skills Impact to conduct further stakeholder consultations via a unit of competency survey, a workshop in Adelaide, as well other consultations via email and telephone. The revised products, including a Certificate III that aligns with the AQF, were made available for a second validation period in April and May.

Pharmaceutical Manufacturing Standards Project

Pharmaceutical manufacturing industry qualifications and units of competency were reviewed to reflect current skills standards and practices and to align them to the skills required to apply Good Manufacturing Practice (GMP) principles and procedures.

Pharmaceutical manufacturing is highly specialised, requiring differing degrees of training based on the complexity of processes. Although different roles and organisations differ in their complexity and therefore the skills required to perform tasks, GMP provides a common skills-base for entry-level pharmaceutical production workers. A Victorian GMP qualification and related units had been developed to fill skill gaps surrounding GMP requirements, but it had not yet been tested nationally. This project reviewed this qualification, to identify industry requirements and GMP elements, to develop a national GMP qualification.

Traditionally the Pharmaceutical Manufacturing industry has employed newly graduated tertiary students (such as a Bachelor Degree in Chemistry, Chemical Engineering or Pharmacy) to fulfil low level production and support roles, and then provided on the job training to develop specific workplace skills. However, as the industry has been experiencing growth it has identified that this employment model is not sustainable or flexible enough to meet industry needs. The qualifications in this project have been designed to enable flexible direct entry. This will enable learners to come from a range of backgrounds and provide accessible pathways for new entrants to the industry that do not have higher education qualifications.

Outcome

- 3 qualifications in pharmaceutical manufacturing.
- 24 units of competency.
- Proposed deletion of 2 qualifications and 1 unit of competency.

Summary of consultation

After initial desktop research and analysis of the existing pharmaceutical manufacturing qualifications, job roles and work job functions, consultation meetings/site visits were undertaken with three large Pharmaceutical Manufacturers in Melbourne - EGO Pharmaceuticals, CSL Behring, and Seqirus (Bio CSL) to undertake Workforce Functional Analysis. Subject Matter Experts were also identified and assisted with the review of qualification and unit content. The draft Certificate III and IV in Pharmaceutical Manufacturing and 24 related units were available for broader stakeholder feedback from 31 October – 7 December 2017, via the Skills Impact website. Further research confirmed the need for a Certificate II qualification and a draft was available for stakeholder feedback from 14 November to 7 December 2017. Stakeholder consultation workshops and webinars were arranged and promoted during November to seek feedback on the draft components. Face-to-face workshops were conducted in Melbourne and Brisbane, as well as one webinar.

The feedback received on the drafts was used to inform the development of the validation drafts of the qualifications and units. Concerns raised by the Victorian State Training Authority regarding the proposed deletion of the existing Diploma of Pharmaceutical Manufacturing were considered by the Subject Matter Experts (SMEs) who supported the deletion of the Diploma as the job roles covered by this qualification typically require higher education qualifications (such as a Bachelor Degree in Chemistry, Chemical Engineering or Pharmacy). The validation drafts of the three qualifications and 24 units were released for broader stakeholder feedback from 11 January – 1 February 2018.

Pulp and Paper Manufacturing

Pulp and Paper Manufacturing Safety Compliance Project

This project reviewed pulp and paper units of competency with regard to workplace health and safety requirements, including major hazard facilities.

There are many and varied health and safety risks and hazards pertaining to pulp and paper manufacturing sites, including hazardous chemical use, extreme heat and steam, and use of large machinery.

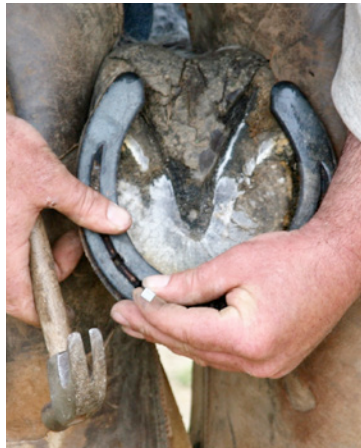
Outcome

- 40 reviewed units of competency.
- 10 new skill sets for specialised operators.
- 7 qualifications (6 have been revised to include the MSM Manufacturing Training Package boiler units into the elective banks).

The alignment of the boiler units to High Risk Work Licences was considered and the licensing statement was modified to clearly show where the equipment being used required a High Risk Work Licence, that the boiler unit from the MSM Manufacturing Training Package should be used. As a result, 6 of the 7 pulp and paper qualifications were also revised to include the MSM boiler units into the elective banks as imported units.

Summary of consultation

A Technical Advisory Committee (TAC) that was made up of industry experts guided, contributed to and supported the outcomes of this project. The draft qualifications, skill sets and units were developed in consultation with the TAC, with input from their networks. The drafts were then made available on the Skills Impact website for broad stakeholder review and feedback, from 4 – 23 May 2018, and again, between 30 May – 22 June 2018, when the drafts were revised for validation.



Projects under development

Aquaculture and Wild Catch

Twenty qualifications, 14 skill sets and approximately 153 units of competency for the seafood, aquaculture and wild catch industry are being reviewed as part of two related projects.

Workforce Functional Analysis workshops and site visits were held during March and April, with people who work directly in the Seafood Industry, to seek their input on the skills required for various job roles and tasks. The draft qualifications, skill sets and units were then drafted in consultation with Subject Matter Experts (SMEs) and underwent broad stakeholder consultation during July and August. Seven face-to-face consultation workshops were organised across Australia for stakeholders to provide feedback on the draft documents. Six webinars also took place. The drafts were made available on the Skills Impact website for broad stakeholder review and validation through July, August and September.

Aquaculture, Fishing Operations & Biosecurity Project

A focus of this project is to incorporate skills to address changes in technology, legislative and regulatory requirements and environmental sustainability and management. To address the increasing and imperative importance of biosecurity within the industry, qualifications and units directly related to biosecurity are also being reviewed, in areas such as infection control, imports, exports, diseases and management.

Seafood Post Harvest Project

Changes in technology, legislative, regulatory and market demands have seen a number of changes in how seafood is processed and sold. Organisations with dual operations (processors and retailers/wholesalers) have been leading the discussions to rationalise qualifications, ensuring flexibility. A focus of this project is to incorporate skills to address changes in distribution, processing, storage, fishing and environmental management.

Forestry and Timber

Two projects in the final stages of development are outlined below. Due to cross over of many of the skills being reviewed in these two projects, consultation activities for these projects is taking place concurrently.

Within both of these projects, units have been developed in consultation with a Technical Advisory Committee (TAC), made up of workplace experts and

industry, with input from their networks. The draft units were made available on the website for broad stakeholder feedback between 6 – 27 August 2018 and again between 3 – 16 September 2018, for validation. The final drafts will shortly progress through to the finalisation stage of the project, which includes quality assurance of the documents and review and feedback from the State/Territory Training Authorities before, the final drafts are forwarded to the Timber and Wood Processing Industry Reference Committee (IRC) for consideration and sign off. They will then be submitted to the Australian Industry and Skills Committee (AISC) for their consideration and endorsement.

Cross Laminated Timber Building Systems Project

Units of competency relating to cross-laminated timber (CLT) and Glulam production are being reviewed and updated, to incorporate the skills and knowledge that is required to operate machinery, so all job functions are accurately described.

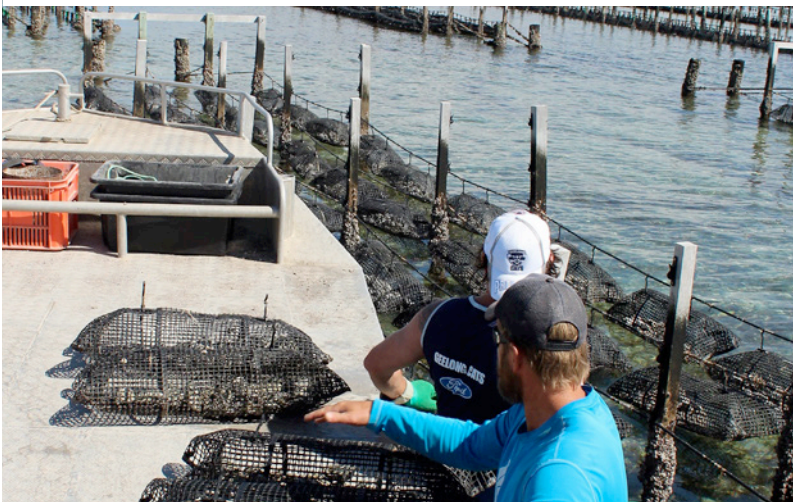
Growing building construction activity and use of timber as the dominant structural material has been a notable driver for timber products demand, particularly the new generation of engineered wood products – cross-laminated timber (CLT) and Glulam.

Capital investments in new processing and manufacturing plants for CLT and Glulam have also increased, requiring specific skills to operate machines and Computer Numerical Control (CNC) equipment and to manage different stages of the production processes.

Prefabricated Building Systems Project

Units of competency for timber truss and frame design and manufacture are being reviewed and updated to reflect emerging industry skill requirements, including prefabrication of panelised building systems, so that all job functions are accurately described.

The increased development of panelised building systems and changing manufacturing processes, driven by the strong demand in building construction, has resulted in the demand for specific skills to operate Computer Numerical Control (CNC) equipment, use of tools for on-site product installation, management of prefabrication processes and providing advice for regarding product conformance.



Projects for 2018/19

The following projects have been approved by the Australian Industry Skills Committee (AISC) for 2018/19:

Agriculture and horticulture industry

- Arboriculture Services
- Carbon & Agribusiness Management
- Horticulture Technology
- Sports Turf Skills
- Viticulture

Animal care and management industry

- Animal Incident Management
- Animal Technology
- Horse Education

Aquaculture and seafood industry

- Seafood Industry Compliance

Food and beverage industry

- Artisanal Food and Beverage

Forestry and timber industry

- Advances in Woodmachining and Sawdoctoring
- Sawmill Timber and Process Optimisation

Meat industry

- Meat Processing

Racing and breeding industry

- Greyhound Health Assistance Services
- Horse Breeding Skills
- Retraining Horses & Greyhounds to New Environments





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