

Australian Native & Bush Food

Stakeholder Feedback Report - Drafts Available



March 2022

Draft units of competency and skill sets for the Australian Native and Bush Foods Project were made available on the Skills Impact website for stakeholder review from 12 November to 10 December 2021 for broad consultation. Please visit the website to view a full list of the documents that were submitted for consultation during this phase.

Feedback was received from a variety of stakeholders around the country via the Skills Impact Feedback Hub, webinars, phone and email, as follows:

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	National
Government Federal									
Government State									
Government Local									
Employer									
Peak Industry Body									
IRC Representative									
Regulator									
Training Board									
Registered Training Organisation (RTO)									
Union									
State Training Authority (STA)									
Other									

General note: a total of 77 people were identified and contacted as potential contributors at the start of the project. Of those, 56 people from around the country have engaged with this project and have been consistently updated and provided with opportunities for engagement as the project progressed. While there was no direct participation from some states and territories during the project, the interests of these stakeholders have been represented by national associations.

Feedback received during the 'Drafts Available' stage for the units and skill sets that have been developed for the Australian Native and Bush Foods Project has been positive, with multiple changes and updates suggested by stakeholders to help meet the needs of the job roles covered by this industry.

Below is a summary of the feedback raised during this stage and how these have been dealt with. This involves a consideration of the information provided, views of industry stakeholders and from people who are part of the Subject Matter Expert Working Group process. Resolutions are constructed to consider the needs and views of stakeholders to the extent possible, and to comply with the Standards for Training Package 2012. The resolutions may represent a compromise on one or more stakeholder views with the aim of a workable outcome for industry, State and Territory Training

Authorities (STAs) and training providers.

Acronyms: SMEs – subject matter experts, SMEWG – subject matter expert working group, CVIG – Companion Volume Implementation Guide, FBP – Food, Beverage and Pharmaceutical, AHLCLM – Amenity Horticulture, Landscaping, Conservation and Land Management, IRC – industry reference committee, IEM – industry engagement manager

Organisation Type: Peak Industry Body

Coverage: VIC

Stakeholder Comments:

The following feedback was gathered during a Workforce Functional Analysis meeting involving fourteen stakeholders from around the country:

SME discussed the need for the geographical indicators (origin of plants) to be recognised within training e.g. knowledge evidence. Reference also made to shying away from using 'native' or 'Indigenous' plants and looking at terms like 'First Foods' SME also discussed that e.g. regenerative agriculture has also been incorporated into the First Foods program so the program will be known as First Foods and Ag Naming of different plants etc should also be considered in the project e.g. common names along with Indigenous names

Additional Stakeholder Support: Employer - NSW x 3, RTO - NSW x 1, RTO - NT x 1, Govt State - QLD x 2, Peak Industry Body - QLD x 1, RTO - QLD x 1, Other - QLD x 1, Employer - VIC x 1, Peak Industry Body - National x 1, RTO - National x 1

Consideration and Proposed Resolution: Adopted

Adopted. All comments have been considered and a new skill set developed: FBPSS000XX1 Prepare First Nations Products for Sale Skill Set. Further meetings will be held to discuss outcomes.

Organisation Type: Peak Industry Body

Coverage: National

Stakeholder Comments:

The following feedback was gathered during a Workforce Functional Analysis meeting involving fourteen stakeholders from around the country:

SME suggested adding asking permissions and acknowledgement and who the right people are to be gaining those permissions from. SME agreed you need to know who the people to approach are. SME stated that cultural respect and knowledge of it should be at the forefront of everything SME talked about the unit AHCILM306 Follow Aboriginal cultural protocols and its importance to all Indigenous training units and how it is the pre-requisite for many other units SME talked about the language around the term 'cultural safety' and how cultural knowledge and protocols would be a better term especially when referring to benefit sharing etc

Additional Stakeholder Support: Employer - NSW x 3, Peak Industry Body - NSW x 4, RTO - NSW x 1, Peak Industry Body - NT x 1, RTO - NT x 1, Govt State - QLD x 2, Peak Industry Body - QLD x 5, RTO - QLD x 1, Other - QLD x 1, Employer - VIC x 1, Peak Industry Body - VIC x 1, Peak Industry Body - National x 2, RTO - National x 1

Consideration and Proposed Resolution: Adopted

Developed skill set/s will contain the unit AHCILM306 Follow Aboriginal cultural protocols which is presently being revised as part of the Respect for Country Job Skills Project. This unit contains the skills and knowledge required for cultural safety when working with Aboriginal and/or Torres Strait Islander people.

Organisation Type: Peak Industry Body

Coverage: VIC

Stakeholder Comments:

The following feedback was gathered during a Workforce Functional Analysis meeting involving fourteen stakeholders from around the country:

Subject Matter Expert (SME) stated this project is very important in recognising that some learners are unable to complete qualifications and a skill set would be suitable for the people who need training the most e.g. Aboriginal people.

SME stated the advantage of creating skill sets is you are creating employment pathways

SME also clarified that the AHLCLM IRC is as integral to this project as the other two IRCs because this all happens on Country and posed the idea of an Indigenous Advisory Group. IEM will take this information back to Skills Impact for further discussion.

Additional Stakeholder Support: Employer - NSW x 3, Peak Industry Body - NSW x 4, RTO - NSW x 1, Peak Industry Body - NT x 1, RTO - NT x 1, Govt State - QLD x 2, Peak Industry Body - QLD x 5, RTO - QLD x 1, Other - QLD x 1, Employer - VIC x 1, Peak Industry Body - VIC x 1, Peak Industry Body - National x 2, RTO - National x 1

Consideration and Proposed Resolution: Adopted

The inclusion of Foundation Skills address the issues of literacy and numeracy among other work skills. The creation of skill sets goes towards addressing some of this issue. It may be that there is a need to create more than one skill set.

Organisation Type: Peak Industry Body

Coverage: VIC

Stakeholder Comments:

The following feedback was gathered during a Workforce Functional Analysis meeting involving fourteen stakeholders from around the country:

SME suggested using titles/work areas such as culture, connection and country, production and harvesting (incorporates horticulture, ag and ecology etc), processing (includes projections and forecasting, food hygiene and storage), marketing, sales and logistics, supply chain, exports etc.

SME mentioned Aboriginal Pathways Program which is a Certificate II in Horticulture focusing on bush food production

SME also discussed the need for safety in remote areas especially around foraging and propagation projects

SME agreed and added in that there is a need for operating machinery safely

Roles include harvesters, processors, packers and labellers, safe storage, skilled labourers, kitchen and catering assistants, any roles associated with cooking etc

All levels of employment e.g. in kitchen and logistics – researchers, marketers, small business owners, team leaders

SME agreed that a skill set needs to look at developing small business skills,

SME added in food sales online as a skills need

Additional Stakeholder Support: Employer - NSW x 3, Peak Industry Body - NSW x 4, RTO - NSW x 1, Peak Industry Body - NT x 1, RTO - NT x 1, Govt State - QLD x 2, Peak Industry Body - QLD x 5, RTO - QLD x 1, Other - QLD x 1, Employer - VIC x 1, Peak Industry Body - VIC x 1, Peak Industry Body - National x 2, RTO - National x 1

Consideration and Proposed Resolution: Adopted

This feedback highlights the need to develop more than one skill set and possibly a new unit of competency.

Organisation Type: Peak Industry Body

Coverage: VIC

Stakeholder Comments:

The following feedback was gathered during a Workforce Functional Analysis meeting involving fourteen stakeholders from around the country:

Several suggestions about the Work Areas including adding in Foraging and Native Harvesting

SME also talked about the practice of harvesting and the cultural method of wild harvest e.g. not chopping down Kakadu plum trees

In addition, there needs to be more information about biosecurity and SME outlined the importance of upskilling and training our own people to stop Australian products being mass produced overseas

IEM asked if there was a need for knowledge around tariffs and exports. SME discussed that this is something that the industry body will take care of because of the complexities involved and the industry doesn't have the tonnage for export. There are currently only three products exported; lemon myrtle, finger lime and Kakadu plum

SME commented that while the raw materials are not commonly exported overseas, there is an international market for products which include native material and where Asian markets, for example, are willing to pay a good price for bespoke products without the need for mass production. He also mentioned the Nagoya Protocol and the Fair and Equitable Sharing of Benefits agreement.

SME pointed out the challenges involved in the harvesting of Australian native foods because they do not have an accredited system (quality guarantees) as opposed to the mass production of foods e.g. spinach.

Additional Stakeholder Support: Employer - NSW x 3, Peak Industry Body - NSW x 4, RTO - NSW x 1, Peak Industry Body - NT x 1, RTO - NT x 1, Govt State - QLD x 2, Peak Industry Body - QLD x 5, RTO - QLD x 1, Other - QLD x 1, Employer - VIC x 1, Peak Industry Body - VIC x 1, Peak Industry Body - National x 2, RTO - National x 1

Consideration and Proposed Resolution: Adopted

The information received during the workshop has highlighted the need for more than one skill set to be developed as there are several work areas which need to be addressed in the native food processing industry.

Organisation Type: Peak Industry Body

Coverage: VIC

Stakeholder Comments:

The following feedback was gathered during a Workforce Functional Analysis meeting involving fourteen stakeholders from around the country:

Conversation also turned to Torres Strait Islands and commercial food production. The Torres Strait Islanders were able to buy back fishing licences which has been very successful along with the crayfishing industry. Qld is also looking at farming beche de mer following a successful pilot program. In Qld the aquaculture industry is having great success and more interest is shown in that, than the agriculture side of farming.

SME said it was very important to ensure that the traditional owners are to be included. IEM agreed and stated that everything that was discussed today will be relayed back to those people who were unable to attend.

IEM also pointed out that some of the stakeholders involved in this industry have no engagement with First Nations people. Their location may prevent them from being able to do this even though they are involved in the processing of Australian bush foods.

Additional Stakeholder Support: Employer - NSW x 3, Peak Industry Body - NSW x 4, RTO - NSW x 1, Peak Industry Body - NT x 1, RTO - NT x 1, Govt State - QLD x 2, Peak Industry Body - QLD x 5, RTO - QLD x 1, Other - QLD x 1, Employer - VIC x 1, Peak Industry Body - VIC x 1, Peak Industry Body - National x 2, RTO - National x 1

Consideration and Proposed Resolution: Noted

This feedback has been noted and invitations should be extended further to as many stakeholders as possible.

Organisation Type: Other

Coverage: NSW

Stakeholder Comments:

Thanks for passing this on.

I'm a little intrigued as to how you separate bush and native foods? If the course is going to be run with non-Indigenous mob, then I think it is pivotal a component builds the cultural awareness of people.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

The unit of competency AHCILM306 Follow Aboriginal cultural protocols is currently being reviewed and updated as part of the Respect for Country Job Skills Project, and now includes a requirement to develop an awareness of cultural safety and protocols. This unit has been included in this skill set. You are welcome to visit the Respect for Country Job Skills project page on the Skills Impact web site if you would like to review and provide feedback on this unit while it is being updated.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

I have only had a quick look and have forwarded to a local Aboriginal group in Hay. On initial viewing I think there may need to be a unit that relates to bush or native food otherwise its really a skillset for any type of indigenous business. Which is good as well but then may need to rename and still does not build skills, knowledge with value adding to bush & native food.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback. A unit which is specific to the collection of bush and native foods has now been developed. It relates to plants, seeds, nuts and fruits and the harvesting of them. It also identifies these plants as being grown On Country and not necessarily as part of production horticulture. This unit has now been included in the skill set.

FBPSS000XX2 Prepare to Set up an Australian Bush and Native Food Production Business Skill Set

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

Discussion around first skill set. Not unique to Australian Native and Bush foods. May also need to create a unit of competency around wild harvesting and marketing and labelling

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

After raising this with the SMEWG, it was agreed that there is a need for further skill sets and one new unit of competency to be created, which is specific to wild harvesting.

Organisation Type: State Government

Coverage: QLD

Stakeholder Comments:

My only suggestion would be; an emphasis on ramping up additional support for numeracy and literacy.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

A number of the units of competency within the skill sets have been revised to add foundation skills to support numeracy and literacy.

Organisation Type: Registered Training Organisation

Coverage: NSW

Stakeholder Comments:

I have only had a quick look and have forwarded to a local Aboriginal group in Hay. On initial viewing I think there may need to be a unit that relates to bush or native food otherwise its really a skillset for any type of indigenous business. Which is good as well but then may need to rename and still does not build skills, knowledge with value adding to bush & native food.

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

Consideration has been given to address the issues raised. The main issue has been that there are no specific units of competency which have been written for this area. However, after further consideration of this feedback, the SMEWG have supported the creation of one new unit, the draft of which is titled FBPBSH20XXX Participate in wild harvesting of plants and/or seed for food processing.

Organisation Type: Peak Industry Body

Coverage: NSW

Stakeholder Comments:

I agree, study of the food, history and use. Have a cultural understanding of the plant/food what be good. That's what I would personally like to learn more about.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

A unit of competency has been developed which includes this information. The unit is called FBPBSH20XXX Participate in wild harvesting of plants and/or seed for food processing.

Organisation Type: Employer

Coverage: NSW

Stakeholder Comments:

I think a big priority from an indigenous point of view is that indigenous students and up-skilling needs to be the priority.

We are very cognisant that there is demand and popularity for such knowledge and skill however our youth need to be the focus of touch courses.

We feel our knowledge is just that our knowledge and it needs to remain in the hands of traditional owners to choose how and what we share.

Bush food has less than 2% representation of indigenous people and that's reflective of the skills shortage and lack of engagement with indigenous people. It's also very disheartening when Bush food courses are being taught without approval or involvement of indigenous community and elders. It's another example of indigenous knowledge and opportunity being taken from indigenous communities.

Protection of indigenous IP and Benefit sharing also needs to be featured throughout the coursework.

Consideration and Proposed Resolution: Adopted

Thank you for your feedback.

A unit of competency has now been developed to address seeking permissions before going on Country. It also covers traditional uses, including in ceremonies etc.

The skill sets now also incorporate the revised AHCILM306 Follow Aboriginal cultural protocols which has undergone extensive consultation and revision as part of the Respect for Country Job Skills Project. It is proposed to be renamed AHCILM306X Develop awareness of Aboriginal and/or Torres Strait Islander cultural safety and protocols.

Another unit in the skill set has also been revised as part of the Respect for Country Job Skills project, available for review on the Skills Impact website, and is now to be called: AHCILM305X Work with an Aboriginal and/or Torres Strait Islander Community or organisation. Issues such as free, prior and informed consent have been included as well as a knowledge and awareness of Indigenous Cultural and Intellectual Property (ICIP) requirements.

Organisation Type: Registered Training Organisation

Coverage: QLD

Stakeholder Comments:

I am ready to go and happy with what we have to date developed.

Consideration and Proposed Resolution: Noted

Thank you for your feedback, which has been noted and we look forward to receiving further input from you in the future.

Organisation Type: State Government

Coverage: WA

Stakeholder Comments:

Thank you for the opportunity to provide feedback on the draft FBP - Food, Beverage and Pharmaceutical Training Package - Australian Native and Bush Food project.

The drafts were circulated through our networks for review, however we have received no feedback to date.

We note the project contains one new skill set. The skill set contains two AHC units of competency which are currently being reviewed as part of the Respect for Country Job Skills project.

Could the two projects be combined? This will ensure the skill set FBPSS000XX Prepare to Set up an Australian Bush and Native Food Production Business Skill Set is released with the latest version of the AHC units?

Consideration and Proposed Resolution: Noted

Thank you for your feedback.

These two projects are on different timelines, which has been set by the Australian Industry Skills Council (AISC). However, the AHC units which are being updated in the Respect for Country Job Skills project will also be updated in these skill sets as soon as they are available on the national training register (training.gov.au).

This update is a minor change and only requires the FBP IRC and AISC Secretariat approval for this to be implemented. It has been noted for the project manager to ensure this update is implemented immediately after the updated AHC units are released, which we are currently expecting to be completed by the end of this year.