RACING INDUSTRY SECTOR

IRC Skills Forecast and Proposed Schedule of Work

2017–2020

IRC SKILLS FORECAST AND PROPOSED SCHEDULE OF WORK 2017–2020

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

CONTENTS

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

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

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: equine – horse breeding/farming, horse (Thoroughbred) and harness (Standardbred); and canine – greyhound breeding and racing.

- The industry includes 3,459 horse farms and 1,908 racing businesses, which collectively employ approximately 12,800 people. In addition, it includes 78,895 racehorse owners, 18,649 trainers, jockeys and track riders, 30,000 registered greyhound racing participants and a number of volunteers and hobbyists.

- Horse and greyhound racing contributed about $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 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.

- The industry has the following regulated occupations: jockeys, owners, trainers, track work riders, harness drivers, breeders, stud managers and stable and kennel hands all must have racing industry licences, which are coordinated through the industry's peak bodies. A number of greyhound controlling bodies are currently consulting on the increase of industry licensing requirements.

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

  - prize money involved and competition from other sports and other forms of gambling, which affect attendances at racing events and the number of consumers who bet on horse races and greyhound races

  - integrity of racing practices, which can potentially maintain 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; they also open opportunities for more and 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, sport

coaches, instructors and officials. A significant workforce is also employed by clubs operating racetracks across Australia to undertake administrative work and specialist management roles, particularly 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, 2017–2020, are summarised in the following table.

PRIORITY SKILL	DRIVERS	TRAINING PACKAGE SOLUTION [1]
Integrity and high quality investigation skills for racing stewards	The professionalism and integrity of racing stewards is a key focus for state governments to ensure the perceived and actual integrity of the industry. Existing units and qualifications no longer accurately align with industry changes. The definitions of outcomes within existing units are seen as insufficient to support the quality outcomes required by industry.	Review of three current qualifications for racing stewards RGR30408, RGR40608 and RGR50308, including 12 RGR08 native units. Determine if new units need to be developed.
Racehorse breeding skills	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 does the breeding of recreational horses.	There are no horse breeding units in the existing RGR08. Review of the draft horse breeding qualifications within the Animal Care and Management Training Package.
Self-management, entrepreneurship and transferable skills for jockeys and drivers	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 to 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.

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

PRIORITY SKILL	DRIVERS	TRAINING PACKAGE SOLUTION [1]
Skills in retraining and retiring Standardbred horses	The Australian community has high expectations for animal welfare on the retirement of horses. The racing industry has also developed rules that require owners and trainers to report on the retirement of horses and their retirement destinations to ensure high quality animal welfare in the transition from a racing career.	Determine if new units need to be developed.
Racetrack maintenance skills	Each horse race can do large amounts of damage to the grass track and it needs to be well maintained. This is to quickly rejuvenate the track for the next race. Greyhounds run on different track surfaces (sand) and these skills are unique to the racing code. Proper maintenance of these tracks not only improves the race outcome but also delivers better animal welfare for the dogs. There is a need for career mobility between the racing industry and the horticulture industry.	Review of four units in relation to track maintenance. Review of relevant units from the Agriculture, Horticulture and Conservation Training Package. Determine if new units or skill sets need to be developed.
Skills in incident management involving horses and greyhounds	Horses are flight animals and when 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. Review of three units in RGR08.
Skills in assessing ex-racing greyhounds for pet rehoming and foster care delivery	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 euthanasia. Currently there is no industry standard qualification or skill set that assessors must hold to undertake this role.	Development of new units and a skill set for greyhound trainers in assessing dogs before allowing them to be rehomed. There are no related units for review in the existing RGR08.
Skills for racetrack staff	Farriers and equine veterinarians usually work in an environment other than a racetrack. The horse may react differently, as it is in a new environment, and the access to equipment may be difficult for the farrier or equine veterinarian. There is a need for career	Development of skill sets for business administration units. Review of nine units in relation to racing administration.

PRIORITY SKILL	DRIVERS	TRAINING PACKAGE SOLUTION [1]
	mobility within and outside the industry. With transferable racetrack administration skills employees will not be locked into one vocational area.	

A. ADMINISTRATIVE INFORMATION

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

B. SECTOR OVERVIEW

Sector descriptions

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[2], providing direct employment to around 12,800 people.[3] However, according to industry figures, there are close to 50,000 (full-time equivalent) people in employment and a much larger number of people involved in the industry, including 78,895 racehorse owners[4], 18,649 trainers, jockeys and drivers, 30,000 registered greyhound racing participants[5] 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 (Table 1). The figures below do not include the large number of people employed in the industry involved in roles that, while specific to racing, are not specialised racing roles such as track maintenance, race day activities and breeding.

Table 1: Racing industry participants

RACING INDUSTRY PARTICIPANTS	NUMBER
Thoroughbred racing[6]	
Trainers	3,458
Jockeys	523
Apprentice jockeys	270
Amateur jockeys	80

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[2] Australian Bureau of Statistics, *Counts of Australian businesses, including entries and exits*, June 2015, Cat No 816502.
[3] Australian Bureau of Statistics, *2011 Census of Population and Housing*.
[4] Racing Australia, 2015, *Racing Season 2014/2015 Fact Book*.
[5] Agrifood, 2015, *Environmental Scan of the Agrifood Industry 2015*.
[6] Racing Australia, 2016, *Racing Season 2014/2015 Fact Book,*
<http://publishingservices.risa.com.au/otherpublications/Factbook%202015-2016/Factbook2015-2016/#8/z>.

RACING INDUSTRY PARTICIPANTS	NUMBER
Harness racing[7]	
Trainers	2,384
Drivers	1,184
Trainer/drivers	2,349
Greyhound racing[8]	
Trainers	5,316
Owner/trainers	3,085
Total	**18,649**

Horse and greyhound racing contributed about $1.5 billion to Australian gross domestic product in 2013–2014[9] through net funds distribution from betting authorities, training fees, event admission charges, membership fees and returns generated from additional activities.[10]

Breeding, horse sales, prize money and wagering on racing generate additional value-added income for the Australian economy. In 2015–2016, auction sales for Thoroughbred horses generated $530 million, returns to owners from prize money in Australian races and other payouts rose to over $600 million, and wagering on horse and greyhound races generated a turnover of $28.8 billion.[11]

Relevant training package qualifications

The training package for the racing industry is the RGR08 Racing Training Package. It comprises 21 qualifications, 24 skill sets and 132 units of competency.

RGR08 QUALIFICATIONS
Qualification level: Certificate I
RGR10108   Certificate I in Racing (Stablehand)
Qualification level: Certificate II
RGR20108   Certificate II in Racing (Stablehand)
RGR20208   Certificate II in Racing (Greyhound)
RGR20308   Certificate II in Racing Services (Racing Administration)
RGR20408   Certificate II in Racing Services (Track Maintenance)

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[7] Australian Harness Racing, 2013, *Size and Scope of the Harness Racing Industry in Australia*.

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

[9] 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>*.

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

[11] Racing Australia, 2016, *Racing Season 2015/2016 Fact Book*, *<http://publishingservices.risa.com.au/otherpublications/Factbook%202015-2016/Factbook2015-2016/#69/z>*.

Qualification level: Certificate III

RGR30108   Certificate III in Racing (Trackrider)

RGR30208   Certificate III in Racing (Advanced Stablehand)

RGR30308   Certificate III in Racing Services (Racing Administration)

RGR30408   Certificate III in Racing Services (Cadet Steward)

RGR30508   Certificate III in Racing Services (Track Maintenance)

Qualification level: Certificate IV

RGR40108   Certificate IV in Racing (Racehorse Trainer)

RGR40208   Certificate IV in Racing (Jockey)

RGR40308   Certificate IV in Racing (Harness Race Driver)

RGR40408   Certificate IV in Racing (Greyhound Trainer)

RGR40508   Certificate IV in Racing Services (Racing Administration)

RGR40608   Certificate IV in Racing Services (Steward)

RGR40708   Certificate IV in Racing Services (Track Maintenance)

Qualification level: Diploma

RGR50108   Diploma of Racing (Racehorse Trainer)

RGR50208   Diploma of Racing Services (Racing Administration)

RGR50308   Diploma of Racing Services (Steward)

RGR50408   Diploma of Racing Services (Track Management)

Subsector analysis

Horse breeding/farming subsector

Scope of work

Businesses in the horse breeding/farming subsector 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 subsector of the racing industry and activities are interrelated through the operation of the *Australian Racing Stud Book*.

Horse farming/breeding enterprises

There were 3,459 horse farming enterprises in Australia in 2016, the majority being small-scale non-employing operators[12]. A relatively small number of highly sophisticated enterprises employ

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[12] ABS, 2017, Counts of Australian businesses, including entries and exits, June 2012 to June 2016, *<http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/8165.0Jun%202012%20to%20Jun%202016?OpenDocument>*.

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)
- Vinery Stud
- Chatswood
- Glenlogan Park
- Oaklands
- Lyndhurst
- Raheen
- Willowbend[13].

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.

Racing operations subsector

Scope of work

This subsector 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 subsector 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[14], 91 harness racing tracks[15] and 65 greyhound racing tracks[16], 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.[17] These are generally small businesses.

Examples of major racing course operators in Australia are:

- Victoria Racing Club (VRC) Limited and Melbourne Racing Club (MRC), owners and operators of Flemington (VRC) and Caulfield, Mornington and Sandown (MRC) Thoroughbred racecourses respectively in Melbourne

- Australian Turf Club Limited, owner and operator of Royal Randwick, Rosehill Gardens, Canterbury Park and Warwick Farm Thoroughbred racecourses in Sydney

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

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

[15] <http://www.ruralcareers.net.au/harness-racing.

[16] <http://www.australianracinggreyhounds.com/tracks.

[17] ABS, 2017, Counts of Australian businesses, including entries and exits, June 2012 to June 2016, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/8165.0Jun%202012%20to%20Jun%202016?OpenDocument>.

- 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 that 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 subsector 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 375 Thoroughbred racing clubs,[18] 117 harness racing clubs[19] and 79 greyhound racing clubs.[20]

Table 2: Peak industry organisations

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[18] Racing Australia, 2016, *Racing Season 2015/2016 Fact Book*.

[19] Australian Harness Racing, 2013, *Size and Scope of the Harness Racing Industry in Australia*.

[20] Greyhounds Australasia, 2014, *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)

Melbourne Racing Club (MRC)

Metropolitan and Country Harness Racing Association (MACHRA)

Moonee Valley Race Club

Racing Victoria (PRA)

Sandown Greyhound Racing Club (SGRC)

Thoroughbred Breeders Victoria (TBV)

Victorian Bookmakers' Association (VBA)

Victorian Harness Racing Sports Club

Victorian Jockeys Association (VJA)

PEAK INDUSTRY ORGANISATIONS

Victoria Racing Club (VRC)

Victorian Trainers and Drivers Association (VTDA)

Victorian Trainers' Association

Victorian Square Trotters Association

NEW SOUTH WALES

Australian Turf Club

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 (PRA)

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)

QUEENSLAND

Brisbane Greyhound Racing Club (BGRC)

Brisbane Racing Club

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

Queensland Country Racing Committee

Queensland Department of National Parks, Sport and Racing

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) (PRA)

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

South Australian Jockey Club (SAJC)

Thoroughbred Racing South Australia (PRA)

South Australian Thoroughbred Breeders (SATB)

TASMANIA

BOTRA Tasmania: Breeders, Owners, Trainers and Reinspersons Association

Hobart Greyhound Racing Club

Launceston Greyhound Racing Club Inc.

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)
Perth Racing (previously Western Australia Turf Club)
Thoroughbred Breeders Western Australia (TBWA)
NORTHERN TERRITORY
Darwin Greyhound Association of the Northern Territories (Darwin GA of the NT)
Darwin Turf Club
Racehorse Owners Association of the Northern Territory
Thoroughbred Racing Northern Territory
Northern Territory Bloodhorse Breeders Association (NTBBA)
AUSTRALIAN CAPITAL TERRITORY
Canberra Harness Racing Club
Canberra Racing Club

Industry and occupational regulations and standards

Industry regulations and standards

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 sector (Thoroughbred, harness and greyhound racing) to ensure that horse and greyhound racing in Australia is conducted according to the same general practices, conditions and integrity. They ensure the safety of the participants and manage a well-regarded equine welfare program. All three codes have sets of local and Australian (Thoroughbred and harness racing) or Australasian

(greyhound racing) rules. However, for greyhounds, the local rules of the state or territory take precedence over the national rules in the event of an inconsistency. All registered participants, including trainers and owners, are expected to make themselves familiar with the rules.

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.[21] Industry works closely with state work safety authorities and this means that there are state differences in approaches (as there are with most industries).

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

Strict industry regulations are applied to ensure the integrity of Thoroughbred and Standardbred racehorses in Australia, and to provide racing officials with a reliable identification system. Horse identification procedures include DNA testing of mares and foals, branding, microchips and identification cards for foals, and horse recording statistics 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 (BICON)

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 overseen by the Department of Agriculture and Water Resources. Under these conditions, imported horses are required to undergo both pre-export and post-entry quarantine. Before arrival in Australia, horses must undergo pre-export quarantine for a minimum 14 days at an approved facility in their home country. On arrival in Australia, horses complete post-entry quarantine for a minimum 14 days[22]. 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.

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

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

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.[23] 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).

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

Challenges and opportunities

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 DRIVERS

A key driver for the sale of racehorses, breeding and stud services is the demand for high quality and superior bloodlines for foals from the racing industry through trainers and racehorse owners. For many owners and for some participants, 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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[23] 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,[24] yet participants believe that the industry remains resilient.[25]

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

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.[26]

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.[27]

At the state level, the Premier of Victoria announced plans to amend the *Racing Act 1958* to create an independent Board for Racing Victoria for enhancing integrity and governance of this organisation so that conflicts of interest are minimised and appropriately managed.[28]

ANIMAL WELFARE

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[24] Racing Australia, 2015, *Racing Season 2014/2015 Fact Book*.

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

[26] 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>.*

[27] 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>.*

[28] 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>.*

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).

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 rehoming 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 sector.[29] 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 sector of the industry, including plans to ban whips in both racing and training from September 2017 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.[30]

Harness Racing Victoria and the Victorian Government via the Victorian Racing Industry Fund have established the Harness Education and Re-homing Opportunities program for retired racehorses to become trail riding ponies, competitive show and eventing horses, or simply pleasure animals and family pets.[31]

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.

INDUSTRY PRACTICES

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[29] 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*>.

[30] 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>.*

[31] 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/>.*

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:[32]

- 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
- 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.

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

C. EMPLOYMENT

Employment outlook

The Department of Employment projects that total employment in horse and greyhound racing will grow by 14.2 per cent over the next five years to 2020 (Table 3).[33] Individual projections for horse farming are not available.

Table 3: Department of Employment industry projections – five years to November 2020[34]

INDUSTRY SECTOR	EMPLOYMENT LEVEL	EMPLOYMENT PROJECTIONS		
	Nov 2015 ('000)	Nov 2020 ('000)	Growth ('000)	(%)
Horse and greyhound racing activities	9.9	11.3	1.4	14.2

Description of workforce supply

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

Figure 1: Industry sector employment by age groups in 2011[35]

Industry sector employment by age groups in 2011
(Total employment 12,819 people)
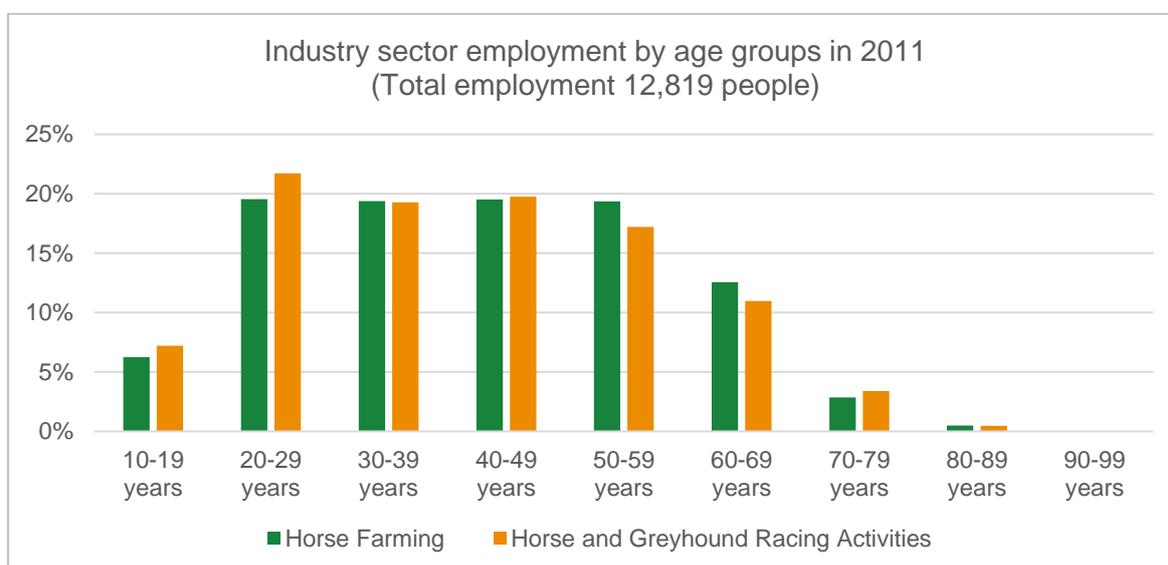
Despite the age consistency, the mature aged workforce confronts businesses with challenges provided by an oncoming wave of retirement. About 33 per cent of the industry workforce (or 4,235

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[33] Department of Employment, 2016, Industry Employment Projections – Five Years to November 2020, <http://lmip.gov.au/default.aspx?LMIP/EmploymentProjections>.

[34] Ibid.

[35] ABS, 2011 Census of Population and Housing.

people) was aged 50 years and over in 2011. About 10 to 15 per cent of this group are expected to retire from the workforce by 2015 and an additional 15 per cent are likely to retire over the next five years. The coming workforce retirement is likely to bring significant job vacancies across the industry and considerable efforts from employers to replenish these skills.

The current employing occupations listed below have some relevance to occupations in the industry. However, they do not cover the racing industry specifically.

Figure 2: Occupations and their relative number in horse farming[36]

Occupation	Number	Percentage
Livestock Farmers	1263	33%
Livestock Farm Workers	1183	31%
Animal Attendants and Trainers	438	11%
Clerical and Administrative Workers	254	7%
Gardeners	87	2%
Sports and Personal Service Workers	67	2%
Specialist Managers	46	1%
Business, Human Resource and Marketing Professionals	39	1%
Other Labourers	39	1%
Automotive and Engineering Trades Workers	38	1%
Chief Executives, General Managers and Legislators	30	1%
Hospitality, Retail and Service Managers	29	1%
Sales Representatives and Agents	29	1%
Construction and Mining Labourers	24	1%
Cleaners and Laundry Workers	22	1%
Design, Engineering, Science and Transport Professionals	21	1%
Other	225	6%

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

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

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[36] ABS, 2011 Census of Population and Housing.

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, skill 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 (2017–2020) through an analysis of new and estimated future demands placed on the industry. The section focuses on the skill needs that can benefit from improvement or development of national skill 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 2017 and 2018 so that the skills can be developed and available before 2020. Refer to Attachment A: IRC Training Product Review Plan 2017–2020 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.

Industry priority skills

The 2017–2020 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	Skill description
Integrity and high quality investigation skills for racing stewards and betting supervisors	Intelligence management, informer management, management of complex and serious investigations, conduct of investigations, statement and note taking, and interviewing skills.
	Ability to collect statements and legal requirements and undertake brief preparation, evidence gathering and advocacy, including the conduct of 'mock' hearings for attendees to hone their skills.
	Knowledge of and ability to apply the rules of racing, Racing Analytical Services Ltd operations, drug control, surveillance and operation orders.
	Skills relating to integrity in sport, racing integrity, communication and leadership.
	Ability to use a range of technology to review standards.
	Relevant occupations
	Racing stewards, betting supervisors, racing integrity officials.
	Drivers
	The professionalism and integrity of racing stewards and betting supervisors is a key focus for state governments in ensuring the perceived

and actual integrity of the industry. The commitment is to ensure integrity officials in all three racing codes have the requisite skills, knowledge and expertise to undertake their duties competently.[37]

The environment that stewards operate in evolves into a very technology-based workplace in the way they review standards by using technological advances as opposed to standing in a tower.

The existing units of competency and qualifications no longer accurately align to industry changes and the definitions of outcomes within existing units of competency are seen as insufficient to support the quality outcomes required by industry. The three current racing steward qualifications have not been reviewed since 2008. Individuals completing a training program based on the current units of competency and qualifications are no longer graduating with the level of skills industry requires and expects. The industry is less confident in the current training package elements and is reluctant to support them in their current form.

Training package solutions

Undertake full review of the three current qualifications for racing stewards: RGR30408, RGR40608 and RGR50308. This should include functional analysis of current racing steward skill needs. Special attention should be focused on the skills needed to undertake quality investigations.

Priority skill 2	Skill description
Racehorse breeding skills	Knowledge of pedigrees, animal welfare issues, business management, particularly for operations owned in 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.

Relevant occupations

Stablehands, breeder/stud managers, equine veterinarians, veterinary nurses, bloodstock managers.

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 does the breeding of recreational horses. Thoroughbred breeders currently send workers to the United Kingdom and Ireland to undertake diploma level qualifications.

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[37] Racing Integrity Commissioner (Vic Gov) Annual Report 2014-15,
<https://www.racingintegrity.vic.gov.au/sites/default/files/embridge_cache/emshare/original/public/2016/10/d5/0dc9af6bf/Annual%20Report%202014-15.pdf>.

In 2015–2016, the revenue from Thoroughbred breeding alone was $987.4 million with $145.4 million coming through export. The skill needs of racing/breeding should be addressed to protect the current revenue and help increase revenue through both local and export sales.

Training package solution[38]

Review all current horse breeding units of competency within the Animal Care and Management (ACM) Training Package to ensure the skills are aligned to the needs of the industry.

Review draft horse breeding qualifications within the ACM Training Package to determine if the vocational outcomes suit industry needs.

Determine if there should be explicit horse race breeding units and/or qualifications in the Racing (RGR) Training Package that will build on the ACM horse breeding qualification.

Review current accredited courses with a view to including them in the training packages.

Benefits from changes in training packages

More targeted qualification(s) that will support the industry in ensuring the partnership between horse racing and breeding is strengthened and possibly assist the growth of the domestic and export market.

Priority skill 3	Skill description
Self-management, 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.

Occupations affected

Jockeys, drivers.

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 their careers and welfare.

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[38] Refer to Attachment A for full list or relevant qualifications and units of competencies.

There are many highly skilled jockeys and drivers in horse racing. After childbirth or a career-ending injury a high number of jockeys and drivers, particularly women, choose or have 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.

Training package solutions

Review jockey and driver qualifications to determine how to strengthen the skills of jockeys and drivers.

Determine if specific units need to be developed for jockeys and drivers to be able to negotiate on their own behalf in different aspects of their working life.

Priority skill 4 Skills in retraining and retiring Standardbred and Thoroughbred horses	**Skill 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. **Relevant occupations** This is an emerging specialist area/occupation. **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. 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. **Training package solutions** 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.

Priority skill 5 Racetrack maintenance skills	**Skill description** Ability to undertake a range of activities and equipment relating to turf and maintain racing and training tracks to provide a safe and consistent surface.

Ability to undertake a range of activities and equipment to prepare and maintain sand tracks and cinders tracks to provide a safe and consistent surface.

Ability to operate and maintain the club's irrigation systems and equipment such as water carts and trucks.

Ability to maintain rails and fence components in good condition and replace as required under the club's programmed maintenance plan.

Ability to inspect and remediate gaps to ensure they are safe and that all exposed rail ends are enclosed in shock absorbent padding.

Ability to inspect race day equipment such as mobile starting barriers and semaphore boards prior to every day of use.

Related occupations

Track maintainers.

Drivers

Maintaining a racetrack not only ensures high quality races; it also reduces the risk of falls for animals and riders. Each horse race meeting can do large amounts of damage to the grass track and it needs to be well maintained to quickly rejuvenate the track for the next meeting. Similarly, the maintenance of greyhound track sand ensures animal welfare and race results.

There is a need for career mobility into and out of the industry. With these skills workers in horticulture and racing services will not be locked into one vocational area.

Training package solutions

To reduce duplication within the training packages (RGR and AHC) there should not be a need to develop racetrack maintenance qualifications but a series of units could be reviewed and/or developed. These could be used as electives or imported into current horticulture qualifications. These units could also be used as a skill set for currently qualified horticulturists who wish to diversify their skills sets to incorporate working on racetracks.

Priority skill 6	**Skill description**
Skills in incident management involving horses or greyhounds	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.
	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 under 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 a 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.

Training package solutions

Review all large animal rescue non-accredited courses to determine if they should be incorporated into relevant training packages. There is an opportunity for a joint project between the RGR and ACM training packages to avoid duplication but ensure viability for a range of industries.

Create new training package components (qualifications, units of competency and skill sets) if gap in skills is determined.

Priority skill 7	Skill description
Skills in assessing ex-racing greyhound for pet rehoming and foster care services	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 for the dog.

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

Greyhound Adoption Program (GAP) staff, dog trainers, greyhound trainers, animal foster workers, animal behaviourists, animal shelter staff, racing industry participants, e.g. trainers and owners.

Drivers

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 the suitability of it 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 for the role. 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 also 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 trained staff (both paid and unpaid) who can deliver rehoming programs for greyhounds will assist both 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 of these issues 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 pet homes. Many of these dogs are fostered to particular foster carers to address areas of concern and help the dog to enter into a GAP.

Training package solution

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. Also a skill set could be obtained by individuals with appropriate existing animal qualifications.

Priority skill 8	**Skill description**
Skills for racetrack staff	Farriers must be aware of the rules of racing and race day protocols.
	Equine veterinarians must be aware of the rules of racing and race day protocols.
	Ability to provide customer service and undertake office activities to support the running of a race club.
	Relevant occupations
	Farriers, race day veterinarians, race day office/gate staff, trainee racing administrators, racing administrators, racing secretaries, racing licensing and registration clerks, racing nominations and acceptances clerks, race

club secretaries, track supervisors, tracks and facilities managers (racing), racecourse managers.

Drivers

Farriers usually work in an environment other than a racetrack. The horse may react differently as it is in a new situation and the access to equipment may be different for the farrier.

The environment that equine veterinarians usually work in is different from a racetrack environment. The horse may react differently as it is in a new situation and the access to equipment may be different for the veterinarian.

Ensuring integrity and efficient business operations is a high priority in the industry. The racetrack environment can have different legislative working requirements from those that apply to other industries.

There is a need for career mobility into and out of the industry. With these skills employees will not be locked into one vocational area.

Training package solution

To stop duplication within training packages there is no need to develop specific qualifications. A suite of units of competency that can be used as electives or imported into current qualifications should be developed. These units of competency may also be used as a skill set for workers with appropriate qualifications.

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 skill 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 the 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 registered training organisations being able to have the qualification added to scope.

Greyhounds: Many people working in greyhound racing have never undertaken any vocational education related to greyhound breeding, raising and racing. Instead, many of their skills have been acquired through workplace experience. To ensure that the skills of racing industry integrity and animal welfare are being delivered in the 'workplace' (as it could be in someone's home) an

assessment process must be undertaken and then skill gap training undertaken. 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.   TRAINING PRODUCT REVIEW PLAN 2016–2017

The IRC Training Product Review Plan 2017–2020 for the Australian racing industry is provided in Attachment A.

Time critical projects

The criteria used to outline time critical projects within the RGR08 Racing Training Package include workplace safety issues, regulatory needs, biosecurity issues (disease outbreak) and qualifications under the VET Student Loans courses list, which can benefit from improvement or development of national skill standards.

No time critical issues related to workplace safety, regulatory or biosecurity needs were identified for the proposed projects in the training product review plan.

Proposed projects that will involve review or development of new units for qualifications under VET Student Loans include the following.

Proposed project	Improving VET Student Loans qualifications
Integrity and high quality investigation skills for racing stewards and betting supervisors	RGR50308 Diploma of Racing Services (Steward)

Interdependencies

Proposed projects with an opportunity to involve more than one training package or IRC include the following.

Proposed project	Interdependencies
Skills in incident management involving horses or greyhounds	Animal emergency rescue is undertaken by operators or professionals across a number of industry sectors. There is an opportunity for a joint project between two training packages (RGR08 Racing and ACM10 Animal Care and Management) to ensure that the skill standards for these operations are viable for multiple industries. Nevertheless, specialisation elements are also a possibility due to the different environments in which a rescue operation can be conducted such as on the racetrack or farm.
Racehorse breeding skills	There are no breeding units in the RGR08 Racing Training Package but there are draft horse breeding qualifications within the ACM10 Animal Care and Management Training Package. The project requires

	collaboration of the two IRCs to determine the suitability of the skill standards and learning outcomes for a range of industry sectors.
Racetrack maintenance skills	Both track maintainers and horticulturists are involved in racetrack management operations. There is an opportunity for a joint Racing IRC and Rural and Related Industries IRC project to review and develop skill standards that can benefit both training packages – RGR08 Racing and AHC Agriculture, Horticulture and Conservation and Land Management – and industries.

Current projects

The industry is currently undertaking the Greyhound (Animal Welfare and Integrity) and Safety in Equine Training Projects which were funded and emerged from the 2016 work plan. Refer to Attachment B: Current IRC Projects for the list of units that are currently developed and reviewed.

F. IRC SIGNOFF

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

_____
(Name of Chair)

_____
Signature of Chair

Date: 26/4/2017

ATTACHMENT A: IRC Training Product Review Plan 2017–2020 for the Racing Industry

Relevant training package: RGR08 Racing

Contact details: Skills Impact

Date submitted to Department of Education and Training: 28 April 2017

YEAR	PRIORITY SKILLS	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
2017–18	Integrity and high quality investigation skills for racing stewards	Review of: RGR30408 Certificate 3 in Racing Services (Cadet Steward) RGR40608 Certificate 4 in Racing Services (Steward) RGR50308 Diploma of Racing Services (Steward)	Review of: RGRSTD301A Perform duties of cadet steward RGRSTD302A Interpret wagering trends RGRSTD303A Assess racing gear suitability and safety RGRSTD401A Perform duties of stipendiary steward at race meetings and trails RGRSTD402A Perform stewards non-race day duties RGRSTD403A Apply principles of administrative law to investigation and resolution of racing incidents RGRSTD404A Prepare for racing industry appeals RGRSTD405A Conduct steward supervision of sample collection procedures RGRSTD406A Assess greyhound or horse handling skills

YEAR	PRIORITY SKILLS	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
			RGRSTD407A Assess driving or riding skills of license or registration applicants
			RGRSTD408A Analyse race performance
			RGRSTD501A Manage steward services
			Total for review *12*
2017–18	Racehorse breeding skills	Development of RGRXXXXX Diploma of Racehorse Breeding	There are no horse breeding units in the existing RGR08. Therefore, no units will need to be reviewed. However, new units will be developed.
			Development of approx. 10 new units RGRXXXXXX
			Total for review *0*
2017–18	Self-management, entrepreneurship and transferable skills for jockeys and drivers	Review of RGR40208 Certificate 4 in Racing (Jockey)	Development of up to 5 new units.
			Review of:
			RGRCMN003A Manage Personal Health and Fitness
			RGRCMN402A Participate in Media interviews for racing
			RGRPSH310A Prepare for self-management in racing
			RGRPSH418A Set goals to improve racing performance
			Total for review *4*

YEAR	PRIORITY SKILLS	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
2017–18	Skills in retraining and retiring Standardbred and Thoroughbred horses	Development of 2 Skill Sets: Retraining and retiring Standardbred horses Retraining and retiring Thoroughbred Horses	There are no related units in the existing RGR08. Therefore, no units will need to be reviewed. However, new units will be developed. Development of approx. 8 new RGR units ***Total for review*** ***0***
2017–18	Racetrack maintenance skills	Removal of: RGR20408 Certificate II in Racing Services (Track Maintenance) RGR30508 Certificate III in Racing Services (Track Maintenance) Development of racetrack maintenance skill set	Review of: RGRTRK303A Provide emergency animal assistance RGRTRK402A Relate animal welfare to track and environmental conditions RGRTRK301A Assist with race meeting track management RGRTRK302A Maintain specialised non-turf track surfaces for racing ***Total for review*** ***4***
2017–18	Skills in incident management involving horses or greyhounds	Development of 2 Skill Sets: Skills in incident management involving horses Skills in incident management involving greyhounds	Review of: RGRPSH302A Assess health and provide first aid for greyhounds RGRPSH308A Provide first aid and emergency care for horses RGRROP317A Attend racing events and comply with protocols and safety procedures

YEAR	PRIORITY SKILLS	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
			RGRTRK303A Provide emergency animal assistance
			Total for review　　　　　　**4**
2017–18	Skills in assessing ex-racing greyhound for pet rehoming and foster care delivery	Development of 2 skill sets: Assessing Greyhounds for rehoming Fostering greyhound in preparation for rehoming.	There are no related units in the existing RGR08. Therefore, no units will need to be reviewed. However, new units will be developed. Development of up to 8 new units. *Total for review*　　　　　　**0**
2017–18	Skills for racetrack staff	Development of Skill Sets of: 3 Racing Services Skill Sets 1 Race-day Farrier Skill Set 1 On-track Veterinarian Skill Set Removal of: RGR20308 Certificate II in Racing Services (Racing Administration) RGR30308 Certificate III in Racing Services (Racing Administration) RGR40308 Certificate IV in Racing Services (Racing Administration) RGR50308 Diploma of Racing Services (Racing Administration)	Review of: RGRROP403A Perform duties of farrier at race meetings RGRROP404A Perform duties of veterinarian at race meetings or trails. RGRCMN001A Comply with the rules of racing and related protocols RGRADM301A Assist with race meeting operations RGRADM302A Supervise use of track and race club facilities RGRADM402A Prepare for race meeting special events RGRCMN001A Comply with the rules of racing and related protocols RGRCMN403A Participate in racing industry appeals

YEAR	PRIORITY SKILLS	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
		Note: Farriery qualification sits in the ACM Training Package	RGRTRK402A Relate animal welfare to track and environmental conditions
			Total for review 9

PROPOSED RGR UNITS TO BE CHECKED FOR CURRENCY AND POSSIBLY REVIEWED AS PART OF THE 4 YEAR CYCLE

YEAR	SPECIALISATION	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME

PROPOSED RGR UNITS TO BE CHECKED FOR CURRENCY AND POSSIBLY REVIEWED AS PART OF THE 4 YEAR CYCLE			
YEAR	SPECIALISATION	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME

ATTACHMENT B: Current IRC Projects for the Racing Industry

YEAR	PROJECT	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
2017	Safety in Equine Training Project		**Development of new units** **Apply knowledge of horse behaviour** **Minimise incidents and injuries from falling from a horse** **Manage horse partnerships for new worker or participant** **Review of existing units** RGRPSH101A Catch and handle quiet horses under supervision RGRPSH102A Perform basic stable duties RGRPSH202A Assist with transportation of horses RGRPSH203 Perform basic driving tasks RGRPSH204 Prepare to drive jog work RGRPSH206A Develop riding skills for flatwork RGRPSH207A Perform stable duties RGRPSH208 Attend horses at trackwork RGRPSH209 Attend horses at meetings and trials RGRPSH211Work effectively in the horse racing industry *New Unit* RGRPSH301 Implement stable operations

YEAR	PROJECT	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
			RGRPSH302 Supervise handling of horses
			RGRPSH303 Supervise transportation of horses
			RGRPSH304 Identify factors that affect racehorse performance
			RGRPSH305 Develop driving skills for trackwork
			RGRPSH307 Exercise horses in pacework
			RGRPSH308 Provide first aid and emergency care for horses
			RGRPSH309 Implement feeding programs for racehorses under direction
			RGRPSH310 Prepare for self-management in racing
			RGRPSH401 Provide care and treatment for horses *Previously RGRPSH401A Relate anatomical and physiological features to the care and treatment of horses*
			RGRPSH402 Drive horses in pacework and fast work
			RGRPSH403 Educate harness horses for racing
			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

YEAR	PROJECT	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
			RGRPSH411 Prepare to drive horses in trials
			RGRPSH412 Prepare to 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
			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
			RGRPSH501 Plan and adapt training 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
			RGRROP201A Perform duties of barrier attendant at thoroughbred race meetings and trials

YEAR	PROJECT	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
			RGRROP302A Brand standard bred horses
			RGRROP305A Perform duties of clerk of scales for horses at thoroughbred race meetings
			RGRROP204A Assist with harness race starts
			RGRROP317A Attend racing events and comply with protocols and safety procedures
			RGRROP403A Perform duties of farrier at race meetings
			RGRROP404A Perform duties of veterinarian at race meetings or trials
			RGRROP405A Conduct veterinarian supervision of sample collection procedures
			RGRROP406A Perform duties of harness race starter
			RGRROP407A perform duties of thoroughbred race starter
			RGRSTD303 Assess racing gear suitability and safety
			RGRSTD408 Analyse race performance
			RGRSTD409 Perform the duties of a race day steward
			RGRSWA301 Collect non-blood samples from greyhounds or horses
			RGRSWA302 Collect non-blood samples from racing personnel
			RGRTRK303 Provide emergency animal assistance
			RGRTRK402 Relate animal welfare to track and environmental conditions

YEAR	PROJECT	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
2017	Greyhound (Animal Welfare and Integrity Project)		**Development of new units** **Review of existing units** RGRCMN304 Participate in protests, inquiries and appeals RGRPSG213 Prepare a greyhound for retirement RGRPSG301 Supervise handling of greyhounds RGRPSG302 Assess health and provide first aid for greyhounds RGRPSG303 Determine nutritional requirements for racing greyhounds RGRPSG305 Coordinate greyhound breeding RGRPSG306 Determine care and treatment needs of greyhounds RGRPSG308 Raise greyhounds litters RGRPSG310 Train and race greyhounds RGRPSG311 Transport greyhounds RGRPSG312 Whelp greyhounds RGRPSG314 Prepare a greyhound for a racing career RGRPSG315 Rear greyhounds RGRPSG405 Operate a greyhound racing training business RGRPSG408 Oversee greyhound health and welfare RGRPSG409 Perform duties of a greyhound studmaster Racing greyhound health and emergency response *(new)* Greyhound anxiety, prey drive and predatory aggression *(new)*

YEAR	PROJECT	QUALIFICATION CODE AND NAME	UNIT OF COMPETENCY CODE AND NAME
			RGR20216 Certificate II in Racing (Greyhound)
			RGRCMN203 Comply with racing industry ethics and integrity
			RGRPSG201 Handle greyhounds
			RGRPSG204 Attend greyhounds during exercise routines
			RGRPSG205 Attend greyhounds at racing meetings
			RGRPSG206 Perform duties of greyhound catcher
			RGRPSG208 Work effectively in the greyhound racing industry
			RGRPSG212 Care for greyhound health and welfare