



IRC Briefing Paper

Environmental Sustainability Skills Cross-sector project: Case for Change

What did we set out to achieve?

The project aimed to identify environmental sustainability skills that are shared by multiple industry sectors and recommend training package developments and modifications that will enable the use of training products across multiple industries, thus reducing duplication and enhancing skill transferability.

What did we hear from stakeholders?

Stakeholders from a wide range of industries support the concept of making greater use of existing training products, rather than developing new products, except where necessary. They supported the review of the identified existing units of competency for their potential for cross-industry use.

Environmental sustainability skills were reported as being relevant to job roles at entry-level, supervisory/management and specialist/technical level. Skills that are common across industry were identified as particularly relevant for entry-level roles and supervisory/management roles.

Concerns identified by stakeholders focused on:

- How cross-industry units can be incorporated into the VET system – how they will be managed, maintained and funded.
- How cross-industry units will be developed to be broad enough to accommodate multiple industries and still be relevant for application in specific industries.
- Whether the contextualised delivery of cross-industry units will hinder their recognition or transfer in other industry contexts.
- What professional development and support resources will be available to support the implementation of cross-industry training products.

What are we proposing?

The changes proposed are:

1. Review 79 existing units of competency (listed in Attachment B, Table 1 of the Case for Change) due to their coverage of common cross-industry skills in environmental sustainability. Of the 79 identified units:
 - a. 62 have potential to be replaced by a cross-industry unit
 - b. 17 have potential to be adapted for cross-industry use

The potential of these units for replacement or cross-industry application needs to be considered in relation to identified environmental sustainability skill areas that are common across multiple industries.

2. Review 9 existing skill sets (listed in Attachment B, Table 2 of the Case for Change) for potential for cross-industry use.

A suitable 'home' for the new units, qualifications and skill sets will need to be identified through further stakeholder consultation and consideration by the AISC, department, IRCs and SSOs.

What will the impact be on training packages?

If the recommendations in the Case for Change are taken up, they will have the following impact on training packages:

- Units of competency from a wide range of training packages will be reviewed to consider their potential for cross-industry use, or their potential for replacement by a cross-industry unit. Such a review will need to involve the responsible IRC for the target unit. A review may result in major or minor modifications made to the unit, removal of the unit or no change to the unit.
- Changes to units of competency (either through modification or removal) will then require and update of:
 - packaging rules for skill sets or qualifications that include changed unit
 - implementation guides that refer to the changed unit
 - purchasing guide and nominal hours (STA responsibility)
 - training and assessment plans, programs and resources (RTO responsibility).

The IRCs with responsibility for units of competency that are recommended for review in the Case for Change are:

- Agriculture and Production Horticulture
- Amenity Horticulture, Landscaping, Conservation and Land Management
- Aquaculture and Wild Catch
- Automotive Heavy Vehicle
- Automotive Light Vehicle
- Automotive Strategic
- Business Services
- Civil Infrastructure
- Coal Mining

- Construction, Plumbing and Services
- Culture and Related Industries
- Drilling
- Education
- Electricity Supply Generation
- Electricity Supply Transmission, Distribution and Rail
- Electrotechnology
- Extractive
- Food, Beverage and Pharmaceutical
- Forest Management and Harvesting
- Gas
- Local Government
- Manufacturing and Engineering
- Maritime
- Meat
- Metalliferous Mining
- Printing and Graphic Arts
- Process Manufacturing, Recreational Vehicle and Laboratory
- Property Services
- Public Safety
- Pulp and Paper Manufacturing
- Rail
- Sustainability
- Textiles, Clothing and Footwear
- Timber and Wood Processing
- Timber Building Solutions
- Transport and Logistics
- Water

Training packages that import any of the units of competency recommended for review may also be affected.

Next steps

Skills Impact is asking IRCs to indicate approval and support for the Environmental Sustainability Case for Change via this link: <https://www.surveymonkey.com/r/ESSCaseforChange> ideally by no later than 25 November 2017.

IRC approval for the Case for Change is provided on the understanding that these are proposed changes only, and further consultation will be undertaken if the Case for Change proceeds to a second phase of work. Ultimately it will be the home IRC's decision whether to adopt any proposed changes that involve existing units in the IRC's training package.

[Approve and support the Environmental Sustainability Case for Change](#)

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