

Skills Impact Update

February 2021



This report provides an update on the progress of various projects and activities to support Industry Reference Committees (IRCs) assigned to Skills Impact. While we inform all interested stakeholders about our activities via the Skills Impact website and [news alerts](#), this update is for key stakeholders with a deeper level of interest in our work and projects.

We support IRCs to improve and develop the following training packages:

- [ACM Animal Care and Management Training Package](#)
- [AHC Agriculture, Horticulture and Conservation and Land Management Training Package](#)
- [AMP Australian Meat Processing Training Package](#)
- [FBP Food Processing Training Package](#)
- [FWP Forest and Wood Products Training Package](#)
- [PPM Pulp & Paper Manufacturing Industry Training Package](#)
- [RGR Racing and Breeding Training Package](#)
- [SFI Seafood Industry Training Package](#)

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Project Scoping Underway

Cases for Change and Project Proposals for 2021-22

Industry Reference Committees (IRCs) are considering projects to submit to the AISC for training package development in 2021. The IRCs aim to finalise the project proposals by March/April 2021 as part of the [Annual Update to the Skills Forecasts](#).

The *AMP Australian Meat Processing Training Package* has undergone a series of small changes over the last five years designed to meet specific industry needs, based on extensive national consultation. Recent IRC discussions has indicated that there is a need to review the whole of the training package, which currently has 24 qualifications with 446 units of competency and 75 skill sets. The Training Package is designed for workplace-based delivery and includes elements that are no longer considered best practice in the VET system. There appear to be areas of potential rationalisation and streamlining.

The Meat Industry Reference Committee will be considering potential approaches to the review of the whole training package, while still being able to address specific industry needs as they arise. Approaches are being considered based on the experiences of similar reviews in the AHC and FBP Training Packages, which are proving to be effective in completing large scale review work in reasonable timeframes. It is expected that the IRC will release further details for public consultation in mid-March 2021.

Several of the IRCs represent industries based in regional, rural and remote Australia and often in thin markets. These IRCs are faced with the difficulties of attracting RTOs to deliver training in their sector, due to high costs associated with putting qualifications and units on scope, and viability of training delivery. These IRCs will request support for the development of nationally consistent assessment and training resources to help minimise RTO initial "on scope" costs. The aim of this work is to help RTOs put qualifications and units on scope and attract enrolments in courses that support critical skills for the Australian economy.

Note that there may be delays to finalising some project proposals as the IRCs need to consider a range of changes to the policies, processes, frameworks and templates for developing Cases for Change that were introduced late in 2020.

Development Underway

RGR – Greyhound Racing Careers & Jockeys Project



A career in the racing industry offers many exciting opportunities, but there are some key skills that every new entrant must learn to support animal welfare and sporting integrity. This project is reviewing two qualifications for the racing industry. The *Certificate II in Racing Industry* is being revised to broaden career pathways and support the skills for those beginning their career across all codes (thoroughbred, harness and greyhound). The *Certificate IV in Racing (Jockey)* is being revised to capture the high level skills required of jockeys. Consideration is being given to advanced level business units currently included as core in the qualification and issues they are causing with training delivery and learner completion. Both qualifications have been reviewed and revised following a meeting of Subject Matter Experts. There have been several changes proposed

including to the core units of competency and the electives for both qualifications. Major changes to entry requirements and packaging rules in the *Certificate IV in Racing (Jockey)* have been proposed, which require further consultation and advice from experts, including Quality Assurance panel members and State Training Authorities. Broad stakeholder consultation is scheduled to commence late February 2021, when draft units will be made available for comment on the Skills Impact website.

[Click here](#) for further details.

AMP – Meat Rendering Project



Workers in the meat rendering and pre-rendering sector play a vital role in transforming animal by-products into a range of products used for human and animal consumption, fertiliser and other consumer goods. New technologies and techniques are being used by industry to improve products. Industry feedback has indicated that the national qualification and units of competency that support meat rendering and pre-rendering roles do not reflect the current language, terminology and equipment used. A group of industry experts have been engaged to review the *Certificate III in Meat Processing (Rendering)* and related units. They have looked at the units listed as ‘core’ skills standards within the qualification to determine their suitability and whether they meet the skills requirement needs of job roles in the sector. They are also considering trends in international markets and changes in processes and technology, so that the rendering specific units can be updated to reflect the most current skills requirements. The experts first met in December and again in February for a workforce functional analysis to identify and describe the skills requirements for each function of rendering and pre-rendering meat. The group of industry experts will meet again later in February to consider the details and scope of development across the rendering and pre-rendering meat units. Broad stakeholder consultation is scheduled to commence in April 2021 when draft units will be made available for comment on the Skills Impact website.

[Click here](#) for further details.

AMP – Meat Slicing Project



A competent and reliable Butcher has superb knife skills and will operate meat slicing equipment with a high degree of expertise and safety. This project is looking at the specific skills to slice meat across the meat industry, including retail butchers. The current unit of competency to describe the skills standards for this work is specific to the smallgoods sector only. The unit is being revised alongside subject matter experts to reflect contemporary skills, new technology and current terminology relevant to working with electric meat slicers across the meat industry. Consideration is also be given to making the unit suitable for a range of other users, including use by other sectors of the meat industry such as poultry, and importing the unit to other training packages such as the *FBP Food, Beverage and Pharmaceutical Training Package*. Broad stakeholder consultation is scheduled to commence in April 2021 when the draft unit *AMPS207 Slice product using simple machinery* will be made available for feedback on the Skills Impact website.

[Click here](#) for further details.

FWP – Entry Level Forestry Skills Project



Work is underway to review entry level forestry qualifications and relevant units of competency, so that school students, school leavers and other new entrants have access to clear career pathways into a range of forestry roles. More flexible and tailored entry-level qualifications and units of competency would help promote easier delivery and young peoples’ participation in forestry-related VET in school programs. A Steering Committee made up of industry and VET representatives met in October 2020 to provide views about challenges related to forestry-based VET programs delivered in school. The Committee also outlined skills that school students need to develop to get ready for work. One-on-one discussions and various videoconference meetings with subject matter experts were also held throughout this period. This engagement enabled the project team to understand job and skills requirements, to draft content for the new units of competency. In redesigning the qualifications, the current project seeks to identify the range of entry-level skills required by industry. Consultation to date has identified a number of key points regarding the skills needs of entry level workers. Broad stakeholder consultation is scheduled to commence in May 2021, when draft qualifications and skills standards will be made available for feedback on the Skills Impact website.

[Click here](#) for further details.

FWP – High-Level Forestry Skills Project



A lot has changed in the forestry industry since the Diploma of Forest and Forest Products and Certificate IV in Forest Operations were last reviewed, with workers at a senior level requiring updated digital skills. Expertise is needed to develop digital forest maps and harvest instructions files and for the management and analysis of harvesting optimisation data. Skills are also required for the collection of forestry data using unmanned aerial vehicles (UAV) and interpretation and use of image data in forestry planning and management. Work is underway to identify current skills needs for high-level forestry jobs, such as foresters, forest technicians, forestry contractor managers and crew leaders and update the Certificate IV and Diploma qualifications that support these roles. This will help support career pathways and reflect the current skills required to grow and harvest forests sustainably. A series of consultations were held with the project Steering Committee and ForestFit, an industry-led program managed by Australian Forest Contractors Association (AFCA), in October 2020, to review the qualifications. Industry surveys are currently being run to inform the redevelopment of the Certificate IV and Diploma. An additional Steering Committee meeting is planned for March 2021. Broad stakeholder consultation is scheduled to commence in May 2021, when draft qualifications and skills standards will be made available for feedback on the Skills Impact website.

[Click here](#) for further details.

FWP – Remote Forestry Operations Project



Forestry work requires specialist skills to maintain safe work practices, especially when working in small teams in remote locations, with conditions that can be unpredictable. Workers need the ability to monitor safety compliance and the physical and mental wellbeing of others. At a higher level, this can also mean actively shaping and promoting a safety mindset. The ability to maintain concentration over long periods of time and skills to respond to emergency situations are also critical in these conditions, as are skills in mental health awareness and first aid. Physical skills and operation of heavy machinery are also a necessity. Industry feedback to date has suggested the need for a unit to be developed, to support further training in applying a safety mindset while working alone or in teams in remote area forestry operations. The first subject matter expert meeting was held in December 2020 to inform the new unit’s content development. Advice received at this meeting has been summarised on the project webpage. Broad stakeholder consultation is scheduled to commence in May 2021, when draft skills standards will be made available for feedback on the Skills Impact website.

[Click here](#) for further details.

PPM – Pulp and Paper Manufacturing Review Project



Work is currently underway to undertake a full review of the qualifications, skill sets and units of competency that make up the [PPM Pulp & Paper Manufacturing Industry Training Package](#), so that they reflect evolving industry roles, skill requirements and regulations. A working group made up of industry representatives from the sector met in November 2020 to provide input on the development of a revised qualification structure, new skills sets and updated units of competency. In recent years, training in pulp and paper manufacturing in Australia has been performed on the job by in-house subject matter experts, often utilising the national training package to design activities. An additional working group meeting is planned for February 2021 to revise the existing skills standards and develop a strategy for industry to re-engage with the VET sector. Consultation throughout the project will focus on potential improvements to the usability and accessibility of the training package. Industry engagement so far has identified a strong preference for strategies that create partnerships between enterprises, an RTO and workplace trainers and assessors that will allow PPM qualifications and units of competency to be delivered via the national VET system.

[Click here](#) for further details.

Drafts Available

ACM – Horse Care Project



Industry experts have been consulted to review and redevelop the existing qualifications and units of competency for horse care, performance horse and equine specialist services (dentistry, saddle and equipment fitting, body work and early education). The drafts are now available for broad stakeholder consultation and feedback on the Skills Impact website, until 16 March 2021. There is also the opportunity to register for a consultation webinar, to discuss the draft skills standards with the Skills Impact team. This project is looking at the skills standards across a range of job roles in the horse care industry. The need for this project was identified out of a survey Skills Impact undertook in 2019, to explore the types of horse care services used, who is carrying out this work and how, and the skills and knowledge workers and owners possess and develop. From the 546 responses, it was affirmed that safety, animal behaviour and animal welfare are key skills for this kind of work. However, industry indicated that there could be a better way to incorporate safety and care skills in current qualifications, skills set and units, so that it is consolidated throughout the learning journey as a key element of this work. The survey also indicated that some skills areas, such as allied health services like nutrition and massage, are not currently defined by nationally endorsed skills standards.

[Click here](#) for further details.

AHC – Animal Reproduction Project



The draft qualifications, skill set and units of competency for animal reproduction are still available for broad stakeholder consultation and feedback on the Skills Impact website, until 19 February 2021. Subject matter experts have provided advice and guidance in the review of qualifications, skill sets and units of competency that support job roles in this sector. They have been updated to reflect changes in technology, equipment and practices in animal reproduction for livestock, including beef and dairy cattle, sheep, goats, pigs, poultry, deer and alpaca. A range of skills and knowledge are needed to manage the reproduction of farming animals. These skills have been used for generations to optimise the production of products like meat, dairy and wool. Recent developments in the availability of technologies such as ultrasound equipment, sensors and trackers are making it easier to monitor animals, and improve welfare outcomes, profitability and sustainability. It is important that current skills standards reflect the necessary technical and digital skills, so that farmers can take advantage of the many benefits of these technologies.

[Click here](#) for further details.

AHC – Crops, Pastures & Seeds Project



The qualifications and draft skills standards for broadacre cropping, pastures and seed are now available for broad stakeholder consultation and feedback on the Skills Impact website, until 9 March 2021. They have been reviewed in consultation with subject matter experts. Several of the units of competency have been revised to reflect the skills needed to work with the latest technology and processes. Subject matter experts have also shared their insights as to why some qualifications and units may have received low enrolments in recent years. They have made recommendations for where units can be merged to better reflect current skills needs. They have also suggested that the skills for seed production, processing and testing could be better supported by adding a specialisation or stream of study for 'Seeds' within the Certificate III in Agriculture, and the stand alone qualifications then deleted. The Certificate III in Agriculture is not currently under review, but it is proposed for revision as part of project work in 2021-2022.

[Click here](#) for further details.

AHC – Dairy & Milk Harvesting Project



The draft qualification, skill sets and units of competency for dairy and milk processing are now available for feedback, until 9 March 2021. The qualification and units have been reviewed and updated to reflect the most up to date industry practices and to include all livestock used for milking purposes. Australia's dairy and milk industry has developed from manual milking methods, to using machinery in herringbone and rotary sheds, to more recently introducing new robotic technology and automatic milking systems. These new technologies and evolving methods are broadening the range of skills needed in the industry. Two skill sets have also been developed to support dairy workers to perform maintenance of milking equipment and for milking equipment technicians who travel to worksites to maintain the machinery used to milk livestock. They aim to support the skills of technicians that work specifically with milking equipment and to support farm workers to better maintain and repair milking equipment between technician visits.

[Click here](#) for further details.

Feedback Collected on Drafts

AHC – Landscaping Project



The draft qualifications, skill sets and units of competency for landscaping were available for feedback on the Skills Impact website from 2 December 2020 – 17 January 2021. Feedback will inform the work on the final drafts which will be available for industry validation soon. The documents were revised alongside industry experts to incorporate changes in technology and workplace practices and to reflect current terminology. Two units of competency have also been developed to address the increased use of computer-aided design (CAD) software as a standard work practice and the increasing trend to use outdoor tiling in landscape projects. There have been no enrolments in the Certificate IV in Landscape and the Diploma of Landscape Project Management since 2015. The subject matter experts, who have been reviewing the qualifications and skills standards, are of the view that the industry would be better served by understanding the barriers to training, so that the qualifications can be revised to meet the outcomes of the industry. Feedback from the broader industry about any barriers to training that may exist with the current qualifications was invited. Feedback was collected via a questionnaire. Responses to the questions will be considered by the Subject Matter Expert Working Group and the Amenity Horticulture, Landscaping, Conservation & Land Management Industry Reference Committee. Stakeholder insights will assist these groups to better understand the value of retaining or removing the qualifications and/or any potential impacts for future learners, employers, RTOs and the broader industry.

[Click here](#) for further details.

AHC – Parks & Gardens Project



The draft qualifications and units of competency for parks and gardens were available for feedback on the Skills Impact website from 2 December 2020 – 17 January 2021. Feedback will inform the work on the final drafts which will be available for industry validation soon. The documents have been revised to reflect current terminology, equipment and practices, including sustainable use of materials and workplace health and safety requirements. Subject matter experts, who have been reviewing the qualifications and skills standards, considered the fact that the two higher level qualifications for this sector (the Certificate IV and Diploma) have had fewer enrolments than the Certificate II and III over the past few years. They have suggested that the skills contained within the Certificate IV and Diploma would have more opportunities to be taught if they were part of the horticultural suite of qualifications. Feedback from these experts is that the majority of training delivery and assessment in higher level parks and gardens units has occurred within the horticulture suite of qualifications. The reason for this is because there is a greater choice of registered training organisations (RTOs) with these higher level horticulture qualifications on their scope of registration. The subject matter experts have recommended that the horticulture suite of qualifications be the subject of a future review, which should include representation from the parks and gardens industry. Viewpoints about this issue were encouraged from the broader industry – about whether or not these two higher level qualifications should be removed but the contents retained as part of the horticultural qualifications. Responses will

be considered by the Subject Matter Expert Working Group and the Amenity Horticulture, Landscaping, Conservation & Land Management Industry Reference Committee.

[Click here](#) for further details.

AHC – Skills for Land Rehabilitation Project (Mined Land)

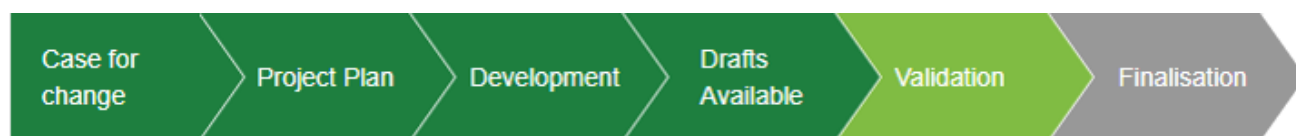


The unique skills to rehabilitate mined land have been identified and described by a group of subject matter experts. The project team has identified a range of units of competency that already exist and which cover many of the skills outlined by the subject matter experts. They have worked with these experts to package the units of competency together to create a draft qualification and four skill sets, which could help deliver training in this sector. The draft qualification and skill sets were available for broad stakeholder consultation and feedback on the Skills Impact website, from 15 December 2020 – 15 February 2021. Feedback will be considered before the drafts are revised and made available for validation. While the skills to conserve and manage Australia’s various ecosystems are related, additional expertise is required to rehabilitate land after it has been used for mining. There are many complexities to restoring mined lands that do not apply to other environments. The hands-on work to restore mined lands is often undertaken by Indigenous rangers and other community members on Aboriginal lands. The work to restoring mined land often requires multiple inputs, which can include efforts from environmental advisors working on a mine site, field workers carrying out conservation work, through to seed producers creating seeds that can survive in a land depleted of nutrients.

[Click here](#) for further details.

Validation Completed

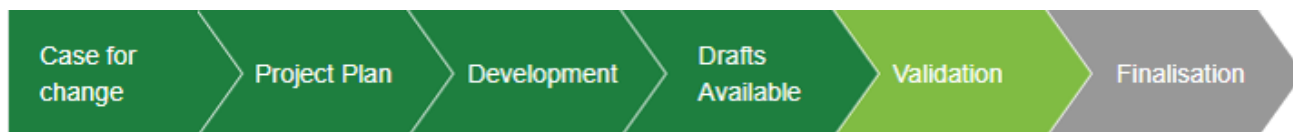
FBP – Flour Milling Project



The final draft qualification, skill sets and units of competency were available for validation and comment on the Skills Impact website from 12 November – 4 December 2020. The documents have been revised to consider feedback collected on the initial drafts which were available for broad stakeholder feedback between 2 October and 4 November 2020. As a result of this feedback, an additional unit for monitoring a reduction system was developed and was available for broader feedback and discussion. (Once feedback on this unit has been considered it will be made available for validation in early 2021). Consultation with subject matter experts in September indicated that the Certificate IV in Flour Milling does not meet the current skills requirements of flour millers in Australia. These industry experts have identified a need for a Certificate level III qualification instead. The recommendation from this group was to develop a milling specialisation in the Certificate III in Food Processing, which is currently under development as part of the [Food & Beverage Processing Project](#). This specialisation covers skills gaps that were identified at Australian Qualification Framework (AQF) level 3, for the mill operative or miller’s assistant role and offers greater flexibility for learners and RTOs than a stand-alone qualification.

[Click here](#) for further details.

FBP – Food and Beverage Processing Project



The final draft qualifications, skill sets and units of competency were available for validation and comment on the Skills Impact website from 9 November – 6 December 2020. The documents had already undergone two rounds of broad stakeholder consultation. The feedback was considered to inform updates to the final validation drafts, which were available at the same time as validation for the [Flour Milling Project](#). Over the past ten years, consumer trends have driven innovations in the food and beverage processing sector, shifting the way job roles are performed. As part of this project the skills standards for roles in food and beverage processing are being reviewed and updated to reflect these changes. The Certificate I, II and III have been reviewed, including checking alignment to the Australian Qualifications Framework (AQF) and adjusting accordingly. Units have been reviewed and some have been developed for allergens, traceability, edible oils, food specific Good Manufacturing Practice (GMP), fruit/vegetable juices, equipment maintenance. Skills sets have been developed for managing allergens, checking traceability, food processing induction and an introduction to food processing.

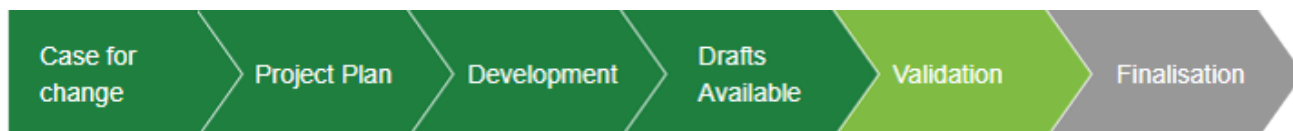
[Click here](#) for further details.

Project to Replace FDF Units in FBP Qualifications

Many units for the food and beverage industry have been updated over the past two years. As part of the update, they received a new code – FBP (previously FDF). Qualifications that were part of these projects have been updated to include the FBP units. However, several qualifications were not part of these projects and so the FDF units could not be replaced with the updated FBP version. As part of this project, the FDF units that have already been reviewed will be replaced by equivalent FBP units in qualifications which were not updated in the past two years. They will be released on training.gov.au at the same time as qualifications and units from the Food and Beverage Processing Project.

[Click here](#) for further details.

FBP – High Volume Production Baking Project



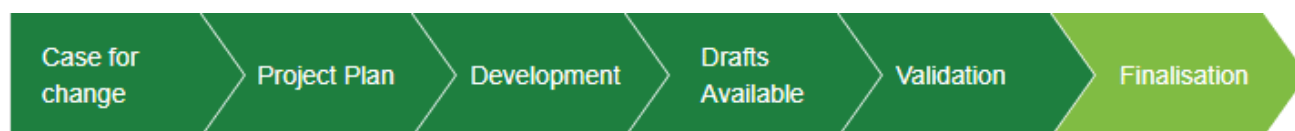
The draft qualification and skills standards for plant baking were available for validation and comment on the Skills Impact website from 23 December – 27 January 2021. The draft Certificate III High Volume Baking has been updated to incorporate the skills standards for all four sub-sectors (pastry, cakes, biscuits and bread), and to reflect current industry practices and terminology. The work to produce large volumes of pastry, cakes, biscuits and bread requires many shared skills, such as the ability to control contaminants and allergens, operate a production or packaging system and to work with various flours and baking ingredients. The work is becoming increasingly digitalised and automated to keep up with continued high demand. Consumer interest in ethically sourced, locally made, healthy products is also influencing operations. The skills to work with automated equipment and participate in traceability activities are key requirements. Each sub-sector also has its own unique skills requirements, related to the different techniques and knowledge needed to work with these

baked goods. The final drafts will shortly progress through to the Finalisation stage of the project which includes quality assurance of the documents and review and feedback from the State/Territory Training Authorities. They will then be forwarded to the Food, Beverage and Pharmaceutical Industry Reference Committee (IRC) for consideration and sign off, before being submitted to the Australian Industry and Skills Committee (AISC) to consider and approve for publication on training.gov.au..

[Click here](#) for further details.

In Final Stages

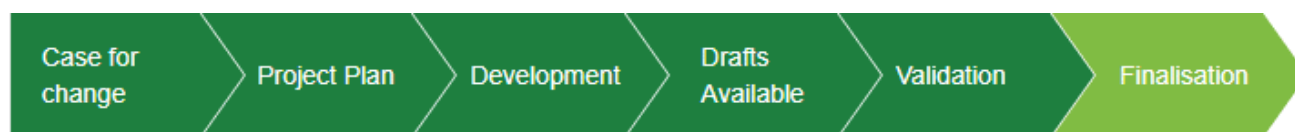
ACM – Exhibited Animal Care & Marine Wildlife Project



Australia’s vast landscape and coastline is home to some of the world’s rarest animals. The health, welfare and sustainability of these animals is supported by skilled professionals working in the exhibited animal care and marine response sectors, such as zoo keepers, animal carers, and wildlife responders. Over the past 12 months, industry has participated in the review of qualifications, skill sets and units of competency to better reflect current industry practices, terminology and skills. As a result, the skills standards for a range of job roles in exhibited animal care and marine animal response have been updated. The units and qualifications were developed with guidance from a group of Subject Matter Experts (SMEs), with expertise in exhibited animal care, marine wildlife response, and promoting positive wellbeing (psychologists, counsellors, therapists and experienced senior veterinarians). The final draft qualifications, skill sets and units of competency have been submitted to the Australian Industry and Skills Committee (AISC) for provisional endorsement, after which they will be forwarded to the State and Territory Ministers for endorsement. All components associated with this project have undergone an edit and equity and independent quality assurance process, including consideration by the Animal Care and Management IRC and State/Territory Training Authorities (STAs/TTAs).

[Click here](#) for further details.

ACM – Pet Care & Animal Training Project

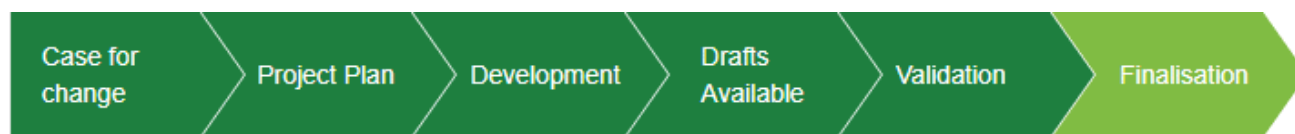


Pets and assistance animals are highly valued for the role they play in Australian households. Demand for a broader range of services and products to care for these animals, and increased demand for assistance animals, is driving the need for updated skills standards in the areas of pet grooming, animal health care, animal training, assistance animals, companion and therapy animals, and regulation. Consultation has taken place across Australia as part of this project, to describe the skills standards for these job roles. Industry feedback has resulted in the revision and update of qualifications and skills standards for general animal care, animal behaviour and training, pet grooming and animal regulation and management. The qualifications and skills standards have been updated to reflect the full breadth of the sector and the changing ways animals are valued, managed and cared for. They have also been restructured to promote more flexible career pathways. The final draft qualifications, skill sets and units of competency have been submitted to the Australian Industry and Skills Committee (AISC) for provisional endorsement, after which they will be forwarded to the

State and Territory Ministers for endorsement. All components associated with this project have undergone an edit and equity and independent quality assurance process, including consideration by the Animal Care and Management IRC and State/Territory Training Authorities (STAs/TTAs).

[Click here](#) for further details.

AMP – Diploma & Advanced Diploma in Meat Processing Project

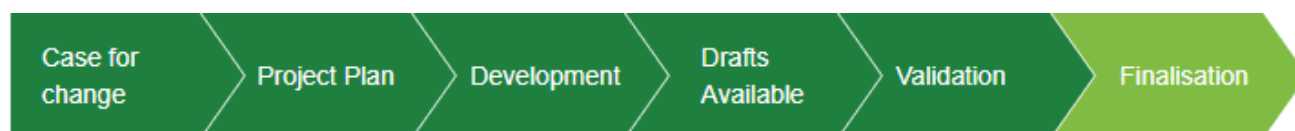


The Diploma and Advanced Diploma of Meat Processing have been revised as part of this project, to support the leadership and management skills the industry requires to keep up with the strong global and local demands for Australian meat. The qualifications and units have undergone two broad consultation periods over the past year. However, as part of the final review process, it was identified that the nesting of the Diploma of Meat Processing within the Advanced Diploma was no longer in compliance with the Standards for Training Packages 2012. To rectify this, the qualifications were revised and assigned new qualification codes and distributed for feedback from 7 – 27 July 2020 and again for validation from 14 – 21 October 2020. The qualifications and units of competency have now been submitted to the Australian Industry and Skills Committee (AISC) for provisional endorsement, after which they will be forwarded to the State and Territory Ministers for endorsement. All components associated with this project have undergone an edit and equity and independent quality assurance process, including consideration by the Meat IRC and State/Territory Training Authorities (STAs/TTAs).

[Click here](#) for further details.

Endorsed & Published on training.gov.au

FBP – Pharmaceutical Bioprocessing Project



National skills standards to support pharmaceutical bioprocessing techniques have been endorsed by the Australian Industry and Skills Committee and State and Territory Ministers. Many life-saving and enhancing medical treatments are made using pharmaceutical bioprocessing techniques. Pharmaceutical companies are also playing a key role in the COVID-19 pandemic by developing potential tests, treatments and vaccines. It is important manufacturers are equipped with all the expertise they may require, including the unique skills used in producing and distributing products made using pharmaceutical bioprocessing techniques. Thanks to the efforts of everyone who contributed to this project, nine units of competency have been updated to describe the necessary skills. The units are published on the training.gov.au website within the [FBP Food, Beverage and Pharmaceutical Training Package](#) and are available for use by registered training organisations (RTOs).

[Click here](#) for further details.