



Australian Agriculture, Horticulture, Conservation and Land Management Industry Sector

Annual Update 2021

IRC Skills Forecast and Proposed Schedule of Work

Prepared on behalf of the Amenity Horticulture, Landscaping, Conservation and Land Management Industry Reference Committee (IRC) and the Agriculture and Production Horticulture IRC for the Australian Industry Skills Committee (AISC).



Contents

Purpose of this Annual Update	3
Method & Structure	3
Industry Reference Committees	4
Agriculture and Production Horticulture IRC	4
Amenity Horticulture, Landscaping, Conservation and Land Management IRC	4
Executive Summary	5
Section A: Overview	6
Industry Developments	6
VET Qualifications & Employment Outcomes.....	11
Other Training Used by Employers	13
Enrolment Levels	13
Reasons for Non-Completion.....	17
Cross-Sector Units	18
Changes to Skill Requirements.....	19
Apprenticeship & Traineeship Barriers	20
Other Relevant Activities	20
Section B: Ongoing Consultation.....	22
Agriculture & Production Horticulture IRC:.....	22
Amenity Horticulture, Landscaping, Conservation and Land Management IRC:	54
IRC Sign-Off	62
Section C: Proposed Projects.....	63
2021–2022 Project Details	63
Project 1: Unit Sector Approach	63
Description	63
Case for Change	63
Stakeholder Consultation	65
Licencing or regulatory linkages.....	66
Project implementation.....	66
Implementing the Skills Minister’s Priority Reforms for Training Packages (2015 and October 2020)	67
Project 2: Water Trading	69
Description	69
The Case for Change	69
Stakeholder consultation	72
Licencing or regulatory linkages.....	72
Project implementation.....	73
Implementing the Skills Minister’s Priority reforms for training packages (2015 and October 2020) .	74
Attachment A: Training Package Components to Change	75

Purpose of this Annual Update

This 2021 Annual Update to the Skills Forecast and Proposed Schedule of Work 2019 – 2022 (Skills Forecast) presents additional industry intelligence from 2021 to build on previously reported information. This Annual Update from the Amenity Horticulture, Landscaping, Conservation and Land Management (AHLCLM) Industry Reference Committee (IRC) and the Agriculture and Production Horticulture (APH) IRC includes intelligence based on national and industry data sources and input from key stakeholders. It proposes vocational education and training (VET) training package review and development work that the IRCs deem necessary to meet the needs of industry. The Australian Industry and Skills Committee (AISC) considers this information and includes commissioned work in the National Schedule¹.

In 2019, the AISC changed the requirements for the annual Skills Forecast. IRCs are now required to submit comprehensive Skills Forecasts once every three years, with abridged annual updates in the intervening two years. As IRCs submitted comprehensive Skills Forecasts in 2019, the next are due in 2022. This Annual Update should be read in conjunction with the Skills Forecast and previous Annual Updates.

This document is not intended to be representative of every issue encountered across all industry sectors; it identifies and addresses the challenges and opportunities that industry has determined as 'priority' for this stage of the schedule, and is a resource for industry and associated skills, learning and accreditation bodies seeking to act upon them.

Detailed information concerning industry skills needs across all sectors covered by the AHLCLM IRC and the APH IRC, including previous Skills Forecasts and Annual Updates, can be found on the Skills Impact website: <https://www.skillsimpact.com.au/horticulture-conservation-and-land-management/skills-forecast/>

Method & Structure

This is an annual update to the comprehensive Skills Forecast submitted in 2019. IRCs are required to answer the questions in **Section A** to provide updates on issues such as industry skills and workforce development, and qualification utilisation. Answers provided build on and are not repetitive of information reported in previous Annual Updates.

IRC's are also permitted to propose additional training package development work projects to be included in the Proposed Schedule of Work. These will now be submitted separately to the Annual Updates.

Section B details the extensive, robust and ongoing industry consultation undertaken by IRC members and Skills Impact, including with rural, regional and remote stakeholders. In line with Skills Impact's values², this helps to ensure transparency and accountability in the process of industry research and training package development work.

This Skills Forecast and Proposed Schedule of Work is developed in line with:

- Standards for Training Packages 2012³;
- Training Package Products Policy⁴;
- Training Package Development and Endorsement Process Policy⁵.

¹ Australian Industry and Skills Committee (2021); *Australian Industry and Skills Committee*; <https://www.aisc.net.au/content/national-schedule>; viewed 13/04/2021.

² Skills Impact (2021); *About us*; <https://www.skillsimpact.com.au/about/>; viewed 13/04/2021.

³ Department of Education, Skills and Employment (2017); *Standards for Training Packages 2012*; <https://docs.education.gov.au/documents/standards-training-packages-2012>; viewed 13/04/2021.

⁴ Department of Education, Skills and Employment (2020); *Training Package Products Policy*; <https://docs.employment.gov.au/documents/training-package-products-policy>; viewed 13/04/2021.

⁵ Australian Industry and Skills Committee (2020); *Training Package Development and Endorsement Process Policy*; <https://docs.employment.gov.au/documents/training-package-development-and-endorsement-process-policy-0>; viewed 13/04/2021.

Industry Reference Committees

The AHLCLM IRC and APH IRC are responsible for national training package qualifications relevant to agriculture, horticulture, landscaping, conservation and land management. Qualifications overseen by these IRCs are in the *AHC Agriculture, Horticulture and Conservation and Land Management Training Package*. The AHLCLM and APH IRCs are supported by the Skills Service Organisation, Skills Impact.

Agriculture and Production Horticulture IRC

Name	Organisation or Area of Expertise
Dianne Fullelove	Expertise in production horticulture and agricultural chemicals
Geoff Harvey (Chair)	Expertise in agricultural irrigation
Greg Owens	NT Farmers Association
Gordon Verrall	Expertise in agricultural business practice
Jacqueline Heap	Expertise in livestock and production horticulture
Jay Cummins	Horticulture Innovation Australia
John Kargotich	Western Australian Farmers' Federation
Judi Forsyth	Expertise in livestock and broadacre farming
Meg Parkinson	Expertise in livestock-poultry production
Reginald Kidd	National Farmers' Federation
Rick Whistler (Deputy Chair)	Expertise in livestock and agricultural support services
Rob Fenton	Expertise in organic farming
Ron Paynter	Expertise in livestock – dairy production
Shane Roulstone	Australian Workers Union
Position vacant	Expertise in broadacre – cotton and grain

Amenity Horticulture, Landscaping, Conservation and Land Management IRC

Name	Organisation or Area of Expertise
Des Boorman	Expertise in production nursery and weed management
Craig Hallam	Expertise in amenity horticulture landscaping parks and gardens
Esther Ngang (Chair)	Expertise in amenity horticulture landscaping parks and gardens
Geoff Harvey	Expertise in irrigation for amenity horticulture
Jen Ford (Deputy Chair)	Australian Association of Bush Regenerators Inc
Jim Johnson	Expertise in amenity horticulture landscaping parks and gardens
Julie Heran	Expertise in indigenous conservation and land management
Jyri Kaapro	Expertise in pest management and weeds
Megan Flower	Expertise in amenity horticulture landscaping parks and gardens
Paul Janssens	Expertise in amenity horticulture landscaping parks and gardens
Peter Vaughan	Greenlife Industry Australia
Reginald Kidd	National Farmers' Federation
Simone Staples	Australian Golf Course Superintendents' Association
Susan Brunskill	Expertise in permaculture and landcare and management
Virginia Solomon	Expertise in conservation and land management - permaculture

Executive Summary

The agriculture, horticulture and conservation industries have experienced massive disruption over the last year as they continue to deal with the impacts of COVID-19, drought, bushfires, and trade issues on workforce development. With international and, variably, state borders being closed, businesses are experiencing increasingly acute labour and skills shortages at a time when domestic food supplies, nursery products and landscaping services are encountering unprecedented levels of demand.

Both IRCs have been overseeing a major review of the *AHC Training Package* through a 'Unit Sector Approach', which commenced in 2019. The previous two years have seen substantial development work to streamline the training package, including through the deletion and amalgamation of qualifications, with minimal disruption to delivery of important skills the training package describes. The IRCs propose that this approach be renewed for a third year to continue streamlining the training package, enhance opportunities for identifying cross-sector units, and better support graduates' capabilities in moving between occupations and industries.

Both IRCs have been extremely busy over the last year, meeting responsibilities relating to ensuring flexible training and assessment options to meet fluid and urgent industry needs. The IRCs have assisted the AISC and the AISC Emergency Response Sub-Committee (ERSC) by seeking industry input on skills needs and training delivery challenges for essential and surge workforces in the context of COVID-19, and have supported workforce recovery by submitting Critical Response Projects to create and promote pathways for displaced workers. It is pleasing that minimal work was required to address these issues, given the work completed over the previous three years.

In addition, the IRCs analysed AHC units requiring mandatory work placements, and where possible, amended relevant units so that training and assessment can occur outside of the workplace in physical simulated environments, ensuring that learners still experience handling animals and preserving plant health firsthand. There remains strong industry support for workplace-based education and training across the industry, which are important for the development of competency and access to skills in local regions. Overall, the IRCs are extremely satisfied with the resilience and robustness of the *AHC Training Package* considering the additional logistical challenges over the last year.

The Agriculture and Production Horticulture IRC are currently considering a project on water trading skills as a direct response to recommendations by Mick Keelty, the Interim Inspector-General of the Murray-Darling Basin, which were accepted by the Federal Government Minister for Resources, Water and Northern Australia in April 2020. The 'Keelty Report' inquiry into the management of Basin water resources specifically recommended that water literacy curricula be developed for secondary and higher education, including VET, in regional areas. The IRC are assessing potential training package solutions in relation to these high-priority industry skills requirements and are considering the appropriate solution, keeping in mind the Ministers' Priorities, and the necessity and potential demand for formal VET-based solutions.

Section A: Overview

Industry Developments

Please refer to the 2020 Annual Update, which identified several trends, challenges and opportunities that are still relevant now. Additional and emerging trends include:

Impacts of COVID-19

COVID-19 has disrupted every sector of the Australian agriculture, horticulture, conservation and land management industries. It has also emphasised the importance of food security and the associated roles of Australia's rural industries and supply chains⁶. More than 40% of farmers report labour shortages during peak times (such as harvest) in a 'normal' year⁷ and there are concerns that, if strategies are not implemented to respond to increasingly acute labour shortages now, production costs are likely to grow or worse, producers' difficulties may lead to limited harvest outputs⁸. Some sectors such as landscaping, arboriculture and horticulture faced real uncertainty in the initial weeks of COVID-19 lockdown with domestic activities suspended in commercial environments and in municipalities. Contracts were postponed, adjusted or cancelled particularly in public spaces. Businesses looked for ways to reduce costs such as reducing plant size and stock orders to maintain staff where possible. The business-as-usual approach was reviewed as a result of COVID-19, introducing new considerations within the business model to accommodate social distancing, smaller crews, and better hygiene protocols.

Due to the closure of state, territory and international borders, the effectiveness of workforce assistance programs, such as the Australian Government's Pacific Labour Scheme and Seasonal Worker Programme⁹, are being negatively impacted. Employers have been struggling and continue to struggle to fill the many positions available, for example, according to Queensland's Minister for Agricultural Industry Development and Fisheries¹⁰, there was:

'...major demand in Wide Bay, including the Bundaberg area, with its significant production of tomatoes, capsicums, sweet potatoes and avocados. This region is going to need about 3,000 people each month all the way through to the end of the year. Likewise, there will be strong demand of about 2,000 pickers and packers per month to bring in strawberries in the Moreton Bay, Caboolture, Wamuran, Beerwah and Glasshouse Mountains area.'

There is an urgent need to replace backpacker, seasonal and visa workforces in entry-level roles, while protecting the Australian agricultural industries from the risks associated with the rapid deployment of new workers. COVID-19 saw many industry visa holders sought for their speciality skills to fill already existing skill shortages within many industries, having workers return to their homes as the government closed borders and stopped international travel in the immediate response to the pandemic. As an example, arboriculture relies heavily on European and UK climbers to come and work in Australia. Their return home has created a massive shortage of climbers and hindered completion of works. It has been very difficult to retain or replace workers with experience in mentoring and leadership, especially as COVID-19 has accelerated the rate of people exiting industries (those with ageing workforces have been particularly affected)¹¹, leaving fewer workers who would normally be relied upon to assist in the development of the next generation.

⁶ Minister for Agriculture (2020); *Backing Agriculture Businesses During Coronavirus*; <https://www.premier.vic.gov.au/backing-agriculture-businesses-during-coronavirus/>; viewed 17/07/2020.

⁷ National Farmers' Federation (2020); *Get Australia Growing – Fiona Simson Press Club Address*; <https://nff.org.au/media-release/get-australia-growing/>; viewed 17/07/2020.

⁸ Greenville, J., McGilvray, H., Cao, L.Y. & Fell, J. (2020); *Impact of COVID-19 on Australian agriculture, forestry and fisheries trade*; ABARES Research report, Canberra, p.18.

⁹ Australian Government (2020); *Seasonal Worker Programme*; <https://www.employment.gov.au/seasonal-worker-programme>; viewed 17/11/2020.

¹⁰ Queensland Government (2020); *Plenty of pickers available for Queensland harvest season*; [https://statements.qld.gov.au/statements/89869#:~:text=Growers%20will%20have%20no%20trouble,farm%20workers%20are%20readily%20available](https://statements.qld.gov.au/statements/89869#:~:text=Growers%20will%20have%20no%20trouble,farm%20workers%20are%20readily%20available;); viewed 17/11/2020.

¹¹ National Skills Commission (2020); *A snapshot in time: The Australian labour market and COVID-19*

The National Skills Commission and attracting new industry workers

The National Skills Commission (NSC) was created in 2019 when much of the national debate focused on skills gaps; but, with the onset of COVID-19, the focus is now firmly on managing skills surpluses and identifying training options for unemployed workers, especially young people, women and city-dwellers, who have been disproportionately affected¹². The agriculture, horticulture, conservation and land management industries may be able to capitalise on the availability of people who have been displaced from their usual work and are seeking new opportunities.

The NSC is a newly established body in its start-up phase. The establishment of the body has been impacted by the events of COVID-19 and the accelerated VET Reform projects being driven by Skills Ministers. As a result, there is a perception that the NSC has utilised its limited resources during the establishment period to address specific issues, in line with government directions, which are VET funding models and high-volume employment industries. As a result, many sectors within the agri-business sector feel that opportunities have been missed to the detriment of these sectors. In particular, there has been a failure to attract workers to regional areas and into agri-business sectors, and opportunities offered in agri-business only related to the high-volume sectors (notably agriculture). Notably amenity horticulture, arboriculture and related industries with employment opportunities believe they did not receive support to attract new workers despite long-term labour shortages exacerbated by COVID-19.

As well as highlighting reskilling and upskilling options for improving the prospects of people already performing an industry role, the NSC are promoting 'skills transferability' to facilitate clearer pathways between roles in diverse industries that require similar capabilities; for example, the agriculture, horticulture, conservation and land management industries have been relying upon external contractors to deliver technical work¹³, but there may now be a greater opportunity for directly employing workers with the transferable skills to help catalyse the National Farmers' Federation's calls for the digital transformation of agriculture¹⁴. The IRCs note that while skill transferability is an important goal, it should also be recognised that the role of vocational education and training is to help potential workers reach competency and be job ready. This requires the skills to do specific jobs on farms in a safe and effective manner. This cannot be achieved only through the training of generic, broad skills.

Strategies to attract entrants rely on the attractiveness of the AHC-related industries, the removal of barriers to labour mobility, and the availability of effective workforce training. Research¹⁵ conducted with young people found that:

'...the appeal of the sector is low due to a misunderstanding of what a career in agriculture offers. The technological innovation that is taking place within the sector and the new careers that are possible are not being communicated to students. In particular, urban students are unlikely to realise that the majority of roles in the agriculture sector occur after the farm gate.'

Similar challenges are likely to be experienced in attracting workers who have been displaced from other industries and are unaware of *what* and *where* opportunities exist within the agriculture, horticulture, conservation and land management industries. Various initiatives have begun to address these issues, including:

- The Regional Australia Institute's 'regional jobs vacancy map'¹⁶, which is part of a national drive to promote working in regional, rural and remote (RRR) areas.
- Australian Pork Limited's (APL)'s submission to the National Agricultural Workforce Strategy¹⁷ calls for renewed and refined occupational definitions as part of the Australian and New Zealand Standard Classification of Occupations (ANZSCO). They contend that the primacy of two occupations in official statistics and publications, 'Livestock Farmer' (skill level 1) (usually the farm owner) and 'Livestock Farm Worker' (skill level 6), obscures the reporting, and hence public knowledge, of numerous contemporary roles in pork farming across the skill levels (which may require skills and knowledge in

¹² National Skills Commission (2020); *A snapshot in time: The Australian labour market and COVID-19*

¹³ Nolet, S. (2018); *Seeds of Success: Advancing Digital Agriculture From Point Solutions To Platforms*; United States Studies Centre

¹⁴ National Farmers' Federation (2018); *2030 Roadmap: Australian Agriculture's Plan for a \$100 Billion Industry*; p.28

¹⁵ YouthInsight (2017); *Developing student interest in the agriculture sector*; Western Australia

¹⁶ Regional Australia Institute (2020); *Regional Jobs Vacancy Map*; <http://www.regionalaustralia.org.au/home/regional-jobs-vacancy-map/>; viewed 17/11/2020.

¹⁷ Australian Pork Limited (2020); *Submission into the National Agricultural Workforce Strategy*; p.10

animal health and welfare, nutrition, biosecurity, aerial monitoring and transport). Reframing ANZSCOs and public understandings of the breadth of industry roles, they assert, will assist in delivering the NFF's *2030 Roadmap* Pillar 4.1 aspiration for there to be 'a clear career pathway to attract workers and develop their skills, with tailored streams for new entrants through to seasoned professionals'. They further recommend the creation of a nationally recognised agricultural 'trade-equivalent' job brand to recognise the skill set of agricultural workers, professionalise a career in agriculture and assist skills transfers across agricultural industries (reflecting the *2030 Roadmap*'s sub-pillar 4.1.3¹⁸).

National Agricultural Workforce Strategy and Ag2030 Plan

Between February and August 2020, the National Agricultural Labour Advisory Committee invited feedback on a discussion paper¹⁹ and literature review²⁰, and subsequently delivered its National Agricultural Workforce Strategy to the Minister for Agriculture, Drought and Emergency Management, The Hon. David Littleproud. The government is considering its recommendations and will respond in due course²¹. The aim of the proposed strategy is to ensure farmers have access to a fit-for-purpose workforce into the future. It will recommend practical steps for improving the attraction, retention and skills development of industry employees and, in so doing, support the delivery of the Ag2030 Plan²², which is setting the foundations for Australia's farmers, fishers and foresters to rebound from COVID-19 and build toward the National Farmers' Federation (NFF) vision for a \$100 billion industry by 2030. The Ag2030 Plan sets out the government's planned investment in human capital as follows:

- ▶ providing \$250 million to support access to up to 400 **short courses for priority fields**, including agriculture, to upskill our workforce
- ▶ providing \$17.4 million in **relocation assistance**, and \$16.3 million to **incentivise young Australians** to take up farm work
- ▶ providing \$19.6 million to support communities to recover from drought to extend the drought function of the **National Drought and North Queensland Flood Response and Recovery Agency** including Regional Recovery Officers
- ▶ providing \$36.3 million to support **rural and regional shows**, and \$2.7 million for **agricultural field days** impacted by COVID-19
- ▶ developing a **National Agricultural Workforce Strategy** for future workforce development and availability
- ▶ investing in a \$5 billion **Future Drought Fund**, which will provide \$100 million each year to build drought preparedness and resilience including in leadership and networks
- ▶ providing over \$4 billion to the **Regional Investment Corporation** for loans to farm and small agri-businesses
- ▶ providing \$18 billion in 2020 towards the **Job-ready Graduates Package** of reforms to higher education, which will grow to \$20 billion by 2024
- ▶ delivering changes to the **Farm Household Allowance** to make it easier for farmers to access support
- ▶ supporting primary producers and businesses through the **Rural Financial Counselling Service**
- ▶ providing \$40 million to support the forestry sector through the **Forestry Recovery Development Fund Program**
- ▶ funding **mental health support** for regional commercial fishers
- ▶ adjusting **visa arrangements** to support farm businesses reliant on temporary foreign workers
- ▶ providing over \$151 million to support primary producers to recover from the **2019-20 Black Summer bushfires**.

Source: <https://www.agriculture.gov.au/sites/default/files/documents/delivering-ag2030.pdf>

¹⁸ National Farmers' Federation (2018); *2030 Roadmap: Australian Agriculture's Plan for a \$100 Billion Industry*; p.32

¹⁹ Department of Agriculture, Water and the Environment and the National Agricultural Labour Advisory Committee (2020); *National Agricultural Workforce Strategy discussion paper*; Canberra, February. CC BY 4.0.

²⁰ Department of Agriculture, Water and the Environment (2020); *National Agricultural Workforce Strategy literature review*; Canberra, February. CC BY 4.0.

²¹ Australian Government (2020); *National Agricultural Workforce Strategy*; <https://haveyoursay.awe.gov.au/national-agricultural-workforce-strategy>

²² Australian Government (2020); *Delivering Ag2030*; <https://www.agriculture.gov.au/ag-farm-food/ag2030>; viewed 17/11/2020.

Upsurge in demand for nursery and landscaping products and services

With many spending a greater proportion of time at home, COVID-19 has impacted peoples' use of domestic space, notably gardens. Nurseries have been inundated with new and experienced customers seeking to develop and upgrade their gardens and veggie patches²³. As well as increasing demand at garden centres²⁴, Google searches for 'how to grow vegetables' hit an all-time high in April 2020²⁵. Businesses have benefitted from this activity, with the Hobart-based Good Life Permaculture's video, 'Crisis Gardening: Fresh Food Fast'²⁶, receiving over 80,000 views in one month alone²⁷.

Gardening, following its emergence as the second most popular lockdown activity people planned to do after watching TV (according to a survey by GlobalData)²⁸, is predicted to maintain its current surge in popularity due to associated economic, recreational, health and environmental benefits, including:

- Contribution to food security²⁹
- Promotion of healthy eating habits, self-sufficiency and money-saving strategies³⁰
- Positive effects on physical and mental health³¹ (this has been formalised in professional practices associated with 'therapeutic horticulture'³²)
- Sustainable use of natural resources³³
- Social wellbeing, especially for members of community gardens³⁴

With growing evidence that new customers plan to maintain and extend their home and community gardening endeavours, the demand for complementary skilled landscaping³⁵ and nursery³⁶ workers is likely to increase.

²³ ABC News (2020); *Coronavirus panic buying takes root at nurseries selling fruit and vegetable plants and seeds*; <https://www.abc.net.au/news/2020-03-24/coronavirus-panic-buying-of-edible-plants-at-nurseries/12082988>; viewed 17/11/2020.

²⁴ 9News (2020); *Coronavirus lockdown sparks huge gardening boom*; <https://www.9news.com.au/national/coronavirus-home-gardening-explosion-fruits-vegetables-lockdown/3cf0476b-9fe0-432e-b5c9-d37b9390a12f>; viewed 17/11/2020.

²⁵ Google Trends (2020); *how to grow vegetables*; <https://trends.google.com/trends/explore?date=all&q=how%20to%20grow%20vegetables>; viewed 17/11/2020.

²⁶ Youtube (2020); *Crisis Gardening: Fresh Food Fast*; https://www.youtube.com/watch?v=hUqkZLSOdm0&ab_channel=GoodLifePermaculture; viewed 17/11/2020.

²⁷ A. Gaynor (2020); *If you took to growing veggies in the coronavirus pandemic, then keep it up when lockdown ends*; <https://theconversation.com/if-you-took-to-growing-veggies-in-the-coronavirus-pandemic-then-keep-it-up-when-lockdown-ends-135359>; viewed 17/11/2020.

²⁸ GlobalData (2020); *Garden centres set for a rosy return as gardening is the second most popular lockdown activity*; <https://www.globaldata.com/garden-centres-set-for-a-rosy-return-as-gardening-is-the-second-most-popular-lockdown-activity/>; viewed 17/11/2020.

²⁹ CBC (2020); *Ontario declares community gardens essential source of fresh*; <https://www.cbc.ca/news/canada/london/ontario-community-gardens-essential-1.5545115>; viewed 17/11/2020.

³⁰ Psychreg (2020); *The Importance of Gardening During the COVID-19 Pandemic*; <https://www.psychreg.org/gardening-covid-19/>

³¹ <https://www.sciencedirect.com/science/article/pii/S2211335516301401>

³² M. Howarth, C. Mcquarrie, N. Withnell & E. Smith (2016); *The influence of therapeutic horticulture on social integration*; *Journal of Public Mental Health* 15. 136-140. 10.1108/JPMH-12-2015-0050.

³³ Sofo, A., & Sofo, A. (2020); *Converting Home Spaces Into Food Gardens At the Time of Covid-19 Quarantine: All the Benefits of Plants in This Difficult and Unprecedented Period*; *Human ecology: an interdisciplinary journal*, 1–9.

³⁴ UNSW (2020); *Greening our way through the pandemic*; <https://newsroom.unsw.edu.au/news/science-tech/greening-our-way-through-pandemic>

³⁵ Victorian Skills Commissioner (2019); *Skills Demand Snapshot: Victoria's Landscaping Sector*

³⁶ Victorian Skills Commissioner (2020); *Skills Demand Snapshot: Victoria's Nursery Sector*

Initiatives to create jobs and environmental benefits

The Queensland Government's \$500 million Land Restoration Fund³⁷ aims to expand carbon farming in the state by supporting land-sector projects that deliver environmental, social and economic benefits. Projects across the state will be funded and, in the first round, 690 jobs are expected to be created (400 of those in Far North Queensland) for occupations such as graziers, Indigenous Rangers and fire managers³⁸.

Queensland's 'Protected Area Strategy 2020-2030'³⁹ (supported by a \$60 million investment) is a new ten-year plan for supporting the growth, management and sustainability of national parks and other protected areas. It is generating local jobs for people working on parks as rangers and contractors, First Nations ranger groups and conservationists. The Protected Area Strategy aims to complement the Queensland Indigenous Land and Sea Ranger Program through place-based partnership opportunities for supporting the co-stewardship of environmental and cultural landscapes, while creating jobs and training opportunities, including two-way knowledge transfer.

Export and trade relations

Australian agricultural exports have faced a number of challenges over recent years, including drought, bushfires, COVID-19 and disruptions to regular trade flows for some commodities into the Chinese market⁴⁰. Trade relationship tensions with China have been especially challenging for some industry sectors that were already experiencing declines in revenue. As China has been the largest market for numerous commodities, there have been concerns that those which now remain in Australia are causing surpluses and depressing market prices. During these turbulent times, however, many businesses have sought alternative markets for their products; for example, barley growers are reporting increased market activity in the Middle East and Asia, and cotton growers are moving into markets such as Indonesia, Thailand, Vietnam and Bangladesh. This diversification has enabled some sectors' relative recovery and reduced the risk of being over-reliant on any one market.

³⁷ Queensland Government (2020); *The Land Restoration Fund*; <https://www.qld.gov.au/environment/climate/climate-change/land-restoration-fund>

³⁸ Mirage News (2020); *Land Restoration Fund to create jobs and environmental benefits*; <https://www.miragenews.com/land-restoration-fund-to-create-jobs-and-environmental-benefits/>; viewed 17/11/2020.

³⁹ Department of Environment and Science (2020); *Queensland's Protected Area Strategy 2020–2030: Protecting our world-class natural and cultural values*; Brisbane, Queensland Government.

⁴⁰ ABC News (2021); *China's trade sanctions on Australian agriculture force farmers to find new markets*; <https://www.abc.net.au/news/2021-02-14/farmers-find-new-markets-after-china-trade-spat/13148704>; viewed 14/02/2021.

VET Qualifications & Employment Outcomes

The data and literature references presented in the 2020 Annual Update remain relevant.

Over the last year, consultation with stakeholders has led to identification of several key factors that lead employers not to seek or favour VET graduates, including:

- Absence of legislative, regulatory or licensing requirements governing an occupation or industry⁴¹
- Lack of value assigned to VET within industry cultures and networks⁴²
- Belief that formal credentials are relevant for career establishers but not for higher level roles filled by more experienced candidates⁴³
- Dissatisfaction with the work-readiness of previously employed VET graduates⁴⁴, especially those whose learning did not include a workplace-based component⁴⁵
- Abundance of alternatives to VET recognised by employers, especially agricultural extension⁴⁶
- Business characteristics; for example, research⁴⁷ has determined that lower-skilled jobs in the horticultural industry, such as packing, 'do not require formal qualifications or certifications,' and 'would generally be paid at Level 1 (the lowest level) under the Horticulture Award, with induction training the only training required to perform the job'
- Worker shortages, especially within small businesses in RRR areas⁴⁸, which leads to employers being often forced to hire candidates who do not possess the desired qualifications, but who subsequently receive informal, on-the-job training.

The IRCs note, however, there is strong evidence that exposure to and engagement with quality VET-related outcomes are indicators of the system being valued and regarded as a yardstick by employers. Data released from a survey by NCVET of employers' use and views of the VET system⁴⁹ showed that, of 'agriculture, forestry and fishing' employers who are 'satisfied with training as a way of meeting their skill needs', 80% mandated 'vocational qualifications as a job requirement' (which is above the all-industry average of 72%).

Eighty percent of employers in agriculture, forestry and fishing who are 'satisfied with training as a way of meeting their skill needs' mandated 'vocational qualifications as a job requirement' – which is 8% higher than the average.

[NCVER, 2019]

⁴¹ L. Wheelahan & G. Moodie (2017); Vocational education qualifications' roles in pathways to work in liberal market economies; *Journal of Vocational Education & Training* 69 (1): 10-27; p.13

⁴² Parliament of Victoria (2012); *Inquiry into agricultural education and training in Victoria*; p.41

⁴³ A. Hall, L. Turner & S. Kilpatrick (2019); Understanding Tasmanian dairy farmer adoption of pasture management practices: a Theory of Planned Behaviour approach; *Animal Production Science*; CSIRO Publishing; <https://doi.org/10.1071/AN18321>

⁴⁴ National Farmers Federation (2019); *Submission to Hon Steven Joyce: Expert review of Australia's vocational education and training system*; 25 January 2019; p.10

⁴⁵ C. Smith, S. Ferns, L. Russell, Leoni & P. Cretchley (2014); *The impact of work integrated learning on student work-readiness*; Sydney, New South Wales: Office for Learning and Teaching

⁴⁶ Commonwealth of Australia (2019); *National Regional, Rural and Remote Tertiary Education Strategy*; p.27

⁴⁷ D. Wright, A. Grand, B. MacLeod & L.K. Abbott (2018); Training as Part of the Capacity-Building Ladder in Australian Agriculture; *Int. J. Agr. Ext.* (2018): 83-97

⁴⁸ J. Howe, S. Clibborn, A. Reilly, D. van den Broek & C.F. Wright (2019); *Towards a durable future: tackling labour challenges in the Australian horticulture industry*; Adelaide University & University of Sydney; p.61

⁴⁹ S. Gelade & T. Fox (2008); *Reality check - Matching training to the needs of regional Australia*; NCVET, Adelaide; p.33

⁴⁹ NCVET (2019); *Australian vocational education and training statistics: Employers' use and views of the VET system 2019*; NCVET, Adelaide

There is further evidence that government-supported and funded programs that encourage partnerships between training providers and industry raise the profile of VET – and so employers’ receptiveness to hiring graduates – due to the successful outcomes facilitated for all stakeholders. A number of initiatives are successfully promoting pathways for graduates and increasing employers’ engagement with VET:

- Following an initial three-year, \$14.7 investment into the AgSkilled⁵⁰ program by the NSW Government (in collaboration with the Grains Research and Development Corporation and Cotton Australia), *AgSkilled 2.0*⁵¹ has been approved and will run until June 2023. The objective is to develop the skills needed to better prepare the agricultural workforce for rapid change (including the adoption of new technologies and sustainable farming practices) across multiple industry sectors in rural and regional NSW. Supported by a \$15 million investment, AgSkilled 2.0 aims to meet agricultural workforce development needs through four industry-identified key training pillars: Production, Technology, Business and Safety.
- Regional Skills Taskforces were established by the Victorian Skills Commissioner in 2017 as a mechanism for the development of Regional Skills Demand Profiles. Regional Skills Taskforces work to better align locally delivered education and training with regional employment opportunities and the future workforce needs of industry.

Skill Development in Regional Communities

In the Mallee region, partnerships have been established between employers, TAFE, group training organisations and schools to deliver needed agriculture and horticulture qualifications and cadetships. In the Great South Coast region, workforce development and induction in the dairy processing industry is supported through VET.

- The Victorian Skills Commissioner has also created skills demand profiles for specific sectors. In recognition that employer ‘demand for suitable entry level and skilled workers has outstripped supply over the past five years’, landscaping⁵² and nursery⁵³ employers were engaged to establish priorities for the VET system in addressing each sector’s skills needs and ensure that VET opportunities are reflective of the demand for skilled workers.

There are also numerous examples of industry associations seeking to promote voluntary ‘self-regulation’ by businesses, including through measures to enhance the attractiveness of workers with formal credentials. For example, in partnership with state and territory arboriculture organisations, Arboriculture Australia have developed an Industry Licence as a national scheme to recognise the professionalism of VET-qualified arborists⁵⁴. Such initiatives act as ‘seals of approval’ to inspire consumer confidence in businesses that take seriously their responsibilities to workers, society and the environment, and positively reinforce cultures of hiring people with VET qualifications.

⁵⁰ NSW Department of Primary Industries (2019); *AgSkilled: Industry Led Workforce Development*

⁵¹ Training Service NSW (2021); *AgSkilled 2.0 Program*;

https://www.training.nsw.gov.au/programs_services/funded_other/agskilled/index.html; viewed 13/04/2021.

⁵² Victorian Skills Commissioner (2019); *Skills Demand Snapshot: Victoria’s Landscaping Sector*

⁵³ Victorian Skills Commissioner (2020); *Skills Demand Snapshot: Victoria’s Nursery Sector*

⁵⁴ Arboriculture Australia (2017); *Australian Arborist Industry Licence Information Brochure*;

https://arboriculture.org.au/getassets/d2c1c183-f5ee-e911-90fb-00505687f2af/Industry_License_Brochure_2017-Web3.pdf; accessed 03/09/2020

Other Training Used by Employers

The data and literature references presented in the 2020 Annual Update remain relevant.

Responding to the challenges presented by COVID-19, state governments have been offering funded training opportunities for employees of local businesses, including numerous courses delivered by non-VET providers, for example:

- The WA Government has invested in Regional Shearing Hub Camps to provide a pipeline of locally trained shearers, help fill labour shortages in the shearing industry and support Aboriginal employment⁵⁵
- Queensland Government horticulturists are delivering a new five-year National Banana Development and Extension program aimed at job retention and growth during the COVID-19 economic recovery⁵⁶
- The new Dairy Passport app, supported by the Victorian Government's Agriculture Workforce Plan, has been launched to provide an easier way for employers looking to quickly and safely develop workers' skills and knowledge for on-farm roles. Topics covered include farm safety, animal handling and essential tasks such as milking⁵⁷

Enrolment Levels

The data and literature references presented in the 2020 Annual Update remain relevant.

Consultation undertaken on behalf of the IRCs through 2020 has identified key information regarding the low use of qualifications, including:

- Unmet demand for 'flexible' training
- Negative industry perceptions of the VET system and training delivery
- Emerging preference for short courses and micro-credentials
- A lack of trainers demonstrating both pedagogical excellence and industry expertise
- RTO viability challenges, especially relating to:
 - Compliance
 - Training and assessment materials development
 - Thin markets in Rural, Regional and Remote (RRR) areas
 - Biosecurity, seasonality and production times
 - Government funding
 - Creating and maintaining industry partnerships

Qualifications recently reviewed/updated/created

Several AHC qualifications with few or no enrolments over the past five years have recently been reviewed and redeveloped. Strategies for streamlining training packages, in line with the Ministers' Priorities, have included redesigning qualifications, so that the training system better supports individuals to move more easily between related occupations and training package products can be owned and used by multiple industry sectors. For example, the newly created *Certificate III in Conservation and Ecosystem Management* merges four qualifications (*Certificate III in Conservation and Land Management*, *Certificate III in Lands, Parks and Wildlife*, *Certificate III in Natural Area Restoration* and *Certificate III in Conservation Earthworks*) into one with

⁵⁵ Government of Western Australia (2020); *Boost to shearing industry capacity*, <https://www.mediastatements.wa.gov.au/Pages/McGowan/2020/08/Boost-to-shearing-industry-capacity.aspx>; viewed 17/11/2020.

⁵⁶ Queensland Government (2020); *New extension program supports banana industry*; <https://statements.qld.gov.au/statements/90651>; viewed 17/11/2020.

⁵⁷ Premier of Victoria (2020); *New App Milking The Opportunities In Our Dairy Industry*; <https://www.premier.vic.gov.au/new-app-milking-opportunities-our-dairy-industry>; viewed 17/11/2020.

specialisations. Demand may reasonably be expected to rise when a qualification has been significantly updated to meet industry needs (as defined through extensive consultation) and enables learners to develop transferrable skills relevant to multiple occupations and sectors.

Table 1: Qualifications recently reviewed/updated/created

Qualification	2015	2016	2017	2018	2019
AHC20320- Certificate II in Production Horticulture	474	282	177	129	162
AHC20520- Certificate II in Arboriculture	353	268	82	65	34
AHC20720- Certificate II in Nursery Operations	36	52	19	19	26
AHC30620- Certificate III in Production Horticulture	2	2	2	0	0
AHC31120- Certificate III in Nursery Operations	39	31	38	33	31
AHC31420- Certificate III in Conservation and Ecosystem Management	70	84	215	49	27
AHC32720- Certificate III in Rural Merchandising	1	0	0	0	0
AHC40320- Certificate IV in Production Horticulture	177	145	68	44	41
AHC40620- Certificate IV in Nursery Operations	5	6	5	4	1
AHC41720- Certificate IV in Pest Management	0	0	0	0	13
AHC42020- Certificate IV in Landscape	0	0	0	0	0
AHC50320- Diploma of Production Horticulture	92	99	109	52	43
AHC50820- Diploma of Nursery Management	0	7	4	0	0
AHC60520- Advanced Diploma of Arboriculture	0	0	0	0	0
AHC80120- Graduate Diploma of Arboriculture	0	0	0	0	0

Source: NCVET VOCSTATS, TVET program enrolments 2015-19

PLEASE NOTE: Qualification data includes enrolments in superseded versions where available

AHC Training Package products in project stage (commissioned by AISC)

The following qualifications are all part of current projects managed by Skills Impact, having been commissioned by the AISC on the basis of extensive industry consultation and evidence of demand for these training package products subject to their being reviewed and developed. This may include streamlining, whereby qualifications may be merged and/or deleted. For more information, please go to <https://www.skillsimpact.com.au/projects/>

Table 2: Training package products in project stage (commissioned by AISC)

Qualification	2015	2016	2017	2018	2019
AHC32116- Certificate III in Commercial Seed Processing	0	0	0	0	0
AHC33416- Certificate III in Seed Production	0	0	0	0	0
AHC33516- Certificate III in Seed Testing	0	0	0	0	0
AHC41416- Certificate IV in Seed Production	0	0	0	0	0
AHC41516- Certificate IV in Seed Testing	0	0	0	0	0
AHC40516- Certificate IV in Parks and Gardens	10	6	8	4	6
AHC50216- Diploma of Pork Production	2	5	13	10	1
AHC50716- Diploma of Parks and Gardens Management	3	7	3	2	0
AHC52016- Diploma of Landscape Project Management	0	0	0	0	0

Source: NCVET VOCSTATS, TVET program enrolments 2015-19

PLEASE NOTE: Qualification data includes enrolments in superseded versions where available

AHC Training Package products due for review

The qualifications below are due to be reviewed, with a view to possible deletion. Should any be recommended for deletion, the unit sectors specific to those qualifications may be amalgamated into a broader qualification; for example, the Seed Production unit sector contains nine units that describe important job functions that are still being carried-out in industry to produce high quality certified seed for agriculture. Industry may be using these training package products to establish the correct professional standards within their working operations and, as such, there is a risk that deletion would deprive industry of a much-needed resource.

Table 3: AHC Training Package products due for review

Qualification	2015	2016	2017	2018	2019
AHC10316- Certificate I in Horticulture	0	0	31	95	93
AHC33316- Certificate III in Feedlot Operations	10	4	146	208	75
AHC42116- Certificate IV in Permaculture	0	8	87	133	96
AHC51216- Diploma of Community Coordination and Facilitation	38	37	20	0	0
AHC51316- Diploma of Pest Management	1	4	0	0	0
AHC60216- Advanced Diploma of Horticulture	16	3	0	5	0
AHC60415- Advanced Diploma of Conservation and Land Management	29	12	18	16	8

Source: NCVET VOCSTATS, TVA program enrolments 2015-19

PLEASE NOTE: Qualification data includes enrolments in superseded versions where available

Low industry demand at present, but future opportunities

Numerous AHC-related industries are vastly affected by environmental conditions beyond their control, which impacts on periodic demand for training delivery. For example, Meat & Livestock Australia (MLA) report that the national sheep flock has reached its lowest level in more than a century⁵⁸. Drought and associated shortages of feed and water are hugely concerning for industry's immediate future. Australian wool production is forecast to continue to drop significantly⁵⁹. As training delivery is informed by, and reflects, industry trends, it is understandable that AHC shearing and wool-related qualification enrolments have declined over the past few years. Following this logic, projections by MLA that "longer term, high prices across both sheep meat and wool provide a strong incentive for producers to rebuild their heavily depleted breeding flocks once conditions allow,"⁶⁰ suggests that enrolment figures will likewise increase as the industry rebuilds and expands. While there are low enrolments in the meantime, there is a risk of deleting qualifications or units which will later become needed.

Table 4: Low industry demand at present, but future opportunities

Qualification	2015	2016	2017	2018	2019
AHC33016- Certificate III in Wool Clip Preparation	257	655	132	53	9
AHC32916- Certificate III in Shearing	144	123	110	64	53

Source: NCVET VOCSTATS, TVA program enrolments 2015-19

PLEASE NOTE: Qualification data includes enrolments in superseded versions where available

⁵⁸ Meat & Livestock Australia (2020); *Industry projections 2020: Australian sheep*; https://www.mla.com.au/globalassets/mla-corporate/prices--markets/documents/trends--analysis/sheep-projections/mla_feb-2020-australian-sheep-industry-projections-1.pdf; viewed 11/11/2020.

⁵⁹ Australian Wool Innovation Limited (2019); *Australian Wool Production Forecast Report*; <https://www.wool.com/globalassets/wool/market-intelligence/wool-production-forecasts/australian-wool-production-forecast-report-august-2019.pdf>

⁶⁰ Meat & Livestock Australia (2020); *Industry projections 2020: Australian sheep*; https://www.mla.com.au/globalassets/mla-corporate/prices--markets/documents/trends--analysis/sheep-projections/mla_feb-2020-australian-sheep-industry-projections-1.pdf; viewed 11/11/2020.

AHC Training Package products that potentially should be deleted (low enrolment or otherwise)

The APH and AHLCLM IRCs are considering qualifications that may be deleted in line with the ministers' priority for streamlining training packages. In some cases, the IRC are still conducting industry consultation regarding training demand and whether the intended occupations (and their descriptions) in these qualifications are current. The IRCs will report on the findings of their consultations in the next Skills Forecast.

Table 5: AHC Training Package products that potentially should be deleted

Qualification	2015	2016	2017	2018	2019
AHC32216- Certificate III in Commercial Composting	16	0	9	13	3

Source: NCVER VOCSTATS, TVA program enrolments 2015-19

PLEASE NOTE: Qualification data includes enrolments in superseded versions where available

Specialist industries

Some qualifications cannot reasonably be expected to encourage high enrolment figures when they are intended for employment in a niche occupation or specialist industry (which, by their nature, tend to have low turn-over of staff and relatively few new entrants). Such qualifications often facilitate socially and environmentally valuable or geographically specific skills that are critical for jobs with few employees nationwide. The Diploma in Organic Farming, for example, not only provides the framework for produce to be grown organically and sustainably, it also imparts the leadership skills for companies seeking to be certified as organic. This industry is projected to grow at an annual rate of 15% – which, according to IBISWorld, is the highest of any industry – over the five years through 2024-25, reaching \$3.7 billion⁶¹. This reflects rising consumer demand for information about the provenance of their food and assurances that farming practices take into account climate change by harnessing natural capital through methods such as regenerative agriculture.

The organic farming industry is projected to grow at an annual rate of 15% over the next five years – the highest of any industry. [IBISWorld, 2020]

Several of the below qualifications are also due to be reviewed as part of the established 'unit sector approach'.

Table 6: Specialist industries

Qualification	2015	2016	2017	2018	2019
AHC10416- Certificate I in Permaculture	0	0	0	0	33
AHC21716- Certificate II in Permaculture	0	0	0	16	58
AHC31516- Certificate III in Indigenous Land Management	218	99	12	21	20
AHC32516- Certificate III in Aboriginal Sites Work	19	38	38	34	9
AHC33816- Certificate III in Permaculture	0	36	110	89	50
AHC41616- Certificate IV in Organic Farming	11	6	8	9	6
AHC51816- Diploma of Organic Farming	46	48	60	34	30
AHC52116- Diploma of Permaculture	0	0	17	29	22

Source: NCVER VOCSTATS, TVA program enrolments 2015-19

PLEASE NOTE: Qualification data includes enrolments in superseded versions where available

⁶¹ IBISWorld (2020); *IBISWorld Reveals Industries Set to Fly and Fall by 2030*; <https://www.ibisworld.com/industry-insider/press-releases/ibisworld-reveals-industries-set-to-fly-and-fall-by-2030/>; viewed 15/02/2020.

Reasons for Non-Completion

The data and literature references presented in the 2020 Annual Update remain relevant.

Mandatory Work Placements and Workplace-based Training & Assessment

The AISC Chair, Emeritus Professor Tracey Horton AO, has highlighted the challenges of meeting mandatory workplace requirements in training packages, especially during the COVID-19 pandemic and associated economic downturn. These concerns, however, have not been reflected in AHC industry feedback collected by IRC members, other than in the sports turf sector (see below). Generally, practical delivery challenges experienced by RTOs have had a greater impact on non-completion rates than mandatory work placements, which remain strongly supported by industry, especially for learning that involves handling animals and preserving plant health, due to these experiences being irreplicable in virtual environments.

The RTO operational challenges that have impacted on qualification and skill set non-completion rates include lack of financial viability, staff lay-offs, unpreparedness for online delivery, social distancing requirements on-campus, and restrictions on travel limiting trainers' access to relevant RRR locations. Apart from those RTOs with the financial and staffing capacity to maintain working farms or animal operations on-campus (inclusive of an effective 'COVID safe' plan), most RTOs are unable to deliver practical units without access to external sites, which are usually workplaces.

For many learners, COVID-19 restrictions have meant increasing participation from home, which has created additional challenges associated with time, resources and connectivity (especially in RRR areas), issues which are often intensified when family members are also learning and working from home. As a result, there have been greater rates of non-completion due to dissatisfaction with, or logistical barriers hampering, training and assessment delivery.

Mandatory work placements have impacted on the delivery of sports turf training package products. Units for sports turf care practical skills are not being delivered because of access to sporting locations being restricted (in addition to significant job losses in the sector). The AHLCLM IRC understands that, to mitigate higher potential non-completion rates, relevant RTOs are collaborating on a request to extend the teach-out period for the superseded sports turf qualifications, which is currently due to expire in April 2021. Other recommendations for retaining learners during the pandemic include extending funded learning beyond the current time limit. Despite these challenges for workplace-based learning, the industry, including RTOs, are not advocating for the removal of these practical elements.

COVID-19 has also increased the pool of displaced workers domestically but attracting those workers into industry sectors with skills shortages requires additional industry promotion and careers advice (especially considering that many people would have to relocate to RRR areas). Displaced workers may not know about the AHC-related industries, the skills required to work in them, and which of their existing skills are transferable. Finding out such information can be challenging, especially as promotional materials and campaigns are limited and of variable quality. Some employers have suggested that funding for unemployed people should be directed towards supporting such specific career pathways so that potential workers or employers are not faced with financial barriers.

Impacts of Regulation

Current VET sector regulation makes training delivery substantially more complicated and expensive than it should be. The factors impacting on learner retention multiply exponentially in RRR Australia, Indigenous communities, lower employment industries and thin markets. ASQA's adoption of a risk management approach rather than a prescriptive regulatory approach does not solve these issues. The IRCs suggest there needs to be further discussion of potential strategies to help RTOs to deliver training in a way that retains learners, including:

- Greater use of Subject Matter Experts (SMEs) working with ASQA auditors to ensure auditing focuses on the learner experience rather than paperwork errors, and to assess trainer currency, competency and qualifications (including the introduction of new or updated units);
- Increased use of industry-endorsed assessment materials to provide ASQA with guidance on actual graduate competency; and
- Requiring Companion Volumes and Implementation Guides to be mandatory.

Cross-Sector Units

The response presented in the 2020 Annual Update remains relevant. Further cross-sector units, including single units that are amalgamated from several units (which will subsequently be deleted) are likely to be identified in the 'Unit Sector Approach' project.

Changes to Skill Requirements

Unit Sector Approach

The IRCs propose to continue into the third year of the 'Unit Sector Approach', which will analyse changes to skills requirements in the following sectors:

Sector	Code
Aboriginal Sites Work	AHCASW
Community Coordination and Facilitation	AHCCCF
Common	AHCCMN
Composting	AHCCOM
Indigenous Land Management	AHCILM
Infrastructure	AHCINF
Organic Production	AHCORG
Permaculture	AHCPER
Poultry	AHCPLY
Pork	AHCPRK
Work Health and Safety	AHCWHS
Work	AHCWRK

Water Trading

The APH IRC is assessing a project proposal to address water trading skill requirements in 2021-22. The project would represent a direct response to recommendations by Mick Keilty, the Interim Inspector-General (IIG) of the Murray-Darling Basin (MDB), which were accepted by the Federal Government Minister for Resources, Water and Northern Australia in April 2020.

Recommendation 5 of the 'Keilty Report' inquiry into MDB water resource management⁶² made water literacy learning in higher education, including VET, a high priority across jurisdictions. From its informal beginnings around 20 years ago, water trading in the MDB has evolved into a multifaceted market – by far Australia's largest – with an annual value estimated at more than \$1.5 billion. The Australian Competition & Consumer Commission (ACCC)⁶³ reports that farming communities' fragmented understanding of changing water markets is serving to undermine their efficiency and regulatory compliance. There is further evidence reported in the Keilty Report that many farming businesses' low levels of water literacy is exacerbated by there being high volumes of complex and sometimes conflicting information published by different States and agencies. The Keilty Report concludes, 'Water literacy has changed, such as the need for irrigators to now understand and have knowledge of how a water market operates.'

The proposed project would particularly benefit RRR employers, who must deal with numerous water regulations and access/trading schemes. Without training package solutions, family farms risk being competitively disadvantaged, and the next generation will not be empowered with the information, knowledge and support to navigate water markets effectively. Additionally, the development of water markets in Northern Australia, including those to which Indigenous communities have rights, may fail to reach their full potential for job creation and profitability⁶⁴.

The APH IRC determined that *AHC* and *National Water Training Package* units listed in the *Certificate III in Irrigation Technology* provide useful underpinning knowledge, but that no units in either training package adequately describe the required elements or performance criteria.

⁶² Interim Inspector-General of Murray-Darling Basin Water Resources (2020); *Impact of lower inflows on state shares under the Murray-Darling Basin Agreement*; Canberra; p.42

⁶³ Australian Competition and Consumer Commission (2020); *Murray-Darling Basin water markets inquiry - Interim report*; p. 6

⁶⁴ Sefton, R., Peterson, D., Woods, R., Kassebaum, A., McKenzie, D., Simpson, B. & Ramsay, M. (2020); *Draft Report: Independent assessment of social and economic conditions in the Murray-Darling Basin*

Apprenticeship & Traineeship Barriers

The data and literature references presented in the 2020 Annual Update remain relevant. Likewise, barriers to VET delivery and the reasons for industry's low engagement with the system, detailed in questions 2, 4 and 5 should also be considered relevant here.

Industry-specific data relating to the Australian Government's \$2 billion JobTrainer skills package, which includes objectives to attract new apprentices and keep existing apprentices in jobs, has yet to be released. This may work to change the usual situation in times where there is job instability, such as that caused by COVID-19, in which apprentice/trainee commencements are forecast to decrease because they tend to reflect fluctuations in the wider employment market. Uncertain economic conditions are usually barriers to employers taking on new apprentices/trainees – especially apprentices because of the three- to four-year commitment that businesses must make⁶⁵. JobTrainer appears to be designed to address the usual trends in these situations, and recent work on the National Agricultural Workforce Strategy and Ag2030 Plan may also open opportunities and avenues for apprenticeships and traineeships.

The IRC will look at the details of these initiatives as they become available.

Other Relevant Activities

The year 2020 has been extremely busy for both IRCs, with many responsibilities bestowed upon them, requiring extensive time and resources, for dealing with the impacts of COVID-19, workforce, industry and trade issues. The IRCs have assisted the AISC and the AISC Emergency Response Sub-Committee (ERSC) by seeking industry input and responding to a number of requests for information. These requests have taken place in several stages.

Immediate crisis response

- Identification of immediate training issues relating to workplace and campus-based training (completed April 2020)
- Identification of skills needs and delivery challenges for essential workforces (completed May 2020)

Supporting training for worker movement and potential surge workforces to meet current needs

- Identification of existing training products and potential surge workforce (Completed May 2020)
- Analysis of available infection control training (Completed June 2020)

Support for workforce recovery

- Critical Response Projects to create pathways for displaced workers (Submitted July 2020, in progress)
- Promotion of pathways for displaced workers (first projects submitted July 2020, under consideration)

Mandatory Work Placements Analysis and Response

- Initial analysis of units requiring mandatory work placements or assessment/training conditions that were likely to require the use of physical workspaces, most likely in workplaces (completed April 2020)
- Analysis of units within qualifications with high levels of enrolments (completed October and November 2020)

The IRCs are extremely pleased to report that the current *AHC Training Package* has been standing up well to the additional logistical challenges brought about by COVID-19. Since the establishment of the IRCs, the components of the training package that have undergone review have enabled:

⁶⁵ Hurley, P. (2020); *The impact of coronavirus on apprentices and trainees*; Mitchell Institute for Education and Health Policy, Victoria University.

- Flexible options for training and assessment to meet fluid and urgent industry needs
- Coverage of the major training requirements for all industries within the training package
- Minimal requirements for mandatory work placements or onsite training and assessment (there are multiple delivery mode options), while recognising that many units cannot be delivered virtually or online
- Extensive and suitable options of recognised skill sets and units for use by the states that have decided to develop their own training offerings outside the national system (without IRC consultation)

The IRCs adopted a 'Unit Sector Approach' to reviewing the training package from 2019 (fully outlined in the *IRC Skills Forecast and Schedule of Work 2019-2022* and approved by the AISC). While presenting challenges, it is clear that this approach has assisted in increasing the speed of training package review and helped to ensure training options are available for industry. The IRCs would prefer to continue with the 'Unit Sector Approach' to review the entire training package because this strategy, in the two years it has proceeded, has already resulted in comprehensive, systematic industry consultation and a substantial reduction in the number of qualifications (many of which have either been deleted or merged with others). Regardless of this strategy, the IRCs responded to Ministers' requests to delete units and qualifications which had zero enrolments in the years 2017 to 2019, and offered advice where necessary. In many cases, the units and qualifications were already under review in current projects. In other cases, there were expected enrolments in 2021 or in the near future as a result of the major changes made to those training products.

The additional work detailed above has required that the IRCs meet more regularly and that members conduct many more additional "out of session" discussions and consultations than in previous years. This has been achieved without additional IRC members. The Chairs of the IRCs would like to express their gratitude to all IRC members and stakeholders who have given up so much of their time and energy in 2020 to complete this important work.

Section B: Ongoing Consultation

Detailed below is the industry consultation undertaken by IRC members and Skills Impact, including with rural, regional and remote stakeholders.

Engagement activities are described across four key areas:

- **Ongoing engagement** and validation with industry and stakeholders
- Collection of **industry intelligence**
- **Promotion of the VET** system
- Cultivating and maintaining **networks and partnerships** with industry including engagement in rural and regional areas.

Agriculture & Production Horticulture IRC:

Entity Name	Sector	State	Rural/ Regional / Remote	Ongoing engagement	Industry intelligence	Promotion of VET	Networks & Partnerships
4 Up Skilling	RTO public	VIC	✓	✓	✓	✓	✓
A and A Bayley	Commercial Business	VIC	✓	✓			
Acacia Hills Farm	Commercial Business	NT	✓	✓	✓		✓
Accell Pty Ltd	RTO public	QLD	✓	✓		✓	
Access Skills Training	RTO private	VIC	✓	✓		✓	
Accolade Wines Holding Australia Pty Ltd	Commercial Business	SA	✓	✓	✓	✓	✓
Advanced Irrigation and Sprinklers	Commercial Business	QLD	✓	✓	✓		
Affordable Industry Training	RTO private	QLD	✓	✓	✓	✓	
AFGRI Equipment	Commercial Business	WA	✓	✓	✓		✓
Ag Excellence Alliance	Industry Association	SA	✓	✓	✓	✓	✓
Ag Safe Advisory Service	RTO private	QLD	✓		✓		✓
Agassist	Commercial Business	NSW	✓	✓	✓	✓	✓

AGDATA Australia	Commercial Business	QLD	✓	✓	✓	✓	✓
AgForce Queensland	Industry Association	QLD	✓	✓	✓	✓	✓
AgInduct Training Services	Education Other	QLD	✓				✓
AGRI Labour Australia	Industry Association	National	✓	✓	✓		✓
Agribusiness Australia	Industry Association	National	✓	✓	✓		✓
Agribusiness Industry Skills Council	Industry Association	SA	✓	✓	✓	✓	✓
Agribusiness Tasmania	State Government agency	TAS	✓	✓	✓		✓
Agricultural Appointments	Commercial Business	National	✓		✓		✓
Agricultural Bureau of South Australia	Industry Association	SA	✓	✓	✓		✓
Agriculture Kangaroo Island Inc. (AGKI)	Research Organisation	SA	✓	✓	✓	✓	✓
Agriculture Victoria	State Government agency	VIC	✓	✓	✓		✓
AgriFood NSW ITAB		NSW	✓	✓	✓	✓	✓
AgriFutures	Research Organisation	National	✓	✓	✓		✓
Agrisense	Commercial Business	NSW	✓		✓		✓
Agritech Solutions	Commercial Business	QLD	✓	✓	✓	✓	✓
AGRIvision Consultants	Commercial Business	VIC		✓	✓		✓
Agronico	Commercial Business	TAS	✓	✓			✓
Agronomy Australia	Industry Association	National	✓	✓	✓		✓
AgSafe	Education Other	National	✓		✓		
Agtrain Services	RTO private	WA	✓				
AHA Viticulture	Commercial Business	WA	✓	✓	✓		✓

AILA Tas	Industry Association	TAS		✓			
AK Agtech	Commercial Business	National	✓	✓	✓		✓
Alchemy Bioservices	Commercial Business	National		✓			✓
Alex Thomas Pty Ltd	Commercial Business	SA	✓	✓	✓		✓
Almas Almonds	Commercial Business	VIC	✓	✓			✓
Alosca Technologies	Commercial Business	WA		✓	✓		✓
Anameka Farms	Commercial Business	WA	✓		✓		
Angoves	Commercial Business	National	✓	✓	✓	✓	✓
Angus Australia	Industry Association	National	✓	✓	✓		✓
Animal Livestock & Property Agents Association	Commercial Business	National	✓	✓	✓		✓
Apple and Pear Growers Association of SA Inc	Industry Association	SA	✓	✓	✓		✓
Applied Horticultural Research	Research Organisation	National	✓	✓	✓		✓
Apprenticeship Support Australia	Federal Government	National	✓	✓	✓		✓
AQ Training	RTO private	QLD	✓	✓	✓	✓	✓
ARO Educational Services	RTO private	SA	✓	✓	✓	✓	✓
AusCann	Commercial Business	National		✓	✓	✓	✓
AusChem Training Victoria	RTO private	National	✓	✓	✓	✓	✓
AuSPICA	Commercial Business	National	✓	✓	✓		✓
Australasian Off Road Vehicle Association (AORVA)	Industry Association	National	✓	✓	✓	✓	✓

Australia Institute for Disaster Resilience (AIDR)	Research Organisation	VIC	✓	✓	✓		✓
Australian Agricultural Training Pty Ltd	RTO public	National	✓	✓	✓	✓	✓
Australian Alpaca Association	Industry Association	National	✓		✓		
Australian Association for Environmental Education	Industry Association	National	✓	✓	✓	✓	✓
Australian Association of Stud Merino Breeders	Industry Association	National	✓	✓	✓	✓	✓
Australian Banana Growers' Council	Industry Association	National	✓	✓	✓	✓	✓
Australian Blueberry Growers' Association	Industry Association	National	✓	✓	✓	✓	✓
Australian Bureau of Agriculture and Resource Economics and Sciences ABARES	Federal Government	National		✓			✓
Australian Cattle Veterinarians	Industry Association	National	✓	✓			✓
Australian Centre for International Agricultural Research ACIAR	Research Organisation	National	✓	✓	✓		✓
Australian Centre for Robotic Vision	Research Organisation	National	✓	✓	✓		✓
Australian Chicken Growers Council	Industry Association	National	✓	✓	✓	✓	✓
Australian Colleges of Further Education Pty Ltd	RTO public	NSW		✓			✓
Australian Competition & Consumer Commission	Regulator	National		✓	✓		
Australian Dairy Farmers	Industry Association	National	✓	✓	✓	✓	✓
Australian Dairy Products Federation (ADPF)	Industry Association	National	✓	✓	✓		✓
Australian Environmental Pest Managers Association	Industry Association	National	✓	✓	✓	✓	✓

Australian Export Grains Innovation Centre (AEGIC)	Research Organisation	National	✓	✓	✓		✓
Australian Farm Institute	Research Organisation	National	✓	✓	✓		✓
Australian Fodder Industry Association	Industry Association	National	✓	✓	✓		✓
Australian Fresh Leaf Herbs	Commercial Business	VIC	✓	✓	✓		✓
Australian Grape and Wine Incorporation	Industry Association	National	✓	✓	✓	✓	✓
Australian Honey Bee Industry Council	Industry Association	National	✓	✓	✓	✓	✓
Australian Honey Products	Commercial Business	TAS	✓	✓	✓		✓
Australian Industrial Hemp Alliance (AIHA)	Industry Association	National	✓	✓	✓		✓
Australian Institute of Ecological Agriculture Co-operative	Research Organisation	National	✓	✓	✓		✓
Australian Livestock Exporters' Council	Industry Association	National	✓	✓	✓		✓
Australian Lot Feeders Association (ALFA)	Industry Association	National	✓	✓	✓	✓	✓
Australian Mangoes	Industry Association	National	✓	✓	✓		✓
Australian Melon Association	Industry Association	National	✓	✓	✓	✓	✓
Australian Oilseeds Federation	Industry Association	National	✓	✓	✓		✓
Australian Organics Recycling Association	Industry Association	SA		✓			✓
Australian Pig Breeders Association	Industry Association	National	✓	✓	✓		✓
Australian Pork Limited	Industry Association	National	✓	✓	✓	✓	✓
Australian Society of Sugar Cane Technologies (ASSCT)	Industry Association	QLD	✓	✓	✓		✓
Australian Society of Viticulture and Oenology	Industry Association	SA	✓	✓	✓		✓
Australian Sunflower Association	Industry Association	National	✓	✓	✓		✓

Australian Table Grape Association	Industry Association	National	✓	✓	✓		✓
Australian Vignerons	Industry Association	National	✓		✓		
Australian Vine Improvement Association	Industry Association	National	✓	✓	✓		✓
Australian Wine Industry Technical Conference	Industry Association	National		✓			
Australian Wine Research Institute	Industry Association	National					✓
Australian Wool Exchange Limited	Industry Association	National	✓	✓	✓	✓	✓
Australian Wool Innovation (AWI)	Research Organisation	National	✓	✓	✓		✓
Australian Workers Union - National	Union	National	✓	✓	✓	✓	✓
AUSVEG	Industry Association	National	✓	✓	✓	✓	✓
Avocado Australia	Industry Association	National	✓	✓	✓		✓
Baiada	Commercial Business	National ; NSW	✓		✓		✓
Baldivis Farms	Commercial Business	WA	✓	✓	✓		✓
Balmoral Breeders Group	Research Organisation	VIC	✓	✓	✓		✓
Barley Australia	Industry Association	National	✓		✓		✓
Bee Industry Council of Western Australia	Industry Association	WA	✓	✓	✓		
Beechworth Honey PtyLtd	Commercial Business	NSW	✓	✓	✓		✓
Beef Breeding Services	Commercial Business	QLD	✓	✓	✓		✓
Beef Industry Safety Advisory Group Worksafe QLD	Commercial Business	QLD	✓	✓	✓		✓
Bees Business	Commercial Business	QLD	✓	✓	✓		✓
BeesBusiness	Education Other	NSW					✓
Bill Gordon Consulting	Commercial Business	NSW	✓	✓	✓		✓
Biloela State High School	RTO private	QLD	✓	✓	✓	✓	✓

Biofilta	Commercial Business	National		✓	✓	✓	✓
Biosecurity Australia	Regulator	National					✓
Biosecurity Queensland	State Government agency	QLD	✓	✓	✓		✓
Birchip Cropping Cropping	Research Organisation	VIC	✓	✓	✓	✓	✓
BJ Network Consulting Australia	RTO private	National	✓	✓	✓		✓
Boomaroo Nurseries	Commercial Business	National	✓	✓	✓		✓
Bowen Gumlu Growers Association	Industry Association	QLD	✓	✓	✓	✓	✓
Box Hill Institute	RTO public	VIC		✓			✓
Bralca	Commercial Business	NSW	✓		✓		
Brisbane College of Horticulture	RTO private	QLD	✓	✓		✓	✓
Broun & Co Grain P/L	Commercial Business	NSW	✓	✓	✓		✓
Bulmer Farms	Commercial Business	VIC	✓	✓	✓		✓
Bundaberg Fruit and Vegetable Growers	Commercial Business	QLD	✓	✓	✓		✓
Bureau of Meteorology	Federal Government	National		✓			✓
Burleigh Flowers	Commercial Business	VIC	✓	✓			✓
Burnett Youth Learning Centre	Education Other	QLD	✓		✓		
Burnham & Associates Training Consultancy	RTO public	QLD	✓	✓	✓	✓	✓
Bushfood Sensations	Employer Organisation	NSW	✓				✓
Byron Region Community College Inc	RTO public	NSW	✓	✓		✓	
C.A. Henschke & Co.	Commercial Business	SA	✓	✓	✓		✓
Camm Agricultural Group	Commercial Business	QLD	✓	✓	✓		✓

Canegrowers	Industry Association	National	✓	✓	✓		✓
CANN Group	Commercial Business	National	✓	✓	✓	✓	✓
Cannatrek (Australian Institute of Medical Cannabis)	Industry Association	National		✓	✓	✓	✓
Canopy Growth Corporation	Commercial Business	VIC	✓	✓	✓		✓
Carbon Farmers of Australia	Industry Association	NSW					✓
Catholic Education Commission	Education Other	NSW	✓	✓	✓	✓	✓
Cattle Council of Australia	Industry Association	National	✓	✓	✓		✓
Central Outback Training	RTO private	QLD	✓	✓	✓	✓	✓
Central Regional TAFE WA	RTO public	WA	✓	✓	✓	✓	✓
Central West Farming Systems (CWFS)	Research Organisation	NSW	✓	✓	✓		✓
Centralian Beef Breeders Association (CBBA)	Industry Association	NT	✓	✓	✓		✓
Centre for Appropriate Technology Ltd	RTO private	NT	✓	✓	✓	✓	✓
CERES Tag	Commercial Business	National	✓	✓	✓		✓
Challenge Employment and Training Limited	RTO public	QLD		✓	✓	✓	
Challenger Institute of Technology	RTO public	WA		✓		✓	✓
Charles Darwin University	University	NT	✓	✓	✓	✓	✓
Charters Towers State High School	RTO public	QLD	✓	✓	✓	✓	✓
ChemCert	RTO private	National	✓	✓	✓	✓	✓
Chemwatch	Commercial Business	VIC		✓			✓
CHM Alliance Pty Ltd	RTO private	National	✓	✓	✓	✓	✓
Citrus Australia	Industry Association	National	✓	✓	✓	✓	✓

Climate Change Authority	Regulator	National		✓	✓		
Coastal and Rural Training Pty Ltd	RTO public	NT; QLD; WA	✓	✓	✓	✓	✓
Consolidated Pastoral Company	Commercial Business	QLD	✓	✓	✓		✓
Coolindown Farms	Commercial Business	WA	✓		✓		✓
Cornella Ridge Estate	Commercial Business	VIC	✓	✓	✓		✓
Corporate Agriculture Australia	Commercial Business	WA	✓	✓	✓	✓	✓
Corrigan's Produce Farms	Commercial Business	VIC	✓	✓	✓		✓
Corrigin Farm Improvement Group	Research Organisation	WA	✓	✓	✓		✓
Costa Group Pty Ltd	Commercial Business	National		✓			✓
Cotton Australia	Industry Association	National	✓	✓	✓	✓	✓
Cotton Research and Development Corporation	Research Organisation	National	✓	✓	✓		✓
Cottrell Farms	Commercial Business	VIC	✓	✓	✓		✓
Council of Rural Research and Development Corporations	Research Organisation	National	✓	✓	✓		✓
Country Womens Association of Australia	Industry Association	National	✓	✓	✓		✓
CRC for Developing Northern Australia	Research Organisation	National	✓	✓	✓		✓
Crop Consultants Australia	Industry Association	National	✓	✓	✓		✓
Crop Science Australia	Commercial Business	National	✓	✓	✓		✓

CSIRO - Commonwealth Scientific and Industrial Research Organisation	Research Organisation	National	✓	✓	✓		✓
Cummins Ag Services	Commercial Business	SA	✓	✓	✓		✓
Curtin University	RTO public	WA	✓	✓	✓		✓
Curtis's Sale and Services	Commercial Business	SA	✓	✓	✓		✓
Dairy Australia	Research Organisation	National	✓	✓	✓	✓	✓
Dairy Food Safety Victoria	Industry Association	National	✓	✓	✓		✓
Dairy Industry Association of Australia (DIAA)	Industry Association	National	✓	✓	✓		✓
Dairy Innovation Australia Limited (DIAL)	Industry Association	National	✓	✓	✓		✓
Dairy SA	Industry Association	SA	✓	✓	✓	✓	✓
Dairy Technical Services t/as DTS Food Assurance	Employer Organisation	VIC					
DairyTas	Industry Association	TAS	✓	✓	✓	✓	✓
Daisy Lodge Farms	Commercial Business	NSW	✓	✓	✓		✓
Dandelion Permaculture	Commercial Business						
Darling Downs Cotton Growers	Industry Association	QLD	✓	✓	✓		✓
Darling River Food and Fibre (Bourke Cotton Growers Association)	Industry Association	NSW; QLD	✓	✓	✓		✓
Dawson Ag Consulting	Commercial Business	QLD	✓	✓	✓	✓	✓
Days Eggs	Commercial Business	SA	✓	✓			✓
De Bortoli Wines Pty Ltd	Commercial Business	National	✓		✓		✓
Deception Bay State High School	RTO public	QLD		✓	✓	✓	✓
Deer Industry Association of Australia	Industry Association	National	✓		✓		

Delta Agribusiness	Commercial Business	NSW	✓	✓	✓	✓	✓
Department for Environment and Natural Resources SA	State Government agency	SA					✓
Department for Innovation and Skills SA	State Government agency	SA	✓	✓	✓		✓
Department of Agriculture and Fisheries QLD	State Government agency	QLD	✓	✓	✓		✓
Department of Agriculture and Food WA	State Government agency	WA	✓	✓	✓	✓	✓
Department of Agriculture, Water and the Environment	Federal Government	National	✓	✓	✓	✓	✓
Department of Education NSW	State Government agency	NSW		✓		✓	✓
Department of Environment and Conservation WA	State Government agency	WA		✓			✓
Department of Environment and Resource Management QLD	State Government agency	QLD		✓			✓
Department of Environment and Science QLD	State Government agency	QLD	✓	✓	✓		✓
Department of Environment, Land, Water & Planning	State Government agency	VIC	✓	✓	✓		✓
Department of Environment, Land, Water and Planning (DEWLP)	State Government agency	VIC	✓	✓			✓
Department of Health - The Office of Drug Control (ODC)	Federal Government	National		✓	✓		✓
Department of Health and Human Services (Victoria)	Federal Government	VIC		✓			✓
Department of Health and Human Services TAS	Federal Government	TAS	✓	✓			✓
Department of Primary Industries and Regional Development	State Government agency	WA	✓	✓	✓	✓	✓
Department of Primary Industries NSW	State Government agency	NSW	✓	✓	✓	✓	✓
Department of Primary Industries, Parks, Water & Environment (DPIPWE)	State Government agency	TAS	✓	✓	✓		✓

Department of Water (WA)	State Government agency	WA	✓	✓			
Devondale Murray Goulburn Co-Operative Co Ltd	Commercial Business	VIC	✓	✓	✓		✓
Dianne Fullelove & Associates	Commercial Business	QLD	✓	✓	✓	✓	✓
Downs Group Training	Employer Organisation	QLD	✓	✓	✓	✓	✓
Dried Fruits Australia	Industry Association	National	✓	✓			✓
Eco Fibre Industries	Commercial Business	National	✓	✓	✓		✓
Ecostream Water	Commercial Business	VIC		✓			
Edge Workforce Pty Ltd	RTO public	VIC	✓	✓		✓	
Elders	Commercial Business	National	✓	✓	✓	✓	✓
Emmetts Precision Ag Solutions	Commercial Business	National	✓	✓	✓	✓	✓
e-Ssential Ag Training	RTO private	VIC	✓	✓	✓	✓	✓
Eyre Peninsula Agricultural Research Foundation (EPARF)	Research Organisation	SA	✓	✓	✓		✓
Family Fresh Farms	Commercial Business	NSW	✓	✓	✓		✓
Farm Gate Training & Consulting Pty Ltd	Federal Government	NSW		✓			✓
Farm Information Services Pty Ltd	RTO private	WA		✓		✓	
Farm Machinery & Industry Association of WA	Industry Association	WA	✓	✓	✓	✓	✓
Farmers Edge	Commercial Business	National	✓	✓	✓		✓
Farmers for Climate Action	Industry Association	National	✓	✓	✓		✓
FarmLink	Research Organisation	NSW	✓	✓	✓	✓	✓
Farmsafe Australia	Industry Association	National	✓	✓	✓		✓

Farmsafe Queensland	Industry Association	QLD	✓	✓	✓	✓	✓
Farmsafe Tasmania	Industry Association	TAS		✓			
Federal Chamber of Automotive Industries	Employer Organisation	National		✓		✓	
Fitzgerald Biosphere Group	Research Organisation	WA	✓	✓	✓		✓
Flavorite Hyrdoponic Tomatoes Pty Ltd	Commercial Business	VIC	✓	✓	✓	✓	✓
Flower Export Council of Australia Inc	Industry Association	National	✓	✓	✓		✓
Fonterra Australia Pty Ltd	Commercial Business	National	✓	✓	✓		✓
Food & Agribusiness Solutions	Federal Government	ACT		✓			✓
Food & Primary Skills Victoria	State Government agency	VIC		✓	✓	✓	✓
Food, Fibre & Timber Industries Training Council (WA)	Commercial Business	WA		✓	✓	✓	✓
Foothills Fresh	Commercial Business	WA	✓	✓			✓
Forest Rehabilitation Ecology	Commercial Business	QLD	✓	✓			✓
FreshCare	Education Other	National	✓	✓	✓		✓
Fruit Growers Tasmania	Industry Association	TAS	✓	✓	✓		✓
Future Farmers Network	Industry Association	National	✓	✓	✓		✓
FutureBeef	Research Organisation	National	✓	✓	✓		✓
Genesis Horticultural Solution Pty Ltd	Commercial Business	National	✓	✓	✓	✓	✓
Glenclyffe Farm	Commercial Business	VIC	✓	✓	✓		✓
GlobalNet Academy Pty Ltd	RTO public	TAS	✓	✓	✓	✓	✓
GM Think Water	Commercial Business	QLD	✓	✓	✓		✓

Goat Industry Council of Australia	Industry Association	National	✓	✓	✓		✓
Godolphin Pty Ltd		NSW		✓			✓
Gordon Institute of TAFE	RTO public	VIC	✓	✓	✓	✓	✓
Goulburn Ovens Institute of TAFE	RTO public	VIC	✓	✓	✓	✓	✓
Graeme Smith Consulting	Commercial Business	National	✓	✓	✓	✓	✓
Grain Producers Australia	Industry Association	National	✓	✓	✓	✓	✓
Grain Producers SA	Industry Association	SA	✓	✓	✓		✓
Grain Trade Australia	Industry Association	National	✓	✓	✓	✓	✓
GrainCorp	Commercial Business	National	✓	✓			
GrainGrowers	Industry Association	National	✓	✓	✓		✓
Grains Industry Association of WA	Industry Association	WA	✓	✓	✓		✓
Grains Industry Association of Western Australia	Industry Association	WA	✓	✓	✓		✓
Grains Research & Development Corporation	Research Organisation	National	✓	✓	✓		✓
Grape and Wine Research and Development Corporation	Industry Association	SA	✓	✓			
Great Barrier Reef foundation	Industry Association	QLD		✓			✓
Great Barrier Reef Marine Park Authority	State Government agency	QLD	✓	✓	✓		✓
Greening Australia Training	RTO public	National	✓	✓		✓	✓
Greenlife Industry Australia (GIA) formally (NGIA)	Industry Association	National		✓			✓
Griffith Institute for Tourism	RTO	WQLD		✓	✓		✓
Group Training Australia	Employer Organisation	National	✓	✓		✓	✓
Growcom	Industry Association	QLD	✓	✓	✓	✓	✓

Grower Group Alliance	Research Organisation	WA	✓	✓	✓		✓
GrowSmart Training	RTO public	SA		✓			✓
GrowSmart Training / Riverland Horticultural Council Inc	RTO private	SA	✓	✓	✓	✓	✓
Gwydir Valley Cotton Growers Association	Industry Association	QLD	✓	✓	✓		✓
Hamilton Secondary College	RTO public	VIC		✓			✓
Hart Field-Site Group	Research Organisation	SA	✓	✓	✓		✓
Hassell	Commercial Business	National		✓			✓
Health Department ACT	Local Government	ACT		✓			✓
Health Department NT	Local Government	NT		✓			✓
Health Department SA	Local Government	SA		✓			✓
Health Department WA	Local Government	WA		✓			✓
Health Protection Branch, Prevention Division, Department of Health QLD	Local Government	QLD		✓			✓
Healthy Soils Australia	Industry Association	NSW	✓	✓	✓		✓
Hemp Victoria	Industry Association	VIC	✓	✓			✓
Herefords Australia	Industry Association	National	✓	✓	✓		✓
Hervey Bay State High School	RTO public	QLD		✓		✓	
Hodgson Electrical and Water	Commercial Business	NSW	✓	✓	✓	✓	✓
Holmesglen Institute	RTO private	VIC		✓		✓	✓
Horizon Specialised Training	RTO public	QLD		✓		✓	
Horticulture Coalition of SA	Industry Association	SA	✓	✓	✓	✓	✓
Horticulture Innovation Australia Limited	Industry Association	National	✓	✓	✓	✓	✓

Independent Schools Victoria Inc	RTO public	VIC	✓	✓		✓	
Industrial Hemp Association of NSW	Industry Association	NSW	✓	✓			✓
Industrial Hemp Association of Queensland	Industry Association	QLD					✓
Industrial Hemp Association of WA	Industry Association	WA	✓	✓	✓		✓
Inghams Enterprises	Commercial Business	National	✓		✓		✓
Ironbark Citrus	Commercial Business	QLD	✓	✓	✓		✓
Ironwood Institute	RTO private	SA	✓		✓	✓	✓
Irrigated Cropping Council (ICC)	Industry Association	National	✓	✓	✓		✓
Irrigation Australia	Industry Association	National	✓	✓	✓	✓	✓
Irrigation Down Under	Commercial Business	NSW		✓			✓
Irrigation Systems Australia	Commercial Business	NSW	✓	✓	✓	✓	✓
Irrigear Stores	Commercial Business	VIC	✓	✓	✓	✓	✓
J&FL Buckley & Sons	Commercial Business	SA	✓	✓	✓	✓	✓
Jac Wagyu	Commercial Business	NSW	✓	✓	✓		✓
Jenagar Pty Ltd	RTO private	QLD	✓	✓	✓	✓	✓
Jonathon Eccles and Associates	Commercial Business	National		✓	✓	✓	✓
Katunga Fresh	Commercial Business	VIC	✓	✓	✓		✓
Kellogg's	Commercial Business	National	✓	✓			
Kelyn Training Services	RTO private	WA		✓		✓	✓
Kerwee Feedlot	Commercial Business	QLD	✓	✓	✓		✓
Kimberley Pilbara Cattlemens Association	Industry Association	WA	✓	✓	✓	✓	✓

Kondinin Group	Research Organisation	National	✓	✓	✓		✓
LaManna Premier Group	Commercial Business	National	✓	✓	✓		✓
Landcare ACT	Industry Association	ACT		✓			✓
Landcare Australia	Industry Association	National	✓	✓	✓		✓
Landcare NSW	Industry Association	NSW		✓			✓
Landcare Victoria	Industry Association	VIC		✓			✓
Landmark	Commercial Business	National	✓	✓	✓		✓
Langi Ghiran Wines	Commercial Business	VIC	✓	✓	✓	✓	✓
LEAD	RTO public	ACT	✓	✓		✓	
Leafcann Group	Commercial Business	National		✓	✓	✓	✓
Liebe Group	Research Organisation	WA		✓	✓		✓
Little Green Pharma	Commercial Business	WA	✓	✓			
Livestock Contractors Association	Industry Association	National	✓		✓		
Livestock SA	Industry Association	SA	✓	✓	✓		✓
Local Employment and Training Services Pty Ltd	RTO public	NSW	✓	✓	✓	✓	✓
Longerenong College	RTO public	VIC	✓	✓	✓	✓	✓
Lower Eyre Agricultural Development Association (LEADA)	Industry Association	SA	✓	✓	✓	✓	✓
Lower Murray Water	Local Government	VIC	✓	✓	✓		
Lucas Group	Commercial Business	National	✓	✓	✓		✓
Lucerne Australia	Industry Association	National	✓	✓	✓		✓
Macabee Estate Dorper Stud	Commercial Business	WA	✓	✓	✓		

MacKillop Farm Management Group	Research Organisation	SA	✓	✓	✓		✓
MADEC Australia	RTO private	National	✓	✓	✓	✓	✓
Maize Association of Australia	Industry Association	National	✓	✓	✓		✓
Mallee Sustainable Farming (MSF) Inc	Research Organisation	NSW; SA; VIC	✓	✓	✓		✓
Manildra Group	Commercial Business	National	✓	✓	✓		✓
Marananga Cheese Barossa	Commercial Business	SA	✓				
Margaret River Hemp Company	Commercial Business	WA		✓	✓		✓
Mary O'Brien Rural	Employer Organisation	NSW; QLD	✓	✓			
McLaren Vale Grape Wine & Tourism Association	Industry Association	SA	✓				✓
McLean Farms	Commercial Business	QLD	✓				✓
Meat & Livestock Australia	Industry Association	National	✓	✓	✓		✓
Medicinal Cannabis Industry Australia (MCIA)	Industry Association	National	✓	✓	✓	✓	✓
Medifarm	Employer Organisation	National	✓	✓	✓		✓
Melbourne Polytechnic	RTO public	VIC	✓	✓	✓	✓	✓
Meridian Agriculture	Commercial Business	National	✓	✓	✓		✓
Midstate Machinery	Commercial Business	VIC		✓			
Minnamurra Pastoral Company	Commercial Business	NSW	✓	✓	✓		✓
Muresk Institute	RTO public	WA	✓	✓	✓	✓	✓
Murphy Fresh	Commercial Business	VIC	✓	✓	✓	✓	✓
Murray Mallee Training Company Ltd	RTO private	VIC	✓	✓		✓	✓

Murray River Organics	Commercial Business	National	✓	✓	✓		✓
Murray Valley Winegrape Industry Development Committee	Industry Association	NSW; VIC	✓	✓	✓		✓
Murray Valley Winegrowers Inc	Industry Association	NSW; VIC	✓	✓	✓		✓
National Agriculture Network	Education Other	National	✓	✓	✓		✓
National Association for Sustainable Agriculture Australia (NASAA Organics)	Industry Association	National	✓	✓	✓		✓
National Farmers Federation (NFF)	Industry Association	National	✓	✓	✓	✓	✓
National Irrigators Council of Australia	Industry Association	National	✓	✓	✓		✓
National Landcare Network	Industry Association	National		✓			✓
National Training Centre of Australia Pty Ltd	RTO public	National	✓	✓		✓	
National Vegetable Extension Network (VegNET)	Research Organisation	National	✓	✓	✓	✓	✓
National Vegetable Protected Cropping Centre	RTO public	National		✓	✓	✓	✓
Natural Evolution Foods	Commercial Business	QLD	✓	✓	✓		✓
New England Community College Inc	RTO public	NSW	✓	✓	✓	✓	✓
New Leaf Ag Pty Ltd	Commercial Business	QLD	✓	✓			✓
New South Wales Amateur Beekeeping Association (NSW ABA)	Industry Association	NSW	✓	✓	✓	✓	✓
New South Wales Wine Industry Association	Industry Association	NSW	✓	✓			✓
Nimbin Valley Dairy	Commercial Business	NSW	✓			✓	✓
Norco Co-Operative Limited	Commercial Business	NSW	✓	✓	✓		✓
North Australia Beef Research Council	Research Organisation	NT; QLD; WA	✓	✓	✓		✓

North Coast Community College	RTO private	NSW	✓	✓		✓	✓
North East Farming Futures (NEFF)	Education Other	WA	✓	✓	✓		✓
Northern Agri Group	Education Other	WA	✓	✓	✓		✓
Northern Australia Beef Research Council	Research Organisation	NT; QLD; WA	✓	✓	✓		✓
Northern Skills Alliance Incorporated	RTO public	QLD		✓			✓
Northern Sustainable Soils	Research Organisation	SA	✓	✓	✓		✓
Northern Territory Cattlemen's Association	Industry Association	NT	✓	✓	✓	✓	✓
Northern Territory Farmers Association (NT Farmers)	Industry Association	NT	✓	✓	✓	✓	✓
NQ Dry Tropics	Commercial Business	QLD	✓		✓		
NSW Education Standards Authority	State Government agency	NSW		✓			✓
NSW Environmental Protection Authority	State Government agency	NSW		✓			✓
NSW Farmers Association	Industry Association	NSW	✓	✓	✓	✓	✓
NSW Irrigators' Council	Commercial Business	NSW	✓	✓	✓		✓
NSW Rural Crime Intelligence, NSW police	Local Government	NSW	✓	✓	✓		✓
NSW Wine Industry Association	Industry Association	NSW	✓	✓	✓		✓
Nuffield Australia	Research Organisation	National		✓	✓		✓
Nutrano	Commercial Business	National	✓	✓	✓		✓
Office of Drug Control-Department of Health	Federal Government	National		✓	✓		✓
Office of Senator The Hon. Anne Ruston, Liberal Senator for South Australia	Local Government	SA	✓	✓	✓	✓	✓
Office of The Training and Skills Commission, Department for Innovation and Skills (SA)	State Government agency	SA	✓	✓			✓

OlivesInFact (Pty) Ltd	Commercial Business		✓				
One Harvest Pty Ltd	Commercial Business	QLD		✓			✓
ORM	Commercial Business	National	✓	✓	✓		✓
P2P Agri	Commercial Business	National	✓	✓	✓	✓	✓
Pacific Institute of Training Pty Ltd	RTO public	VIC		✓			✓
Paraway Pastoral Company	Commercial Business	NSW	✓	✓	✓		✓
Park Ridge State High School	RTO public	QLD		✓		✓	
Parmalat Australia Pty Ltd	Commercial Business	National	✓	✓			
Partners in Ag	Education Other	VIC	✓	✓	✓	✓	✓
Partners in Grain Inc (PinG)	Commercial Business	WA	✓	✓	✓		✓
Pastoralists and Graziers Association of Western Australia (PGA)	Industry Association	WA	✓	✓	✓		✓
Pastoralists' Association of West Darling	Commercial Business	NSW; QLD	✓	✓	✓		✓
Paynter Farms Ellinbank	Commercial Business	VIC	✓	✓	✓		✓
Peats Soil & Garden Supplies	Commercial Business	SA		✓			✓
Perfection Fresh	Commercial Business	VIC		✓	✓		✓
Piccolo PR	Commercial Business	NSW		✓			
PJ & J Cochrane	Commercial Business	VIC	✓	✓			
Plant Health Australia	Industry Association	National	✓	✓	✓	✓	✓
Plantsmith	Commercial Business	NT	✓		✓	✓	✓

Pocket Herbs and Produce	Commercial Business	NSW	✓				
Poppy Growers Tasmania	Industry Association	TAS	✓	✓	✓	✓	✓
Potatoes South Australia Incorporated	Industry Association	SA	✓	✓	✓	✓	✓
P'Petual	Commercial Business	National	✓	✓			✓
Precision Agriculture	Commercial Business	National	✓	✓	✓		✓
Primary Industries and Regions SA	State Government agency	SA		✓			✓
Primary Industries Training Advisory Council (NT) Inc	State Government agency		✓	✓	✓	✓	✓
Primary Principles	Commercial Business	SA	✓	✓	✓		✓
Primary Producers SA	Industry Association	SA	✓	✓	✓	✓	✓
Priva Oceania	Commercial Business	National	✓	✓	✓		✓
Proactive Training	RTO public	VIC		✓			
Protected Cropping Australia	Industry Association	National	✓	✓	✓	✓	✓
PTI Pacific	Commercial Business	National		✓			
Public Health Association of Australia	Federal Government	National		✓			
Puratos Australia New Zealand	Commercial Business	NSW		✓			
Qld Small Business Courses Pty Ltd	RTO private	QLD		✓	✓	✓	✓
QMS Audits	Commercial Business	VIC		✓			
Quad Safe Australia	Commercial Business	National	✓	✓	✓	✓	✓
Quadsafe Australia	Commercial Business	QLD		✓			✓
Queensland Agricultural Workforce Network (QAWN)	Industry Association	QLD	✓	✓	✓	✓	✓

Queensland Alliance for Agriculture and Food Innovation (QAAFI)	Commercial Business	QLD	✓				✓
Queensland Farmers' Federation	Industry Association	QLD	✓	✓	✓	✓	✓
Queensland Treasury Office of Industrial Relations	State Government agency	QLD	✓	✓	✓		✓
Queensland Wine Industry Association	Industry Association	QLD	✓	✓	✓		✓
Rabarl Pty Ltd	RTO public	QLD; VIC		✓	✓	✓	✓
RAPAD Skilling	RTO public	QLD	✓	✓	✓	✓	✓
Ravensthorpe Agricultural Initiative Network (RAIN)	Education Other	WA	✓	✓			✓
RCS Australia	RTO private	National	✓	✓			
RDA Riverina	Industry Association	NSW	✓	✓	✓		✓
Regional Development Australia (NSW)	Commercial Business	NSW		✓			✓
Regional Skills Training Pty Ltd	RTO private	SA	✓	✓			✓
Remote Area Planning & Development Board RAPAD	Industry Association	QLD	✓	✓	✓		
Ricegrowers' Association of Australia	Industry Association	NSW; VIC	✓	✓	✓		✓
RIF Salutory Pastoral Company	Commercial Business	National		✓			✓
Rimfire Resources	Commercial Business	National	✓	✓	✓		✓
Rivalea (Australia) Pty Ltd	Commercial Business	NSW	✓	✓	✓		✓
River Murray Training	RTO private	SA	✓	✓	✓	✓	✓
Riverina Wine Grapes Marketing Board	Industry Association	NSW	✓	✓	✓		✓
Riverina Winemakers Association	Industry Association	NSW	✓	✓	✓		✓
Riverine Plains Inc	Research Organisation	NSW	✓	✓	✓		✓

RMCG	Commercial Business	National		✓			✓
Rockhampton State High School	RTO public	QLD	✓	✓	✓	✓	
Rosedale Charolais	Commercial Business	NSW	✓	✓			✓
Rural Industries Skill Training (RIST)	RTO private	VIC		✓			✓
Rural Jobs and Skills Alliance	Industry Association	QLD	✓	✓	✓	✓	✓
Rural Skills Australia	Commercial Business	National	✓	✓	✓	✓	✓
Rural Training Australia	RTO private	SA		✓			✓
RuralBiz Training	RTO private	NSW	✓	✓	✓	✓	✓
Ruralco	Commercial Business	National	✓	✓	✓		✓
SA Dairy farmers' Association	Industry Association	SA	✓	✓	✓		✓
Safe Work SA	State Government agency	SA		✓			
Sapphire Irrigation Consulting	Commercial Business	NSW	✓	✓	✓		✓
SARDI Minnipa Agricultural Centre (MAC)	Research Organisation	SA	✓	✓	✓		✓
SCAA Shearer Woolhandler Training Inc	RTO private	National	✓	✓	✓	✓	✓
Schreurs and Sons	Commercial Business	VIC	✓	✓			✓
Seftons Consultancy	Commercial Business	National	✓	✓	✓		✓
Sensa Data	Commercial Business	National	✓	✓	✓		✓
Sense-T	University	TAS	✓	✓			
Service Skills SA		SA	✓	✓			✓
Sevewe Artisan Sheep Dairy	Commercial Business	SA					✓
Shalom Christian College	RTO public	QLD	✓	✓		✓	

Shear Outback	Commercial Business	National	✓	✓	✓		
Sheep Connect NSW	Education Other	NSW	✓		✓	✓	✓
Sheep Meat Council of Australia	Industry Association	National	✓	✓	✓		✓
Sheep Producers Australia	Industry Association	National	✓	✓	✓		✓
Sherwood Institute of Australia	RTO public	VIC		✓	✓		✓
Sirromet Wines	Commercial Business	QLD	✓	✓	✓		✓
SkillsLink Training	RTO public	NSW	✓	✓	✓	✓	
Skillstrain Pty Ltd	RTO public	National	✓	✓		✓	✓
Smith & Georg	RTO private	National	✓	✓		✓	
Smithton Veterinary Services	Commercial Business	TAS	✓		✓		
Society of Precision Agriculture Australia (SPAA)	Research Organisation	National	✓	✓	✓		✓
SOFT Agriculture Pty Ltd & Mara Seeds Pty Ltd	Commercial Business	National	✓	✓			✓
Soil CRC	Research Organisation	National	✓	✓	✓		✓
Soil Wealth and Integrated Crop Protection Project	Research Organisation	National	✓	✓	✓		✓
Soils For Life	Research Organisation	ACT		✓			✓
SOS Macquarie Valley Inc	Commercial Business	NSW	✓	✓	✓	✓	✓
Source Certain International	Commercial Business	National		✓			✓
South Australian Dairyfarmers Association (SADA)	Industry Association	SA	✓	✓	✓	✓	✓
South Australian Grain Industry Trust Fund (SAGIT)	Research Organisation	SA	✓	✓	✓		✓
South Australian No-Till Farmers Association	Industry Association	SA	✓	✓	✓		✓

(SANTFA)							
South East Premium Wheat Association (SEPWA)	Industry Association	WA	✓	✓	✓		✓
South Metropolitan TAFE	RTO public	WA	✓	✓		✓	✓
South Regional Tafe	RTO public			✓			
Southern DIRT	Research Organisation	WA	✓	✓	✓		✓
Southern Farming Systems	Research Organisation	TAS; VIC	✓	✓	✓		✓
Southern Gulf NRM	Industry Association	QLD	✓	✓	✓		✓
Southern Valleys Cotton Growers Association	Industry Association	NSW	✓	✓	✓		✓
Special Education Training Alliance	RTO public	QLD		✓		✓	
Sports Flow Australia	Commercial Business			✓			
Sports Turf Association - NSW	Industry Association	NSW	✓	✓	✓	✓	✓
Sports Turf Association - WA	Industry Association	WA	✓	✓	✓	✓	✓
Sports Turf Australia	Industry Association	National		✓			✓
Sports Turf Australia - Victoria	Industry Association	VIC	✓	✓	✓	✓	✓
Spotless	Commercial Business	National					✓
Spray Safe & Save	RTO private	NSW	✓	✓		✓	
SpraySMART	RTO private	NSW	✓	✓	✓	✓	✓
SRBM College Australia Pty Ltd	RTO public	VIC		✓			
St Francis College	RTO public	QLD		✓		✓	
St George Cotton Growers Association	Industry Association	QLD	✓	✓	✓		✓
St Michael's Association Inc	RTO public	TAS	✓	✓		✓	
Stahmann Farms	Commercial Business	QLD	✓				✓

Stanthorpe State High School	RTO public	QLD	✓	✓		✓	
Stay Upright	Commercial Business	National	✓	✓		✓	✓
Steinys Traditional Mettwurst	Commercial Business	SA	✓		✓		✓
Stirling Institute of Australia Pty Ltd	RTO public	VIC		✓			✓
Strategic Services Australia Ltd	Commercial Business	National	✓	✓	✓		✓
Strategix Training Group Pty Ltd	RTO public	QLD		✓	✓	✓	✓
Strategy Matrix	RTO private	WA	✓	✓	✓	✓	✓
Subtropical Dairy	Research Organisation	QLD	✓	✓	✓	✓	
Sugar Research Australia	Research Organisation	National	✓	✓	✓		✓
Sugar Research Institute	Research Organisation	National	✓	✓			
Summerfruit Australia Ltd	Commercial Business	NSW	✓	✓			✓
Summit Employment and Training	RTO public	NSW	✓	✓		✓	
Sunpork Farms	Commercial Business	National	✓	✓	✓	✓	✓
Sunraysia Institute of TAFE (SuniTAFE)	RTO public	VIC	✓	✓	✓	✓	✓
SunRice	Commercial Business	NSW	✓	✓	✓		✓
Sunshine College of Management Pty Ltd	Commercial Business	VIC		✓			
TAFE Gippsland	RTO public	VIC	✓	✓	✓	✓	✓
TAFE National Environment Centre	RTO public	National	✓	✓	✓	✓	
TAFE NSW	RTO public	NSW	✓	✓	✓	✓	✓

TAFE NSW - Northern Sydney Institute	RTO public	NSW		✓		✓	✓
TAFE NSW Illawarra Yallah Campus	RTO public	NSW	✓	✓		✓	
TAFE NSW Kurri Kurri	RTO public	NSW		✓	✓	✓	✓
TAFE NSW Riverina Institute	RTO public	NSW	✓	✓	✓	✓	✓
TAFE NSW Ryde Campus	RTO public	NSW	✓	✓		✓	✓
TAFE Queensland	RTO public	QLD		✓	✓		✓
TAFE Queensland North	RTO public	QLD		✓			✓
TAFE SA	RTO public	SA		✓		✓	✓
TAFE SA Urrbrae	RTO private	SA		✓	✓	✓	✓
Taltarni		SA	✓				✓
Tamworth Public School	RTO public	NSW	✓	✓		✓	
Tasmania Alkaloids	Commercial Business	TAS	✓	✓	✓		✓
Tasmanian Agricultural Productivity Group	Research Organisation	TAS	✓	✓	✓	✓	✓
Tasmanian Farmers & Graziers Association	Industry Association	TAS	✓	✓	✓	✓	✓
Tasmanian Hemp Association	Industry Association	TAS	✓	✓			✓
TasTAFE	RTO public	TAS	✓	✓	✓		✓
Tatura Fresh	Commercial Business	VIC	✓	✓	✓	✓	✓
Tatura Milk Industries Ltd	Commercial Business	VIC	✓	✓			✓
Technical Institute of Australia	RTO private	National			✓		
Technical Institute of Victoria	RTO public	National		✓		✓	
Tey Australia Jindalee Feedlot	Commercial Business	NSW	✓	✓	✓		✓

The Australian Olive Company	Commercial Business	SA		✓			✓
The Driving School	RTO private	QLD		✓		✓	
The Management Edge Pty Ltd	RTO public	VIC		✓		✓	✓
The Mitolo Group	Commercial Business	National	✓	✓			✓
The Practical Beekeeper	RTO private	VIC	✓	✓	✓		✓
The Woolmark Company	Commercial Business	National	✓	✓	✓		✓
Think Water	Commercial Business	VIC	✓	✓	✓		✓
Three Peaks Organics Blueberry Farm	Employer Organisation	TAS	✓	✓	✓		
Ti Produce Marketing Pty Ltd	Commercial Business	WA	✓	✓	✓		✓
Total College	RTO private	NSW	✓	✓	✓		✓
Toowoomba and Surat Basin Enterprise	Industry Association	QLD	✓	✓			
Toowoomba State High School	RTO public	QLD	✓	✓		✓	
Total Eden	Commercial Business	National	✓	✓	✓		✓
TPI Enterprises	Commercial Business	National		✓	✓		
Transplant Systems	Employer Organisation	VIC	✓	✓			
Triquetra Training Services	RTO private	VIC	✓				
Trisco Foods	Commercial Business	QLD	✓	✓	✓		✓
Tropico Fruits	Commercial Business	QLD	✓				
Tullawong State High School	RTO public	QLD		✓			
Tully State High School	RTO public	QLD	✓	✓		✓	

Turf Growers Association, NSW Inc.	Industry Association	NSW	✓	✓	✓		✓
United Dairy Farmers of Victoria	Industry Association	VIC	✓	✓	✓		
University of Adelaide	Research Organisation	SA		✓	✓		✓
University of Southern Queensland (USQ)	Industry Association	QLD	✓	✓	✓		✓
Upper North Farming Systems	Industry Association	SA	✓	✓	✓		✓
Vantage BMS	Commercial Business	QLD	✓	✓	✓		✓
Vegetables WA	Industry Association	WA	✓	✓	✓		✓
VegNET Tasmania	Industry Association	TAS	✓	✓	✓		✓
Velisha Farms	Commercial Business	VIC					
Victorian Agriculture, Horticulture and Conservation Trainer Network (VAHCTN)	Education Other	VIC	✓	✓	✓	✓	✓
Victorian Apiarists Association	Industry Association	VIC	✓	✓	✓		
Victorian Farmers Federation	Industry Association	VIC	✓	✓	✓		✓
Victorian Stud Merino Sheep Breeders Association(VSMSBA)	Industry Association	VIC	✓	✓	✓		✓
Virbac Australia Pty Ltd	Commercial Business	NSW	✓	✓	✓		✓
Vitibit Pty Ltd	Commercial Business	NSW	✓	✓	✓		✓
Viticulture Society of the Canberra District	Industry Association	ACT	✓	✓	✓		✓
Vocational Training and Education Centres of South Australia	RTO public	SA		✓		✓	
WA Hemp Growers (HempGro)	Commercial Business	WA		✓	✓		✓
WA Standardbred Breeders Association (WASBA)	Commercial Business	WA	✓	✓			✓
Warburn Estate	Commercial Business	NSW	✓	✓	✓		✓
Water Installations Pty Ltd	Commercial Business	WA		✓	✓	✓	✓

Water Plus Irrigation	Commercial Business	VIC	✓	✓	✓	✓	✓
Wavell State High School	RTO private	QLD		✓		✓	
Wellbred Genetics	Commercial Business	VIC	✓				
Wesley Vocational Institute	RTO public	National	✓	✓		✓	
West Moreton Anglican College	RTO private	QLD		✓		✓	
Western Australian College of Agriculture - Morawa	RTO private	WA	✓		✓	✓	✓
Western Australian College of Agriculture – Cunderdin	RTO private	WA	✓	✓		✓	✓
Western Australian College of Agriculture - Narrogin	RTO public	WA	✓	✓		✓	✓
Western Australian Farmers	Industry Association	WA	✓	✓	✓	✓	✓
Western College Inc	RTO public	NSW	✓	✓		✓	
Western Dairy	Research Organisation	WA	✓	✓	✓	✓	✓
Western Irrigation	Commercial Business	National	✓	✓	✓	✓	✓
Western Plains Pork	Commercial Business	VIC	✓		✓		✓
Westpac Bank	Commercial Business	National	✓	✓			
Westpork	Commercial Business	WA	✓	✓	✓	✓	✓
Westrain Pty Ltd	RTO public	WA	✓	✓	✓		✓
Wheen Bee Foundation	Industry Association	NSW	✓	✓	✓		
Willmott Irrigation	Commercial Business	WA	✓	✓	✓	✓	✓
Wimmera Development Association	Local Government	VIC	✓	✓			✓
Wine Grape & Olive Oil Growers Australia	Commercial Business	QLD	✓	✓	✓		✓
Wine Grape Council of South Australia	Industry Association	SA	✓	✓	✓		✓
Wine Grape Growers Australia	Industry Association	SA	✓	✓	✓		✓

Wine Grapes Marketing Board	Industry Association	NSW	✓	✓	✓		✓
Wine Tasmania	Industry Association	TAS	✓	✓	✓		✓
Wine Victoria	Industry Association	VIC	✓	✓	✓		✓
Wines of WA	Industry Association	WA	✓	✓	✓		✓
Wiseman Institute of Applied Learning	RTO public	VIC		✓	✓		✓
Wodonga TAFE	RTO public	VIC	✓	✓		✓	✓
Wool Producers Australia	Industry Association	National	✓	✓	✓		✓
Work & Training Limited	RTO public	TAS	✓	✓	✓		
Work Safe Victoria	State Government agency	VIC	✓	✓	✓		✓
Worklinks Inc	RTO public	QLD		✓		✓	
Wynnum State High School	RTO public	QLD		✓		✓	
Yanchep Institute	RTO private	WA		✓	✓	✓	✓
Yirara College	RTO private	NT	✓	✓	✓	✓	✓
Yorta Yorta Nation Aboriginal Corporation	RTO private	VIC	✓	✓	✓	✓	✓

Amenity Horticulture, Landscaping, Conservation and Land Management IRC:

Entity Name	Sector	State	Rural/ Regional / Remote	Ongoing engagement	Industry intelligence	Promotion of VET	Networks & Partnerships
Aboriginal NRM	Industry Association	ACT	Yes	✓			
ACT Regional Landcare Gateway	Industry Association	ACT	Yes	✓			
AILA Tas	Industry Association	TAS	Yes	✓			
Anindilyakwa Land Council	State Government agency	NT	Yes	✓	✓		
Arbor Centre	Commercial Business	WA	No	✓			
Arboreport	Commercial Business	NSW	No	✓	✓		
Arboriculture Australia	Industry Association	National	Yes	✓	✓	✓	✓
ArbTrack	RTO private	VIC	Yes	✓	✓	✓	✓
Australian Academy Pty Ltd	RTO private	Multi State	Yes		✓	✓	✓
Australian Association of Bush Regenerators Inc AABR	Industry Association	National	Yes	✓	✓	✓	✓
Australian Conservation Foundation	Industry Association	National	Yes		✓		
Australian Consolidated Training	RTO private	QLD	Yes	✓	✓	✓	✓
Australian Ecoacoustics	Commercial Business	WA	No		✓		
Australian Golf Course Superintendents Association AGCSA	Industry Association	National	Yes	✓	✓	✓	✓
Australian Institute of Horticulture (AIH)	Industry Association	National	Yes	✓	✓	✓	✓
Australian Institute of Landscape Designers and Managers	Employer Organisation	National	Yes	✓	✓		✓
Australian Local Government Association	Industry Association	National	Yes	✓	✓		✓
Australian Network for Plant Conservation	Industry Association	National	Yes	✓	✓		
Australian Plants Society Victoria	Industry Association	VIC	Yes	✓			
Australian Wine Research Institute	Industry Association	National	Yes	✓	✓		✓

Entity Name	Sector	State	Rural/ Regional / Remote	Ongoing engagement	Industry intelligence	Promotion of VET	Networks & Partnerships
Axiom College	RTO public	QLD	Yes	✓	✓	✓	✓
Barnbougle Tasmania Golfcourse	Commercial Business	TAS	Yes	✓			
Bass Coast Adult Education Centre Inc	RTO public	VIC	Yes	✓	✓	✓	✓
Bedford Group Inc	RTO private	SA	Yes			✓	
Booroongen Djugun College	RTO public	NSW	Yes	✓	✓	✓	✓
Booth College	RTO public	Multi State	Yes			✓	
Boss Gardenscapes	Commercial Business	QLD	No	✓			
Botanica Nurseries	Commercial Business	NSW	Yes	✓	✓	✓	✓
Box Hill Senior Secondary College	RTO public	VIC	No			✓	
Bridging the Gap Inc	RTO private	WA	Yes			✓	
Brisbane College of Horticulture	RTO public	QLD	Yes			✓	
Bulgal Ranger Group	Local Government	NT	Yes	✓	✓	✓	
Bureau of Meteorology	Federal Government	National	Yes		✓		
Burnett Mary Regional Group NRM	Industry Association	QLD	Yes	✓			
Bush Heritage Australia	Industry Association	National	Yes	✓	✓	✓	✓
Busselton Jetty	Commercial Business	WA	Yes	✓			
Campervan & Motorhome Club of Australia	Industry Association	National	Yes	✓			
Cape York NRM	Industry Association	QLD	Yes	✓			
Career Employment Australia Ltd	RTO public	QLD	No			✓	
Challenge Employment and Training Limited	RTO public	QLD	No			✓	
Citizens of the Great Barrier Reef	Research Organisation	QLD	Yes	✓			
City of Swan	Local Government	WA	No	✓			

Entity Name	Sector	State	Rural/ Regional / Remote	Ongoing engagement	Industry intelligence	Promotion of VET	Networks & Partnerships
Conservation Skills Centre	RTO private	National	Yes	✓	✓	✓	✓
Conservation Volunteers Australia	Industry Association	National	Yes	✓	✓		
Corporate Culcha	RTO private	National	Yes	✓	✓	✓	✓
Department for Environment and Natural Resources SA	State Government agency	SA	Yes	✓			
Department of Environment and Conservation WA	State Government agency	WA	Yes	✓			
Department of Environment and Resource Management QLD	State Government agency	QLD	Yes	✓			
Department of Natural Resources, Environment, The Arts and Sport NT	State Government agency	NT	Yes	✓			
Department of Parks and Wildlife	State Government agency	WA	Yes	✓	✓		✓
Department of Primary Industries, Parks, Water and the Environment TAS	State Government agency	TAS	Yes	✓			
Department of Sustainability and Environment Vic	State Government agency	VIC	Yes	✓			
Department of Tourism, Sport and Culture NT	State Government agency	NT	Yes	✓	✓	✓	✓
DTER Down to Earth Research	Research Organisation	National	No		✓		
Ecological Society of Australia	Industry Association	National	Yes	✓	✓		✓
Energy Resources of Australia Ltd	Commercial Business	Multi State	Yes		✓		
Environment Centre NT	Research Organisation	NT	Yes	✓	✓		
Environmental and Sustainable Development Directorate	Federal Government	National	Yes		✓		
Firesticks Alliance Indigenous Corporation	Commercial Business	Multi State	Yes	✓	✓		
Flower Export Council of Australia Inc	Industry Association	National	Yes	✓	✓		✓

Entity Name	Sector	State	Rural/ Regional / Remote	Ongoing engagement	Industry intelligence	Promotion of VET	Networks & Partnerships
GEMCO Groote Eyelandt Mining Company Operations	Commercial Business	NT	Yes		✓		
Great Barrier Reef Marine Park Authority	State Government agency	QLD	Yes	✓	✓		✓
Green Roofs Australasia	Industry Association	National	No	✓	✓		✓
Greencollar	Commercial Business	National	No	✓	✓		✓
Greening Australia	Industry Association	National	Yes	✓	✓		
Greening Australia Training	RTO public	National	Yes			✓	✓
Greenlife Industry Australia (GIA) formally (NGIA)	Industry Association	National	Yes	✓	✓		
Greenwall Australia	Commercial Business	NSW	No	✓	✓		
Griffith Institute for Tourism	RTO public	Multi State	No	✓	✓		✓
Habitat Landscaping Services	Commercial Business	SA	No	✓			
Hassell	Commercial Business	National	Yes	✓	✓		✓
Helensvale State High School	RTO public	QLD	No			✓	
Help Training Institute	RTO public	QLD	No			✓	
Horticultural Training	RTO private	QLD	No	✓	✓	✓	✓
Hurford forests	Commercial Business	National	Yes	✓	✓		
Institute of Foresters of Australia IFA	Employer Organisation	National	Yes	✓	✓		
International Union for Conservation of Nature	Research Organisation	National	Yes				
Intrepid Travel	Commercial Business	National	Yes				
IPS Institute	RTO private	QLD	No			✓	
Kevin Heinze GROW	Commercial Business	VIC	No	✓			
Kimberley Land council	Local Government	WA	Yes	✓	✓	✓	✓

Entity Name	Sector	State	Rural/ Regional / Remote	Ongoing engagement	Industry intelligence	Promotion of VET	Networks & Partnerships
Knoxbrooke Inc	RTO public	VIC	No			✓	
Landcare ACT	Industry Association	ACT	Yes	✓			
Landcare Australia	Industry Association	National	Yes	✓	✓		
Landcare NSW	Industry Association	NSW	Yes	✓			
Landcare Victoria	Industry Association	VIC	Yes	✓			
Landscape Industries Association of Tasmania LIAT	Industry Association	TAS	Yes	✓			
Landscape Industries Association of WA LIAWA	Industry Association	WA	Yes	✓	✓	✓	✓
Landscape Queensland	Industry Association	QLD	Yes	✓	✓	✓	✓
Landscape Skills	RTO private	QLD	No	✓	✓		✓
Landscape Techniques	Commercial Business	SA	No	✓			
Landscaping Australia Inc (LAI)	Industry Association	National	Yes	✓	✓		
Landscaping Victoria	Industry Association	VIC	No	✓	✓		✓
LCS Landscapes	Commercial Business	National	Yes	✓	✓		
Lincoln University	University	Other	No		✓		
Look Now Training	RTO private	Multi State	No			✓	
Macleay Vocational College	RTO public	NSW	Yes		✓	✓	✓
Master Landscapers of SA (MLSA)	Industry Association	SA	Yes	✓	✓	✓	✓
Matrix Enterprises WA Pty Ltd	Commercial Business	WA	Yes	✓	✓	✓	✓
MBG Education Pty Ltd	Commercial Business	VIC	No			✓	
Melons Australia	Industry Association	National	Yes	✓	✓	✓	✓
Mitchelton State High School	RTO public	QLD	No			✓	
Molonglo Catchment Group Landcare ACT	Industry Association	ACT	Yes	✓			

Entity Name	Sector	State	Rural/ Regional / Remote	Ongoing engagement	Industry intelligence	Promotion of VET	Networks & Partnerships
Mungalla Aboriginal Business Corporation	Commercial Business	QLD	Yes	✓	✓		✓
NARMCO - NORTH AUSTRALIAN RURAL MANAGEMENT CONSULTANTS PTY LTD	Commercial Business	Multi State	Yes	✓			
National Council for Fire and Emergency Services AFAC	Industry Association	National	Yes		✓		✓
National Interior Plantscape Association	Industry Association	National	Yes				
National Landcare Network	Industry Association	National	Yes	✓	✓		
National Parks Association of Queensland	State Government agency	QLD	Yes		✓		✓
National Parks Australia Council	Industry Association	National	Yes	✓	✓		
National Parks South Australia	State Government agency	SA	Yes		✓		✓
National Turf Education Working Group	Industry Association	National	Yes	✓	✓	✓	✓
Newcastle Assessing & Training Services	RTO public	National	Yes			✓	
NJH Landscapes	Commercial Business	NSW	No				
Northern Land Council NLC	Industry Association	NT	Yes	✓	✓	✓	✓
Northern Landcare	Industry Association	Multi State	Yes	✓			
Northern Rivers Fire and Biodiversity Consortium	Commercial Business	NSW	Yes	✓	✓		
Northern Territory Arboriculture Association (NTAA)	Industry Association	NT	Yes	✓			
NSW Bowling Association	Industry Association	NSW	Yes	✓	✓		✓
NSW Golf Course Superintendents Association	Industry Association	NSW	Yes			✓	
Nursery & Garden Industry South Australia	Industry Association	SA	Yes	✓	✓		✓
Oasis Horticulture Pty Ltd	Commercial Business	VIC	Yes	✓	✓		✓

Entity Name	Sector	State	Rural/ Regional / Remote	Ongoing engagement	Industry intelligence	Promotion of VET	Networks & Partnerships
Office of Environment and Heritage	Federal Government	National	Yes	✓	✓	✓	✓
Outdoor Environment Sustainability Training	RTO public	QLD	No			✓	
Parks and Leisure Australia (PLA)	Industry Association	National	Yes	✓	✓	✓	✓
Parks Victoria	Commercial Business	VIC	Yes				✓
Peats Soil & Garden Supplies	Commercial Business	SA	No	✓			
Rio Tinto	Commercial Business	National	Yes		✓		
Riverview Landscapes	Commercial Business	NSW	No	✓			
Rural Industries Skill Training (RIST)	RTO private	VIC	Yes	✓	✓	✓	
Sarina Russo Institute	RTO public	National	Yes		✓	✓	
Savannah Way Limited	Commercial Business	National	Yes		✓		✓
Seafood Industry Australia	Industry Association	National	Yes	✓	✓	✓	✓
Semken Landscaping	Commercial Business	VIC	No	✓			
Sherbrooke Tree Service	Commercial Business	VIC	No		✓		
Skillstrain Pty Ltd	RTO private	National	Yes			✓	✓
Society for Ecological Restoration Australasia SERA	Industry Association	National	Yes	✓	✓	✓	✓
Soils For Life	Research Organisation	National	Yes	✓	✓	✓	✓
Solutions 4 Learning	RTO public	QLD	No			✓	
South Australian Cricket Association	Commercial Business	SA	No	✓			
Sports Turf Association - ACT	Industry Association	ACT	Yes			✓	
Sports Turf Association - NSW	Industry Association	NSW	Yes	✓	✓	✓	✓
Sports Turf Association - WA	Industry Association	WA	Yes	✓	✓	✓	✓
Sports Turf Association of Australia STA	Industry Association	National	Yes	✓	✓	✓	✓

Entity Name	Sector	State	Rural/ Regional / Remote	Ongoing engagement	Industry intelligence	Promotion of VET	Networks & Partnerships
Sports Turf Association Victoria	Industry Association	VIC	Yes	✓	✓	✓	✓
Tamworth Regional Landcare Association	Industry Association	NSW	Yes	✓			
Tasmania Parks and Wildlife	State Government agency	TAS	Yes	✓			
Tasmanian Aboriginal Centre Inc.	RTO public	TAS	Yes		✓	✓	✓
Territory Natural Resource Management TNRM	Industry Association	NT	Yes	✓	✓	✓	✓
The Australian Committee for IUCN International Union for the Conservation of Nature	Industry Association	National	Yes		✓		✓
The Greenwall Company	Commercial Business	Multi State	No	✓			
The Landcare Association of South Australia	Industry Association	SA	Yes	✓			
The Landscapers Association	Industry Association	National	Yes	✓	✓		✓
The Nature Conservancy	Industry Association	National	Yes	✓			
The Tree Doctor	Commercial Business	QLD	No	✓	✓		✓
Therapeutic Horticulture Association	Industry Association	National	Yes		✓		✓
Tiwi Islands Training and Employment Board	RTO public	NT	Yes		✓	✓	✓
Tjapukai Aboriginal Cultural Park	Commercial Business	QLD	Yes		✓		✓
Training for Trees Pty Ltd	RTO private	QLD	Yes	✓	✓	✓	✓
Training Professionals Pty Ltd	RTO public	National	Yes			✓	
Tranby National Indigenous Adult Education and Training	RTO public	National	Yes		✓	✓	✓
Tree Contractors Association of Australia	Industry Association	National	Yes	✓	✓	✓	✓
Trust for Nature	Industry Association	VIC	Yes	✓			
Turf Australia	Industry Association	National	Yes	✓	✓		

Entity Name	Sector	State	Rural/ Regional / Remote	Ongoing engagement	Industry intelligence	Promotion of VET	Networks & Partnerships
Voyages Ayers Rock Resort	Employer Organisation	NT	Yes		✓		
Western Cape College	RTO public	QLD	Yes	✓	✓	✓	✓
Western Mine Workers Alliance	Union	WA	Yes	✓	✓	✓	✓
Wetland Care Australia	Industry Association	National	Yes	✓			
Yorta Yorta Nation Aboriginal Corporation	RTO public	VIC	Yes		✓	✓	✓

IRC Sign-Off

Signed on behalf of the Amenity Horticulture, Landscaping, Conservation and Land Management Industry Reference Committee:



.....
Chair: Esther Ngang

29 April 2021

Signed on behalf of the Agriculture and Production Horticulture Industry Reference Committee



.....
Chair: Geoff Harvey

29 April 2021

Section C: Proposed Projects

2021–2022 Project Details

Project 1: Unit Sector Approach

Description

This project continues the full review of the *AHC - Agriculture, Horticulture and Conservation and Land Management Training Package (AHC Training Package)* outlined in the Skills Forecast and Program of Works 2019 – 2022. Full details relating to rationale and background were addressed in the submission in 2019 and approved by the Australian Industry and Skills Committee (AISC). This submission will focus on matters relevant to the Unit Sectors to be addressed in Year 3.

The Unit sectors to be covered by the project during 2021 – 2022 are:

- Cluster 1: Community and common work-related units
- Cluster 2: Composting and Organic Production
- Cluster 3: Permaculture
- Cluster 4: Livestock
- Cluster 5: Indigenous

Case for Change

Rationale for change

In 2019, the AISC approved an innovative strategy for reviewing the entire AHC Training Package. This ‘Unit Sector Approach’ (‘the Approach’) is designed holistically to enable a more systematic engagement of industry experts and to ensure that all AHC training products are reviewed in a shorter timeframe than could be otherwise be achieved. Stage 1 of the Approach has been successfully completed and the results endorsed by the AISC. Stage 2, approved in 2020, is underway.

This proposal recommends continuing the Approach for reviewing the rest of the AHC Training Package due its size and complexity. Outcomes from previous years demonstrate that the Approach has introduced a quicker and more efficient method of reviewing training package products, and has enabled the clearer identification of duplicate and obsolete units and qualifications that can be rationalised or deleted, thus streamlining the training package. In turn, the Approach has established commonalities between job roles, entailing the development of training package products that can be owned and used by multiple industry sectors, show clearer expectations for training delivery, and that enhance graduates’ transferable skills and ability to move between occupations.

The IRCs propose that the following ‘clusters’ be included in Stage 3 of the project:

- Cluster 1. Community and common work-related units
 - Unit Sectors: Community Coordination and Facilitation AHCCCF; Common AHCCMN; Work Health & Safety AHCWHS; Work AHCWRK
 - To be collaboratively managed by the Agriculture and Production Horticulture (APH) and Amenity Horticulture, Landscaping, Conservation and Land Management (AHLCLM) IRCs

- Cluster 2. Composting and Organic Production
 - Unit Sectors: Composting AHCCOM; Organic Production AHCORG
 - To be managed by the APH IRC
- Cluster 3. Permaculture
 - Unit Sector: Permaculture AHCPER
 - To be managed by the AHLCLM IRC
- Cluster 4. Livestock (brought forward from Stage 4 in the original proposal)
 - Unit Sectors: Livestock AHCLSK; Infrastructure AHCINF
 - To be managed by the APH IRC
- Cluster 5. Indigenous (not included in Stage 2, as originally proposed)
 - Unit Sectors: Aboriginal-Sites Work AHCASW; Indigenous Land Management AHCILM
 - To be managed by the AHLCLM IRC

As part of this project, all the general qualifications for both agriculture and amenity horticulture will be reviewed. This is now achievable because most of the unit sectors covered in these qualifications have already been reviewed during the first two years of the Approach.

Purpose of the ‘Unit Sector Approach’

The initial purpose of the Approach proposed by the IRCs was to meet the requirement of fully reviewing the training package within five years and to benefit learners, RTOs and industry. A plan was devised to reduce the amount of time expert stakeholders were volunteering and to make it easier to identify unit content duplication or obsolescence, while increasing the likelihood of identifying job functions (described in units) that could be applied across multiple qualifications.

From a training package perspective, reviewing unit sectors, and ‘clusters’ of unit sectors with some natural overlap, allows for more systematic analyses of training package products than is possible when considering individual qualifications, especially as some units appear across multiple qualifications (recommendations for unit deletions have previously been delayed due to their appearing in qualifications not within the scope of a current project). The Approach means stakeholders’ time is used more efficiently (they are not required to repeatedly provide their expertise for every qualification-driven project involving particular units), thus saving resources and funding for future review and design work. The Approach also provides further opportunities to identify units that are misaligned with their defined AQF level and, ultimately, improves the quality of AHC units specifically and the training package generally.

From an industry perspective, the IRCs’ commitment to the Approach ensures the relevance of the training package and so its effectiveness for preparing new workers and upskilling existing employees. It facilitates prompt consideration of new work methods, technological advancement, expanding market and trade opportunities, climate change, and numerous other social, economic, industrial and regulatory changes.

Evidence for Change

Overall Categorisation: Complex

The Approach is designed to review the entire training package to improve quality and reduce duplication and complexity. While it focuses on Unit Sectors rather than qualifications, it will unavoidably result in a variety of qualification priority categorisations being reviewed (note: where specific industry needs are not being met, they are identified in separate Cases for Change).

Each industry sector has experienced changes in work tasks as a result of evolving technologies and regulatory changes.

Consideration of existing products

The Approach considers existing products, resulting in units being updated, merged, superseded (both equivalent and non-equivalent) and created to meet industry requirements identified during the project. All relevant existing training products are considered, including imported and cross-sector units. This will ensure a more up-to-date and fit-for-purpose product that avoids duplication.

Approach to streamlining and rationalisation of the training products being reviewed

The Approach provides the opportunity to review units and qualifications that should be superseded or deleted. Training package rationalisation is enabled through the more efficient identification of multiple qualifications or units that have overlapping content and can hence be amalgamated (while meeting broad industry needs regarding digital technologies and the adoption of new equipment and techniques). This has already resulted in the *AHC Training Package's* qualifications being reduced by approximately 10% and its units by 8%. These proportions are expected to grow quickly following the completion different Approach stages.

The Unit Sector Approach has already resulted in a 10% reduction in qualifications and an 8% reduction in units, by identifying common skills across the training package, which can be merged and streamlined.

Stakeholder Consultation

Stakeholder consultation undertaken in the development of Case for Change

Both IRCs recommended industry stakeholders to be consulted during the development of this Case for Change. Skills Impact were also instructed by the IRCs to undertake desktop research to identify further industry stakeholders to be contacted. An ongoing list of industry stakeholders is being maintained so that they may be kept up to date on the consultation process and contribute where necessary.

Evidence of Industry Support

Industry support for the 'Unit Sector Approach' has been obtained via a number of communication methods with a range of stakeholders. Many stakeholders regard this as an important step in meeting the skill requirements in all AHC-related industry sectors and have expressed their support for the project and willingness to contribute further.

Proposed stakeholder consultation strategy for project

IRC members and Skills Impact will continue to identify and target stakeholders for participation through existing and new networks. Peak organisations, enterprises and training providers will be identified to help promote opportunities to contribute, through internal and external media such as intranet portals, newsletters etc.

COVID-19 restrictions will impact on the possible methods of consultation throughout the various stages of this project; for example, snap border closures and state-based lockdowns will influence the methods of consultation. Project risk management strategies will include contingency plans for unforeseen restrictions, including alternative engagement mediums, such as webinars. Every effort will be taken to reach those stakeholders in regional, rural and remote (RRR) areas, where there may be poor connectivity. This will be important for Indigenous consultation.

Representatives from small, medium and large enterprises, along with representatives from training organisations and Indigenous communities will form Subject Matter Expert Working Groups.

For each sector 'cluster', initial development work will be undertaken in consultation with relevant Subject Matter Experts (SMEs). Drafts will be created and reviewed by the experts. The drafts will then be made available for public consultation and feedback, with consultation sessions to be held around Australia (where possible). Following this, the final drafts will be validated through further consultation and Quality Assurance processes. The Case for Endorsement will be finalised and submitted to the IRCs for review and final approval, prior to submission to the AISC.

Licencing or regulatory linkages

Various regulatory and licensing arrangements impact on the unit sectors being addressed, including:

- Changes to WHS legislation and regulations across Australia.
 - For example, strengthened quad bike safety regulations have recently been implemented (aligning with the National Farmers Federation's Roadmap Pillar 4 regarding the reduction of injuries on farms and rural properties).
 - Workplace manslaughter legislation has recently changed in several states and territories.
 - There is new legislation on sexual harassment and violence in the workplace. Employers are responsible for the actions of staff unless they can prove that reasonable steps were taken to prevent the risk of sexual harassment and an ability to respond properly should it happen.
- Export markets demand adherence to various national and international regulations (including for the transport of live animals and product storage conditions), which will be considered in this project.

Project implementation

Prioritisation category

It is proposed that this review/update/product development is progressed as a complex project.

While the Approach reviews units in respect of their industry sector classification rather than their listing in qualifications, those units will already be included in multiple product types, including qualifications (both in AHC and other training packages) and skill sets. So far, compared with a qualification-driven approach, this has significantly lowered timescales for reviewing all training package products, inclusive of qualifications, units of competency and skill sets.

Project implementation also requires careful and ethical engagement with Indigenous people, especially for the sectors concerning Indigenous Land Management (AHCILM) and Aboriginal Site Works (AHCASW). Without this engagement, which may take place in RRR locations, these unit sectors would be unable to accurately reflect current and traditional work practices. This is expected to require more time than a 'routine' project cycle because engagement with Indigenous communities first requires relationships and trust to be established between parties. While the IRCs and Skills Impact already has positive relationships with some Indigenous organisations, more time is required to develop these relationships and communicate with broader networks. This will ensure that consultation is undertaken with a range of stakeholders and that any training package development is representative of a range of Indigenous needs.

According to NCVET (2017), participation by Indigenous people in VET remains strong. There is a general move away from enrolling in lower-level qualifications and increasing participation in qualifications above Certificate III-level, which enhances overall employment opportunities. However, participation in VET, especially learner retention, is much more challenging in dispersed RRR areas than in metropolitan centres, an issue the Approach would be remiss to ignore. Such issues compound the complexity of this Case for Change.

Project milestones

Based on the Prioritisation Framework, the timeframe for this project is 18 months because of the complexity of the unit sectors and the requirement for engaging Indigenous stakeholders. Key project milestones, which will commence on approval of the Activity Order, include:

Months	Activity
1-2	Project planning and briefing, identification of experts and consultation with IRCs
3-6	Workshops with subject matter experts including research and functional analysis
7-8	Development of draft documents in preparation for public consultation
9-11	Public Consultation
12-14	Review of public consultation and Equity Review
15-16	Validation and Quality Assurance, final consultation for STA
17-18	Approval of Case for endorsement to IRCs and submission to AISC

Summary of components

Component	To be reviewed	To be updated	To be deleted	To be created
Units	208	Up to 208	Up to 60	Up to 25
Qualifications	88	Up to 26	Up to 10	Up to 3
Skill Sets	21	Up to 21	Up to 5	Up to 5

Delivery or implementation issues

This project will be undertaken by dividing the relevant unit sectors into five 'clusters', each of which will be managed by one IRC (except for the 'Community and common work-related units' cluster, which will be managed collaboratively by both IRCs). Both IRCs will have input into the planning for each 'cluster', including identification of relevant experts and stakeholders. Both IRCs will sign-off on the Case for Endorsement prior to submission.

RTOs may experience delivery issues when servicing thin markets with dispersed clientele, especially in RRR locations. Recognising this and given the significance of some unit sectors particularly to Aboriginal communities, RTO/industry partnerships are likely to be important for encouraging enrolments in redeveloped training package products.

Implementing the Skills Minister's Priority Reforms for Training Packages (2015 and October 2020)

More information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed choices

The Approach bases its review of units on the job functions that comprise them. As a result, its focus is entirely on industry's expectations of training delivery, and this is transmitted through redeveloped units and qualifications. The Approach also allows job functions to be reviewed in terms of the appropriateness of their unit related AQF level, ensuring any misalignments are corrected. Also, Companion Volumes will be improved by outlining the flexible contexts in which relevant training may be delivered by RTOs. By merging duplicate and obsolete content, the training package is being streamlined, thus representing consumers with clearer options.

The training system better supports individuals to move more easily between related occupations

The Approach identifies the skills needed to perform job functions relevant to multiple occupations across industry sectors. By merging qualifications, as has been done during the first two years of the Approach, learners are being prepared to develop transferable skills to the benefit of their careers.


Improved efficiency of the training system through units that can be owned and used by multiple industry sectors

The Approach has resulted in increasingly efficient engagement with volunteer industry participants who are being consulted on unit review and design processes. The Approach allows members of Training Advisory Committees, SMEs and public consultation participants to develop a greater overarching understanding of the units, unit sectors and qualifications that comprise the project, reducing the number of stakeholders who are only interested in a small number of units (or even individual units), as often happens under a qualifications-driven approach. Units are redeveloped with a view to increasing their potential for being contextualised and utilised for a broad range of learning outcomes and intended occupations. As a result, units are increasingly likely to be included in different industry qualifications across training packages.


Foster greater recognition of skill sets

The Approach will examine emerging skills in the context of unit sectors, increasing the potential for identifying or developing units that may comprise new skill sets or streams within existing qualifications.

This Case for Change was agreed to by the Agriculture and Production Horticulture, IRC

Name of chair	Geoff Harvey
Signature of chair	
Date	28 April 2021

This Case for Change was agreed to by the Amenity Horticulture, Landscaping, Conservation & Land Management, IRC

Name of chair	Esther Ngang
Signature of chair	
Date	28 April 2021

Project 2: Water Trading

Description

Access to water resources is vital to Australian farmers and it is equally vital that farming communities understand the water market. Water literacy in education, including VET, is one recommendation of the Keely Report into management of Murray-Darling Basin water resources. The proposal for this project is to develop up to five units and one skill set to capture the skills needed for the acquisition, management and trading of water within the agricultural, pastoral and production horticultural sectors.

The Case for Change

Rationale for change

This project is a direct response to recommendations from the inquiry into the management of Murray-Darling Basin water resources by Mick Keely, then Interim Inspector-General (IIG) of the Murray-Darling Basin (MDB). These recommendations were accepted by the Federal Government Minister for Resources, Water and Northern Australia in April 2020. There has since been support for national development of products suitable for use across the country.

The specific recommendation relating to VET is 'Keely Report' Recommendation 5 (p.42): 'The Basin Officials Committee (BOC) should consider ways through which States and agencies could work together across their respective jurisdictions to include water literacy in high school and higher education curriculums, including VET, in regional areas'⁶⁶. It was noted in the report that this work would specifically benefit regional, rural and remote (RRR) employers, who have to deal with a variety of water regulations and access/trading schemes, and assist young people to 'enter the industry as a first-generation farmer, armed with the knowledge re-quired for today's farming'.

An analysis of the AHC Training Package was undertaken following this recommendation and other pro-posed changes to the water portfolio. The APH IRC identified that these high-priority industry skill requirements for upskilling farmers and new entrants seeking to negotiate water purchases or sales are not currently covered in this training package or others. Water resource access is a major national issue assuming increased importance. Aside from the different regions under the management of the Murray-Darling Basin Authority, there are a number of independent jurisdictions across States that have distinct water regulations that must be appropriately contextualised by training providers. Indigenous water rights are currently being introduced throughout Australian jurisdictions, requiring farmers have knowledge of how this relates to water legislation and regulation, and the value of farmers' own water.

Water trading in the Murray-Darling Basin has an estimated annual value of \$1.5 billion

[ACCC, 2020]

It is proposed that up to five units and one skill set be created to describe the skills necessary for the acquisition, management and trading of water within the agricultural, pastoral and production horticultural sectors.

From its informal beginnings around 20 years ago, water trading has evolved into a multifaceted market with an annual value estimated at more than \$1.5 billion⁶⁷. The Australian Competition & Consumer Commission (ACCC) reports that farming communities' fragmented understanding of changing water markets is serving to undermine their efficiency and regulatory compliance. There is further evidence reported by the IIG that many farming businesses' low levels of water literacy is exacerbated by there being high volumes of complex and sometimes conflicting information published by different States and agencies. The IIG concludes, 'Water literacy has changed, such as the need for irrigators to now understand and have knowledge of how a water market

⁶⁶ Interim Inspector-General of Murray-Darling Basin Water Resources (2020); *Impact of lower inflows on state shares under the Murray-Darling Basin Agreement*; Canberra; p.42

⁶⁷ Australian Competition and Consumer Commission (2020); *Murray-Darling Basin water markets inquiry - Interim report*, p. 6

operates.’ This is especially the case for small and family farms, which, unlike larger enterprises, are often unable to directly employ water market experts and, therefore, must develop a sufficient understanding to be able to articulate their needs when negotiating expensive brokerage services (the providers of which, according to a farmer survey conducted by Australian Dairy Industry, often lack transparency). Farmers who access irrigation water may be members of industry associations (who advocate for water access and education), who provide additional support and information, which would be complementary to the proposed training package products.

Water literacy skills are increasingly important across many AHC, ACM, AMP, FWP, PPM and SFI Training Package-related industry sectors.

Implications of not making the change

The IIG report cautions that, in the absence of water literacy skills standards, ‘family farms [are] falling behind’. It further argues that agriculture’s ageing workforce are under-equipped to develop effective ‘en-try strategies’ for young farmers and that, without formal training, the next generation will not be em-powered with the information, knowledge and support required to effectively navigate water markets (and potentially take over family businesses). Additionally, various government reports, including ‘Our North, Our Future - White Paper on Developing Northern Australia’, identify that, despite difficulties in implementation, water governance and regulation must be strengthened to accommodate the ever-growing market. Without appropriate training package development, farms are at risk of falling further behind, while the development of water markets in Northern Australia, including those to which Indige-nous communities also have rights, may be unable to reach their lucrative and job-creating potential due to ‘substantial knowledge gaps’.

Evidence for change

Agriculture is the main consumer of water in Australia, commanding around 70% of all extractions for consumptive use, mainly for irrigation (which accounts for 25% of agricultural production and supports 40,000 jobs). There has been a significant rise in demand for water in the MDB in recent years, especially concerning the volume of water used to irrigate nuts in the Victorian Sunrasyia and cotton in southern NSW.

The value of MDB water rights trade averages \$1.5 billion per year. In the Southern Basin alone, between 2012 and 2019, \$10.1 billion in permanent water access entitlements and \$2.2 billion of annual water allocations were traded⁶⁸. Tradeable water rights are now a significant asset for many farmers. ABARES found that water entitlements comprise around 40% of capital assets for horticulture farms, 37% for rice farms and 25% for dairy farms, with the water entitlements of some farms valued equal to or higher than the value of their land assets⁶⁹. According to the ACCC⁷⁰, ‘This means that improving the efficient operation of water markets is likely to enhance the financial position of many farmers’ and so increase employment growth.

‘...improving the efficient operation of water markets is likely to enhance the financial position of many farmers...’
[ACCC, 2020]

Water trade affects where and for what purpose water is used, which directly impacts on economic activity and job creation. The ‘Sefton Report’ (2020)⁷¹, prepared for the Minister for Resources, Water and Northern Australia, found that water trade has catalysed changing patterns of water use in MDB communities, including water being directed to different crop types and locations (especially in the southern MDB, where water trade is prevalent). In this competitive market, ‘sustained trading of water into a region increases economic activity in that region’, including job growth; however, regions from which water is traded may be impacted negatively if evidence-based planning and informed risk management strategies are not in place. As a result, there is growing employer demand for these skills. The proposed units will be designed so that they are contextualisable to local conditions and regulations by the training provider.

⁶⁸ Australian Competition and Consumer Commission (2020); *Murray–Darling Basin water markets inquiry - Interim report*; p.8

⁶⁹ Quoted in: Australian Competition and Consumer Commission (2020); *Murray–Darling Basin water markets inquiry - Interim report*; p. 9

⁷⁰ Australian Competition and Consumer Commission (2020); *Murray–Darling Basin water markets inquiry - Interim report*; p. 9

⁷¹ Sefton, R, Peterson, D, Woods, R, Kassebaum, A, McKenzie, D, Simpson, B & Ramsay, M (2020); *Draft Report: Independent assessment of social and economic conditions in the Murray–Darling Basin*

Impact of Increased Funding

Victoria University modelled the potential impact to MDB economies if funding for resources such as educational opportunities was increased between 2020 and 2029. They estimate that around four times as many jobs (1,500) would be created in this period if community health and education services received additional funding instead of it being straightforwardly directed to water infrastructure upgrades. Such research is being used to advocate for education-supported employment opportunities both in the MDB and in Northern Australian agriculture to support industry expansion and unlock Asian export markets. [Sefton *et al.*, 2020, p.78]

Consideration of existing products

The IRC determined that *AHC* and *National Water Training Package* units listed in the *Certificate III in Irrigation Technology* provide useful underpinning knowledge (including for water brokers), but that no units in either training package adequately describe the required elements or performance criteria suitable for the needs of farmers or their general advisors. The gaps identified are proposed to be addressed through the development of up to five new units.

An analysis of the skills and knowledge required are as follows.

Knowledge of:

- water literacy to understand and have knowledge of how relevant water markets operate.
- water trading guidelines
- water allocation and entitlement prices and related legislation
- water regulation, including water sharing in the relevant State/territory authorities, including Water Sharing Plan rules and carry-over
- water-sharing arrangements that operationalise the Agreement between state authorities and the Commonwealth
- information on allocation, allocation announcements and market opportunities
- data analysis about the long-term reliability of different entitlement types or products
- natural water cycle conveyance processes such as seepage, evaporation and evapotranspiration (water consumed by vegetation).
- groundwater/surface water interactions and regulations in the relevant region
- irrigation methods
- science underpinning aspects of water management including water-sharing and use.

Skills required:

- water planning and activities to support crop production, livestock production including intensive agriculture
- calculating carry-over water
- engaging a water broker to purchase/ trade water on farmers behalf
- negotiation skills in the regulated water market and with Indigenous communities
- water allocation trade and relevant restrictions and regulations
- water allocated against individual entitlements through use, trade or carry-over
- selling water entitlements and choosing to rely on the allocation market, as well as decisions about financing, expansion and crop and livestock choice – including intensive agriculture
- risk management strategies including climate and long-term water allocation
- identifying and installation of efficient irrigation systems.

Approach to streamlining and rationalisation of the training products being reviewed

To address the identified skills gaps, this project recommends the creation of up to five units that can be packaged within existing qualifications or delivered as part of a skill set suitable for both new and existing workers whose job role involves acquiring, managing and trading water. This project is to address new skills, while the current AHC Unit Sector projects will result in significant streamlining and rationalisation.

Stakeholder consultation

Stakeholder consultation undertaken in the development of Case for Change

The IRC considered the recommendations of the Report and the extensive consultation and evidence process undertaken by the Interim Commissioner. The IRC has also considered the additional consultation and evidence collection work being undertaken by the Parliamentary Committee on the joint management of the MDB. Initial industry consultation through IRC networks supports the conclusions of the Commissioner and parliamentary work. The IRC then undertook consultations to ensure this meets national needs and not just local needs related to the MDB. The IRC has accepted the need for change based on this evidence. An on-going list of industry stakeholders is being maintained so that they may be kept updated on the consultation process and contribute where necessary.

Evidence of Industry Support

Industry support for the proposed development of new units has been obtained via a number of communication methods with a range of stakeholders. Many of the stakeholders regard this as an important skill requirement and have expressed their support for the project and willingness to contribute further. See attachment D for a list of organisations consulted and offers of support.

Proposed stakeholder consultation strategy for project

IRC members and Skills Impact will continue to identify and target stakeholders for participation through existing and new networks. Key personnel in intensive and extensive farm, orchard and production horticulture businesses, government departments/authorities/regulators and training providers will also be identified so that they may assist with promoting the opportunity to contribute.

During the current COVID-19 restrictions, consultation will potentially be limited to webinar, virtual workshop, telephone, email and teleconference contact. A project consultation plan will be developed to ensure every effort is taken (with appropriate communication methods) to reach those in regional, rural and remote (RRR) areas where there may be poor connectivity. If the current border and regional re-strictions are lifted and travel is deemed safe, face-to-face consultation will be arranged with RRR stakeholders. Industry experts will be invited to participate as a Subject Matter Expert in a Working Group. Draft materials will be presented for public consultation and promoted by the IRC, Skills Impact and interested parties. Stakeholders will be invited to contribute feedback before the final draft is presented for validation.

Licensing or regulatory linkages

The State and Commonwealth Legislative Acts and statutory bodies cover water resources allocation regulations associated with the management of water in Australia. Farmers and horticulturalists can apply for water licences from the water body regulators to access water entitlements and water extraction licences.

- Water Act 2007 (Commonwealth)
- Water Management Act 2000 (NSW)
- Water Act 1989 (Vic)
- Water Industry Act 2012 (SA)
- NT Water Act 1992 (NT)
- Water Act 2000 (Qld)
- Water management Act 1999 (Tas)

- Proposed new Water Recourses Act (WA)
- Indigenous Lands Acts (Commonwealth and some states)
- Pastoral Lands Act (WA, NT and Qld)
- Water extraction licenses (Qld)
- Murray Darling Basin Authority.

Project implementation

Prioritisation category

It is proposed that this product development is progressed as a standard project.

This project is for the development of products relating to new skills and has not been categorised by the AISC in the prioritisation framework. In RRR locations, many farmers are accessing water to produce crops and manage livestock without formal training or qualifications. Water trading is involved in a complex governance and regulatory system, requiring the farmer to be, as the 'Keelty Report' puts it, simultaneously 'an economist, trader, and weatherperson'.

Project milestones

Key project milestones, which will commence on approval of the Activity Order, include:

- Month 1: AISC project approval
- Months 3 to 5: Draft 1 consultation
- Months 8 to 9: Stakeholder validation
- Month 10: Quality Assurance
- Month 11: Final consultation with states and territories
- Month 12: CfE submitted for approval.

Summary of components

Component	To be reviewed	To be updated	To be deleted	To be created
Units				Up to 5
Qualifications	6	Up to 6		
Skill Sets				Up to 1

Delivery or implementation issues

RTOs may experience delivery issues when servicing thin markets with dispersed clientele, especially in RRR locations. Due to regional variations in, and the complexities of, the water trading system, RTOs may find it challenging to design training and assessment materials that balance locally-specific skills and knowledge with nationally-relevant information.

Implementing the Skills Minister’s Priority reforms for training packages (2015 and October 2020)

Ensure that more information about industry expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed choices.

Many farmers are accessing water to produce crops and livestock without formal training or qualifications. The proposed project is founded upon Recommendation 5 of the ‘Keelty Report’: ‘The BOC should consider ways through which States and agencies could work together across their respective jurisdictions to in-clude water literacy in high school and higher education curriculums, including VET, in regional areas.’

Ensure the training system better supports individuals to move more easily between related occupations/multiple industry sectors

The work proposed will enable learners to understand the water trading system, which has relevance across multiple occupations, industries and sectors, including production horticulture, livestock farming, conservation and land management, aquaculture and public water supplies. Water literacy skills will therefore be increasingly important across the *AHC, ACM, AMP, FWP, PPM* and *SFI Training Package*-related industry sectors.

Foster greater recognition of skill sets and work with industry to support their implementation

The proposed units will be considered for inclusion in existing skill sets or a new one. Any such training package product, according to stakeholder engagement, will be welcomed by industry to introduce new workers to the sector and to upskill existing water traders.

This Case for Change was agreed to by the Agriculture and Production Horticulture, IRC

Name of chair

Geoff Harvey

Signature of chair



Date

29 April 2021 as updated 7 May 2021

Attachment A: Training Package Components to Change

Project Number	Project Name	Qualification /Unit/Skill Set	Code	Title	Details of last review (endorsement date, nature of this update transition, review, establishment)	Change Required
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 01	Prepare project acquittal	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 02	Report on project	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 03	Obtain and manage sponsorship	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 04	Contribute to association governance	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 05	Develop community networks	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 06	Facilitate ongoing group development	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 07	Obtain resources from community and groups	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 08	Promote community programs	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 09	Participate in assessments of project submissions	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 10	Support individuals in resource management change processes	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 11	Develop approaches to include cultural and human diversity	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 15	Coordinate social events to support group purposes	27/06/2016 (Review)	Update

1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF4 16	Present proposed courses of action to meeting	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF5 01	Evaluate project submissions	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF5 02	Facilitate development of group goals and projects	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF5 03	Promote group formation and development	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF5 04	Support group and community changes in resource management	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF5 05	Contribute to regional planning process	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF5 06	Manage the incorporation of a group	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCCF6 01	Coordinate the development of regional plans	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCMN1 02	Apply effective work practices	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCMN2 01	Contribute to animal care through work activities	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCCMN2 02	Contribute to work activities to produce food	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCINF20 1	Carry out basic electric fencing operations	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCINF20 2	Install, maintain and repair farm fencing	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCINF20 3	Maintain properties and structures	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCINF20 4	Fabricate and repair metal or plastic structures	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCINF30 1	Implement property improvement, construction and repair	27/06/2016 (Review)	Update

1 (Cluster 1)	Unit Sector Approach	Unit	AHCINF302	Plan and construct an electric fence	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCINF303	Plan and construct conventional fencing	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCINF304	Install and terminate extra low voltage wiring systems	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCMER301	Process customer complaints	27/06/2016 (Review)	Delete
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWHS101	Work safely	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWHS201	Participate in work health and safety processes	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWHS301	Contribute to work health and safety processes	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWHS401	Maintain work health and safety processes	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWHS502	Manage work health and safety processes	21/10/2019 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK101	Maintain the workplace	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK201	Observe and report on weather	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK202	Observe environmental work practices	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK204	Work effectively in the industry	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK205	Participate in workplace communications	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK206	Observe enterprise quality assurance procedures	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK207	Collect and record production data	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK208	Provide information on products and services	27/06/2016 (Review)	Update

1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK2 09	Participate in environmentally sustainable work practices	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 01	Collect samples for a rural production or horticulture monitoring program	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 02	Monitor weather conditions	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 03	Respond to emergencies	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 04	Respond to rescue incidents	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 05	Coordinate work site activities	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 06	Comply with industry quality assurance requirements	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 07	Develop and apply fertiliser and soil ameliorant product knowledge	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 08	Handle bulk materials in storage area	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 09	Apply environmentally sustainable work practices	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 10	Provide on-job training support	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 11	Conduct site inspections	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK3 12	Operate in isolated and remote situations	19/12/2018 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK4 01	Implement and monitor quality assurance procedures	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK4 02	Provide information on issues and policies	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK4 03	Supervise work routines and staff performance	27/06/2016 (Review)	Update

1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK405	Implement and monitor environmentally sustainable work practices	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK502	Collect and manage data	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK504	Assess new industry developments	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK507	Implement professional practice	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK508	Interpret legislation	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK509	Provide specialist advice to clients	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK510	Audit site operations	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK511	Develop workplace policy and procedures for sustainability	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK512	Plan, implement and review a quality assurance program	21/10/2019 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK513	Write and present reports	24/12/2020 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK514	Manage trial and research material	24/12/2020 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK601	Monitor projects in a program	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK602	Lead and manage community or industry organisations	27/06/2016 (Review)	Update
1 (Cluster 1)	Unit Sector Approach	Unit	AHCWRK603	Design and conduct a field-based research trial	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCCOM201	Assess and receive raw materials for composting	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCCOM202	Recognise and respond to fire emergencies on a composting site	27/06/2016 (Review)	Update

1 (Cluster 2)	Unit Sector Approach	Unit	AHCCOM203	Recognise raw materials, production processes and products on a composting site	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCCOM301	Operate compost processing plant, machinery and equipment	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCCOM401	Develop a composting recipe	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCCOM402	Plan and schedule compost production	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG101	Support organic production	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG401	Manage biodynamic production	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG402	Manage organic livestock production	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG403	Manage organic soil improvement	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG404	Arrange selling through community based marketing	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG405	Implement sustainable practices in the organic farm based business	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG406	Oversee compliance with an organic certification scheme	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG408	Manage on farm composting	27/06/2016 (Establishment)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG503	Design and document an organic farm landscape	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG504	Develop and manage a community based marketing supply chain	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG505	Develop and monitor a sustainable production plan	27/06/2016 (Review)	Update

1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG506	Manage an agroecology production system	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG507	Develop an organic or biodynamic management plan	21/10/2019 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCORG508	Prepare the enterprise for organic or biodynamic certification	21/10/2019 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCSOL403	Prepare acid sulphate soil management plans	27/06/2016 (Review)	Update
1 (Cluster 2)	Unit Sector Approach	Unit	AHCWAT201	Set up, operate and maintain water delivery systems for compost	27/06/2016 (Review)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER101	Observe permaculture principles and work practices	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER102	Support resource conservation practices	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER103	Support plant care in a permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER201	Work effectively in permaculture	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER202	Harvest, treat and store seed	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER203	Record information about the local bioregion	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER204	Check and operate permaculture water systems	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER205	Prepare and store permaculture products	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER206	Plant and maintain permaculture crops	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER207	Care for animals in a permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER208	Harvest permaculture crops	27/06/2016 (Establishment)	Update

1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER2 09	Recognise characteristics of integrated plant and animal systems	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER2 12	Use and maintain garden hand tools and equipment	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER2 14	Propagate plants for a permaculture garden system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER2 15	Assist with garden soil health and plant nutrition	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 01	Research and communicate information on permaculture principles and practices	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 02	Develop recommendations for integrated plant and animal systems	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 03	Maintain integrated plant and animal systems	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 05	Implement crop maintenance and harvesting programs for permaculture systems	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 06	Use weedy plants in a permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 07	Establish a rural permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 08	Establish an urban permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 09	Install and maintain permaculture water systems	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 10	Install structures for permaculture systems	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 12	Plan organic garden and orchard systems	27/06/2016 (Establishment)	Update

1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 13	Coordinate preparation and storage of permaculture products	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 14	Read and interpret property maps and plans	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 15	Coordinate community projects	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 16	Select plant and animal species for permaculture systems	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 18	Plan propagation activities for a permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 19	Test, improve and maintain healthy soil in a permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 20	Manage plant pests, diseases and disorders in a permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER3 21	Demonstrate permaculture practices to small groups of learners	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 01	Provide advice on permaculture principles and practices	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 02	Design a rural permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 03	Design an urban permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 04	Plan and implement permaculture works	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 05	Select appropriate technology for a permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 06	Identify and analyse bioregional characteristics and resources	27/06/2016 (Establishment)	Update

1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 07	Design harvesting and storage systems for permaculture products	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 08	Implement and monitor animal health and welfare programs for a permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 09	Manage a permaculture seed bank	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 10	Recommend approaches for sustainable community and bioregional development	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 11	Operate within a sustainable community and bioregional development program	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER4 13	Evaluate suitability of species as solutions for permaculture applications	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER5 01	Carry out permaculture field research	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER5 02	Design an integrated permaculture system	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER5 03	Develop a strategic plan for a permaculture project or enterprise	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER5 04	Manage a permaculture project or enterprise	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER5 05	Plan and supervise the implementation of permaculture project works	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER5 07	Research and interpret requirements for a permaculture project	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER5 08	Manage a permaculture aid and development project	27/06/2016 (Establishment)	Update

1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER5 09	Design permaculture structures and features	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER5 11	Facilitate participatory planning and learning activities	27/06/2016 (Establishment)	Update
1 (Cluster 3)	Unit Sector Approach	Unit	AHCPER5 12	Plan community governance and decision-making processes	27/06/2016 (Establishment)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY2 01	Collect store and handle eggs from breeder flocks	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY2 02	Maintain health and welfare of poultry	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY2 03	Set up shed for placement of day-old chickens	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY2 04	Collect and pack eggs for human consumption	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY2 05	Grade and pack eggs for human consumption	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY2 06	Catch and load poultry	27/06/2016 (Establishment)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY3 01	Artificially inseminate poultry	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY3 02	Brood poultry	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY3 04	Incubate eggs	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY3 06	Clean and disinfect poultry production sheds	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPLY3 07	Implement and monitor biosecurity measures in poultry production	27/06/2016 (Establishment)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPRK2 01	Care for health and welfare of pigs	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPRK2 03	Move and handle pigs	27/06/2016 (Review)	Update

1 (Cluster 4)	Unit Sector Approach	Unit	AHCPRK204	Care for weaner pigs	27/06/2016 (Establishment)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPRK301	Pregnancy test pigs	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPRK302	Treat rectal prolapse in pigs	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPRK303	Artificially inseminate pigs	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPRK304	Mate pigs and monitor dry sow performance	27/06/2016 (Review)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPRK305	Care for grower and finisher pigs	27/06/2016 (Establishment)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPRK306	Monitor and maintain outdoor pig production	27/06/2016 (Establishment)	Update
1 (Cluster 4)	Unit Sector Approach	Unit	AHCPRK401	Implement a feeding strategy for pig production	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW301	Protect places of Aboriginal cultural significance	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW302	Relate Aboriginal culture to sites work	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW303	Identify and record Aboriginal sites, objects and cultural landscapes	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW304	Identify Indigenous culturally significant plants	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW305	Work with Aboriginal ceremonial secret sacred materials	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW306	Use technology in Aboriginal sites work	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW307	Support the documentation of Aboriginal cultural landscapes	27/06/2016 (Review)	Update

1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW308	Apply cultural significance to Aboriginal sites and landscapes	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW309	Interpret Aboriginal cultural landscape	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW310	Move and store Aboriginal cultural material	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW312	Maintain an Aboriginal cultural site	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW313	Apply knowledge of relevant legislation to Aboriginal sites work	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCASW501	Survey and report on Aboriginal cultural sites	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM201	Maintain cultural places	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM202	Observe and report plants or animals	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM203	Record information about Country	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM302	Provide appropriate information on cultural knowledge	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM305	Work with an Aboriginal Community or organisation	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM306	Follow Aboriginal cultural protocols	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM307	Implement Aboriginal cultural burning practices	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM308	Identify traditional customs and land rights for an Indigenous Community	27/06/2016 (Establishment)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM401	Protect places of cultural significance	27/06/2016 (Review)	Update

1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM402	Report on place of potential cultural significance	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM403	Contribute to the proposal for a negotiated outcome for a given area of Country	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM404	Record and document Community history	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM405	Develop work practices to accommodate cultural identity	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM501	Conduct field research into natural and cultural resources	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM502	Develop conservation strategies for cultural resources	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM503	Manage restoration of cultural places	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM504	Develop strategies for Indigenous land or sea management	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM505	Map relationship of business enterprise to culture and Country	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM506	Operate within Community cultures and goals	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM508	Propose a negotiated outcome for a given area of Country	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM510	Plan for successful cultural practice at work	27/06/2016 (Review)	Update
1 (Cluster 5)	Unit Sector Approach	Unit	AHCILM601	Manage cultural processes in an Indigenous organisation	27/06/2016 (Review)	Update
1	Unit Sector Approach	Qualification	AHC10120	Certificate I in Conservation and Ecosystem Management	24/12/2020 (Review)	Minor changes not requiring endorsement

1	Unit Sector Approach	Qualification	AHC10216	Certificate I in AgriFood Operations	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC10316	Certificate I in Horticulture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC10416	Certificate I in Permaculture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC20116	Certificate II in Agriculture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC20320	Certificate II in Production Horticulture	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC20416	Certificate II in Horticulture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC20616	Certificate II in Parks and Gardens	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC20720	Certificate II in Nursery Operations	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC20919	Certificate II in Sports Turf Management	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC21020	Certificate II in Conservation and Ecosystem Management	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC21119	Certificate II in Irrigation	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC21216	Certificate II in Rural Operations	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC21316	Certificate II in Shearing	27/06/2016 (Transition)	Minor changes not requiring endorsement

1	Unit Sector Approach	Qualification	AHC21416	Certificate II in Wool Handling	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC21616	Certificate II in Landscaping	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC21716	Certificate II in Permaculture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC21819	Certificate II in Protected Horticulture	21/10/2019 (Establishment)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC30116	Certificate III in Agriculture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC30216	Certificate III in Agriculture (Dairy Production)	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC30318	Certificate III in Rural and Environmental Pest Management	19/12/2018 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC30416	Certificate III in Pork Production	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC30516	Certificate III in Poultry Production	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC30620	Certificate III in Production Horticulture	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC30716	Certificate III in Horticulture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC30820	Certificate III in Arboriculture	26/08/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC30916	Certificate III in Landscape Construction	27/06/2016 (Transition)	Minor changes not requiring endorsement

1	Unit Sector Approach	Qualification	AHC31016	Certificate III in Parks and Gardens	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC31120	Certificate III in Nursery Operations	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC31319	Certificate III in Sports Turf Management	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC31420	Certificate III in Conservation and Ecosystem Management	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC31516	Certificate III in Indigenous Land Management	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC31818	Certificate III in Beekeeping	19/12/2018 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC32116	Certificate III in Commercial Seed Processing	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC32216	Certificate III in Commercial Composting	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC32419	Certificate III in Irrigation Technology	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC32516	Certificate III in Aboriginal Site Works	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC32720	Certificate III in Rural Merchandising	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC32816	Certificate III in Rural Operations	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC32916	Certificate III in Shearing	27/06/2016 (Transition)	Minor changes not requiring endorsement

1	Unit Sector Approach	Qualification	AHC33016	Certificate III in Wool Clip Preparation	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC33116	Certificate III in Advanced Wool Handling	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC33316	Certificate III in Feedlot Operations	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC33416	Certificate III in Seed Production	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC33516	Certificate III in Seed Testing	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC33719	Certificate III in Protected Horticulture	21/10/2019 (Establishment)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC33816	Certificate III in Permaculture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC33920	Certificate III in Medicinal Cannabis Cultivation and Production	24/12/2020 (Establishment)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC40116	Certificate IV in Agriculture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC40219	Certificate IV in Protected Horticulture	21/10/2019 (Establishment)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC40320	Certificate IV in Production Horticulture	24/12/2020 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC40416	Certificate IV in Horticulture	27/06/2016 (Transition into new unit template for QA purposes)	Update

1	Unit Sector Approach	Qualification	AHC40516	Certificate IV in Parks and Gardens	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC40620	Certificate IV in Nursery Operations	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC40920	Certificate IV in Conservation and Ecosystem Management	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC41019	Certificate IV in Agribusiness	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC41119	Certificate IV in Irrigation Management	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC41316	Certificate IV in Wool Classing	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC41416	Certificate IV in Seed Production	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC41516	Certificate IV in Seed Testing	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC41616	Certificate IV in Organic Farming	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC41720	Certificate IV in Pest Management	24/12/2020 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC42020	Certificate IV in Landscape	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC42116	Certificate IV in Permaculture	27/06/2016 (Transition into new unit template for QA purposes)	Update

1	Unit Sector Approach	Qualification	AHC42320	Certificate IV in Medicinal Cannabis Cultivation and Production	24/12/2020 (Establishment)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC50116	Diploma of Agriculture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC50216	Diploma of Pork Production	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC50320	Diploma of Production Horticulture	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC50416	Diploma of Horticulture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC50520	Diploma of Arboriculture	26/08/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC50616	Diploma of Landscape Design	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC50716	Diploma of Parks and Gardens Management	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC50820	Diploma of Nursery Management	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC51019	Diploma of Sports Turf Management	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC51120	Diploma of Conservation and Ecosystem Management	24/12/2020 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC51216	Diploma of Community Coordination and Facilitation	27/06/2016 (Transition)	Minor changes not requiring endorsement

1	Unit Sector Approach	Qualification	AHC51316	Diploma of Pest Management	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC51419	Diploma of Agribusiness Management	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC51519	Diploma of Viticulture	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC51619	Diploma of Irrigation Design	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC51816	Diploma of Organic Farming	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC51920	Diploma of Applied Agronomy	24/12/2020 (Establishment)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC52016	Diploma of Landscape Project Management	27/06/2016 (Establishment)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC52116	Diploma of Permaculture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC60216	Advanced Diploma of Horticulture	27/06/2016 (Transition into new unit template for QA purposes)	Update
1	Unit Sector Approach	Qualification	AHC60319	Advanced Diploma of Agribusiness Management	21/10/2019 (Review)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC60415	Advanced Diploma of Conservation and Land Management	27/06/2016 (Transition)	Minor changes not requiring endorsement
1	Unit Sector Approach	Qualification	AHC60520	Advanced Diploma of Arboriculture	26/08/2020 (Review)	Minor changes not requiring endorsement

2	Water trading	Units (Development of up to 5 new units)				New
2	Water trading	Qualification	AHC30116	Certificate III in Agriculture	27/06/2016	Update
2	Water trading	Qualification	AHC40116	Certificate IV in Agriculture	27/06/2016	Update
2	Water trading	Qualification	AHC50116	Diploma of Agriculture	27/06/2016	Update
2	Water trading	Qualification	AHC50320	Diploma of Production Horticulture	24/12/2020	Update
2	Water trading	Qualification	AHC51419	Diploma of Agribusiness Management	21/10/2019	Update
2	Water trading	Qualification	AHC51519	Diploma of Viticulture	21/10/2019	Update