

Skills Impact Update

June 2021



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

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

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

Table of Contents

Project Scoping Underway	2
Cases for Change and Project Proposals for 2021-22	2
Drafts Available	4
ACM – Horse Care Project	4
FWP – Entry Level Forestry Skills Project	4
FWP – High-Level Forestry Skills Project	5
FWP – Remote Forestry Operations Project	5
Moving to Validation	6
AHC – Landscaping Project	6
Validation Underway	6
AHC – Crops, Pastures & Seeds Project	6
AHC – Dairy & Milk Harvesting Project	7
AHC – Parks & Gardens Project	7
AHC – Skills for Land Rehabilitation Project (Mined Land)	8
PPM – Pulp and Paper Manufacturing Review Project	8
Validation Complete	9
AHC – Animal Reproduction Project	9
AMP – Meat Rendering Project	9
AMP – Meat Slicing Project	10
Submitted for Endorsement	10
FBP – Flour Milling Project	10
FBP – Food and Beverage Processing Project	11
FBP – High Volume Production Baking Project	12
RGR – Greyhound Racing Careers & Jockeys Project	12

Project Scoping Underway

Cases for Change and Project Proposals for 2021-22

[Annual Updates to the Skills Forecasts](#) have been drafted for the following industries and made available for stakeholder feedback on the Skills Impact website. These documents have now been submitted to the Australian Industry and Skills Committee (AISC), for their consideration.

- [Agriculture, Horticulture, Conservation and Land Management](#)
 - Proposed projects include:
 - **Review of Unit Sectors**, including: common work-related units, composting and organic Production, permaculture, intensive livestock production, and Indigenous land management and site works. This project continues the full review of the AHC Training Package outlined in the Skills Forecast and Program of Works 2019 – 2022.
 - **Water Trading**: to develop skills standards related to the acquisition, management and trading of water. Water literacy in education, including VET, is one recommendation of the Keelty Report into management of Murray-Darling Basin water resources.
- [Animal Care and Management](#)
 - Proposed projects include:
 - **Trainers of Assistance Dogs**: there is increasing regulation and demand for more skilled trainers of assistance dogs. Units to support the specific skills or this job role would be developed and packaged as a specialisation in existing qualifications.
 - **Companion Animal Incident Management**: The 2019-2020 bushfires highlighted the need for a national approach to the skills standards for responding to incidents involving companion animals
- [Aquaculture and Wild Catch](#)
 - Substantial work was undertaken in 2018-19 to update skills standards and qualifications. Research to date has shown no skills gaps in the skills standards and therefore no projects have been identified for 2021-22.
- [Food, Beverage and Pharmaceutical](#)
 - Proposed projects include:
 - **Indigenous Food Skill Set**: New job roles are emerging requiring specific skills for working in Indigenous communities and remote locations, harvesting and processing wild food, and exporting products according to strict regulations.
 - **Pharmaceutical GMP Unit Changes**: three qualifications currently contain GMP units that industry recommends are reviewed and updated so that appropriate training in these critical practices can be accessed.
 - **Sugar Milling**: The sugar industry has recognised the importance of formal training while accepting that industry entrants should have broader skills across food processing. The project will delete the existing qualifications and incorporate the needed training into food processing qualifications.
- [Meat Processing](#)
 - **Meat Processing Skills Review Project**: This project proposes the creation of foundational training products that will lead to simplification of the AMP training package and training delivery. The submission is for the first stage of a full review of the *AMP Australian Meat Processing Training Package*, which is likely to take place over three stages. The project will ensure the training package meets current

Standards and is more user friendly for employers, learners and registered training providers (RTOs). This work will also reduce duplication across the training package.

- [Pulp and Paper Manufacturing](#)
 - Work is underway to review the full training package in 2020-21 as part of the [Pulp and Paper Manufacturing Review Project](#). No additional projects have been identified for 2021-22.

There are additional projects being finalised by IRCs looking to submit in the near future. There are proposals for training package development work in the Forest and Wood Products FWP training package relating to Timber Processing and to upgrade units relating to bushfire and other emergency responses. In addition, the Racing and Breeding IRC are requesting consideration of a project relating to the development of assessment and training materials.

Drafts Available

ACM – Horse Care Project



Promoting and maintaining the welfare of horses takes input from a range of professionals, from stablehands or grooms, to saddle fitters, nutritionists, massage therapists and equine dentists. This project is looking at the skills standards across a range of job roles in the horse care industry. Feedback received on the drafts made available during February and March highlighted the need to make further changes to some of the qualifications, skill sets and units. As a result, the qualifications, a skill set and some units are now available for an additional round of feedback from 13 May – 10 June 2021. Some key changes include the development of a *Diploma of Equine Allied Health*, updates to the *Certificate IV in Equine Care* to remove dentistry and massage job roles (which are now included in the *Diploma of Equine Allied Health*) and updates to the *Certificate II and III in Horse Care* and *Certificate III in Equine Hoof Care* to reflect changes to the unit *ACMEQU2X12 Handle horses safely*. The Element for loading and unloading horses within *ACMEQU2X12 Handle horses safely* has been developed into its own unit. Feedback indicated that handling horses safely was an essential skill required before learning how to load and unload horses. It was also indicated that loading and unloading is a distinct skill and is needed only in some job roles.

[Click here](#) for further details.

FWP – Entry Level Forestry Skills Project



Draft qualifications and skills standards are available for feedback on the Skills Impact website from 18 May to 15 June 2021. Entry level forestry qualifications and relevant units of competency are being reviewed and revised, so that school students, school leavers and other new entrants have access to clear career pathways into a range of forestry roles. More flexible and tailored entry-level qualifications and units of competency would help promote easier delivery and young peoples' participation in forestry-related VET in school programs. Some of the proposed changes include consolidating the four forest growing management and harvesting and haulage qualifications at the Australian Qualifications Framework (AQF) level II and III into one qualification at each level, resulting in a *Certificate II in Forest Operations* and a *Certificate III in Forest Operations*. Two skill sets have also been developed for plantation establishment and silviculture workers to support the industry to overcome the workforce shortage due to the 2019-2020 bushfire season and COVID-19 travel restrictions.

[Click here](#) for further details.

FWP – High-Level Forestry Skills Project



Qualifications, skill sets and units of competency for high-level jobs in the forest industry are being reviewed and updated to support a range of skills in forest operations management, forest planning and resource management and forestry business operations management. Draft qualifications and skills standards are currently available for feedback on the Skills Impact website from 18 May to 15 June 2021. A lot has changed in the forestry industry since the *Diploma of Forest and Forest Products* and *Certificate IV in Forest Operations* were last reviewed, with workers at a senior level requiring updated skills for working with data and new technology. The revised draft qualifications and skills standards aim to support the current skills requirements within the forest industry, reflecting the jobs of early-career foresters and managers and crew leaders responsible for forestry businesses operations. The qualifications are designed to provide practically focused and flexibly structured qualifications, enabling participants to select subjects that best suit their needs.

[Click here](#) for further details.

FWP – Remote Forestry Operations Project



Two units of competency have been developed to support the skills and knowledge required to apply situational awareness and a safety mindset while performing operational forestry-related tasks in isolation or out of line of sight. One unit applies to operational forestry roles and the other unit is designed for those leading small work teams in remote forestry operations. The draft units are currently available for feedback on the Skills Impact website from 18 May to 15 June 2021. Forest workers often operate in small teams and remote locations not easily accessible to others. Individuals working in these conditions require strong safety mindsets to promote their own and their team's physical and mental health. Leadership is critical in this space, with leaders of small teams in remote locations requiring skills and awareness to influence the safety culture of small peer-group teams. Consultation is taking part throughout this project to develop national skills standards to support safety culture and practices among people who work in remote forest operations.

[Click here](#) for further details.

Moving to Validation

AHC – Landscaping Project

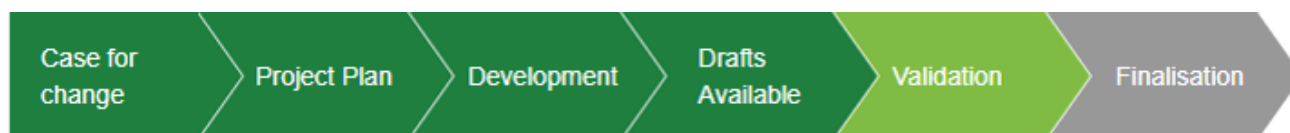


Final draft qualifications and units will soon be available for validation on the Skills Impact website. This project is reviewing existing qualifications and skills standards for landscaping, so they reflect current safe work practices and standards, industry regulations, the latest in technology, and up to date knowledge of horticulture and ecology. Initial drafts were made available from 2 December 2020 – 17 January 2021, with feedback sought on whether the draft documents reflected current skills standards and practices of industry, and whether job functions were accurately described. Feedback collected at this stage indicated the need to develop further units and a skill set for specific skills areas within landscaping construction and design. These were then made available for feedback from 3 May – 31 May 2021. Feedback was also collected on qualifications, skill sets and a unit with low enrolments 15 March – 20 April 2021. This is in addition to the survey about low enrolments in the *Certificate IV in Landscape* and the *Diploma of Landscape Project Management* between 2 December 2020 – 17 January 2021.

[Click here](#) for further details.

Validation Underway

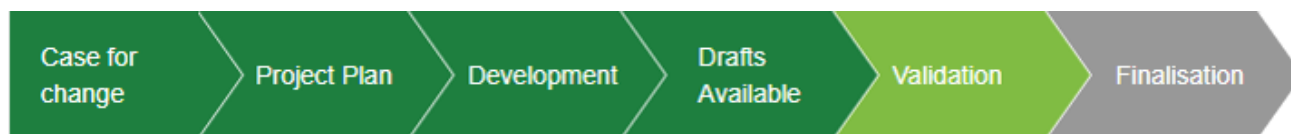
AHC – Crops, Pastures & Seeds Project



Feedback collected on draft qualifications and skills standards for broadacre cropping, pastures and seed has been used to inform further updates to the documents, which are now available for validation. The documents are available for comment on the Skills Impact website from May 27 – 17 June 2021. They have been revised so they accurately describe the job functions and range of tasks that farmers are required to perform. The drafts were developed with advice from Subject Matter Experts (SMEs) and were then made available for public feedback from 2 February – 21 March 2021. Comments made during this period were in support of the proposed changes, including updates to the Broadacre Cropping (BAC) units in accordance with current industry practices and the merging of the seeds related units. Thirty three units have been revised or developed to reflect current industry practices, terminology and equipment. Five qualifications are proposed for deletion due to having no enrolments in recent years. The request to add a seeds specialisation or stream to another agriculture qualification will be proposed as part of a future project, to address the need for these skills within a qualification. Twenty nine units are proposed for deletion for a variety of reasons, including due to there being no enrolments, or because they duplicate another unit, or because they will be merged with another existing unit.

[Click here](#) for further details.

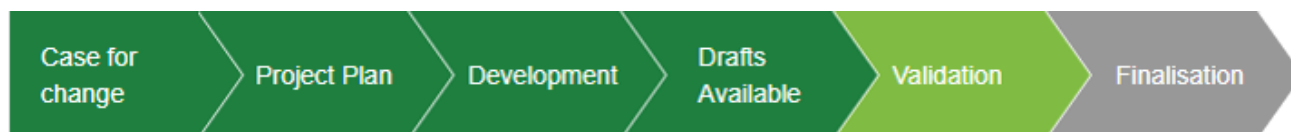
AHC – Dairy & Milk Harvesting Project



The final draft qualification, skill sets and units of competency for dairy and milk processing are available for validation and comment on the Skills Impact website, from 31 May to 17 June 2021. They have been revised to better reflect modern terminology and the new job roles within the sector. Evolving milking methods are changing the range of skills required in Australia's dairy and milk industry, from manual milking methods, to herringbone and rotary sheds, to the more recent introduction of robotic technology and automatic milking systems. The *Certificate III in Agriculture (Dairy Production)* has been revised to better reflect current industry needs, including the suggestion to rename the qualification to *Certificate III in Dairy Production*. A skill set has been developed to support the skills for maintaining on site equipment and six existing units have been updated to include modern industry practices. A unit that describes the skills for carrying out a routine service of milking equipment has been developed to assist those learning how to troubleshoot specific milking equipment. Seven units are proposed for deletion due to there being no enrolments and a lack of relevance to industry.

[Click here](#) for further details.

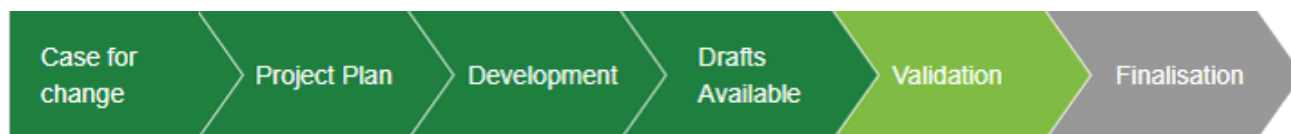
AHC – Parks & Gardens Project



The final draft qualifications and units of competency for parks and gardens are now for validation and comment on the Skills Impact website, from 7 June – 21 June 2021. They have been revised to clarify work functions so that they reflect current job roles in the industry, incorporate the latest work practices and include recycling and waste disposal options. Foundation skills have been added and assessment requirements updated. After extensive consultation with subject matter experts (SMEs) and industry stakeholders, the Certificate IV and Diploma in Parks and Gardens and the unit *AHCPGD205 Prepare a grave site* are proposed for deletion. These changes were made in response to stakeholder feedback that was received as part of the 'Drafts Available' stage.

[Click here](#) for further details.

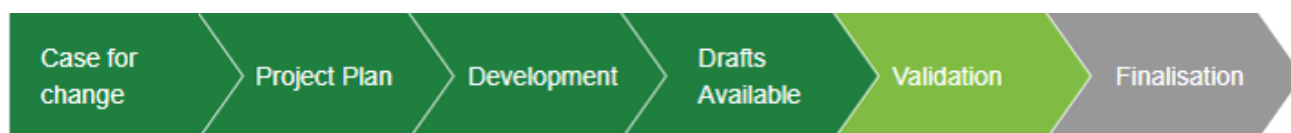
AHC – Skills for Land Rehabilitation Project (Mined Land)



Much of the specialist skill and knowledge required to conserving and manage Australia’s unique ecosystems are transferable across a range of geographically diverse natural locations. However, additional expertise is required to rehabilitate land after it has been used for mining. The final draft qualification and skill sets for this work are now available for validation and comment on the Skills Impact website, from May 31 – 17 June 2021. The option to specialise in the skills for the ‘Rehabilitation of Mined Land’ has been added to the *Certificate III in Conservation and Ecosystem Management*. The draft skill sets have also been revised to include only the units that are specific to the job task. A unit describing the skills to develop work practices to accommodate cultural identity has been added to the *Mined Land Rehabilitation Project Coordinator Skill Set*, to reflect the skills in cultural sensitivity needed at a management level. A unit for managing enterprise staff requirements has also been added to this skill set, to reflect the skills required to manage staff.

[Click here](#) for further details.

PPM – Pulp and Paper Manufacturing Review Project

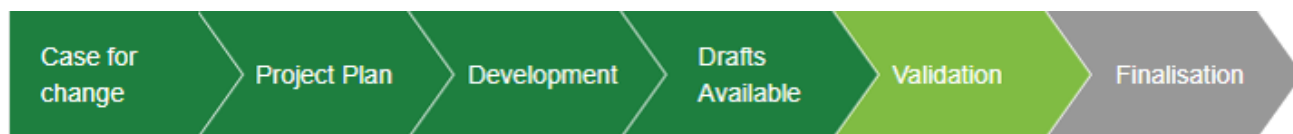


A full review of the qualifications, skill sets and units of competency that make up the [PPM Pulp & Paper Manufacturing Industry Training Package](#), is taking place with experts in the industry. The final draft qualifications, skill sets and units of competency are now available for your validation and comment on the Skills Impact website from 7-25 June 2021. The Certificate II, III and IV level qualifications have been merged so that there is one qualification at each of four Australia Qualification Framework (AQF) levels. This reflects the common skills across papermaking and pulping, at the same time addressing the full breadth of skills required for different job roles in a pulp or paper manufacturing facility. Eight skill sets have been revised to include updated units of competency and three skill sets have been developed to address emerging technologies used in production processes including de-inking. Eighty units have been revised, with some content proposed to be merged to better reflect job tasks, resulting in 61 units. Seven units have been developed to describe updated skills for in production processes, products and future trends. Consultation with registered training organisations (RTOs) has been undertaken to consider options for delivering the revised Certificates II, III and IV in Pulp and Paper Operations once they have been finalised. Industry feedback has established that models of training delivery which are based on RTO/industry partnerships with training delivery taking place in the workplace would best suit this sector.

[Click here](#) for further details.

Validation Complete

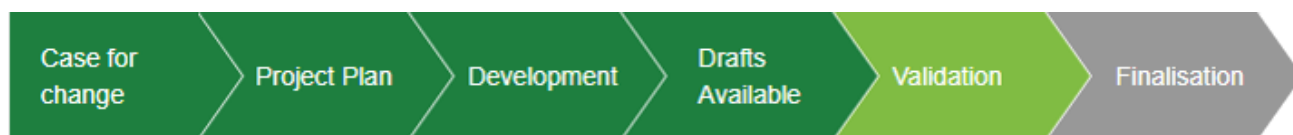
AHC – Animal Reproduction Project



This project is reviewing national qualifications, skill sets and units of competency for animal reproduction, so they reflect current technical and digital skills requirements, so that farmers can take advantage of the many benefits of these technologies. Final draft qualifications, skill set and units of competency for animal reproduction were available for validation and comment on the Skills Impact website, from 24 May until 4 June 2021. The skills standards have been revised to clarify terminology used across the different industry sectors and livestock species, to accurately describe the job functions and the range of tasks that are required. The Diploma of Pork Production is proposed for deletion from the training system due to very low enrolments. The Pork Industry Stockperson Skill Set has been updated to include a biosecurity unit of competency as requested by representatives of the pork production industry sector. Of the 24 units of competency that have been revised, 4 have been proposed for deletion due to low/no enrolments; 13 have had minor edits made to clarify terminology; and 7 have had more significant changes made to the performance criteria, performance evidence and assessment conditions. Validation comments and feedback about these changes is being considered before the project moves into the final stages.

[Click here](#) for further details.

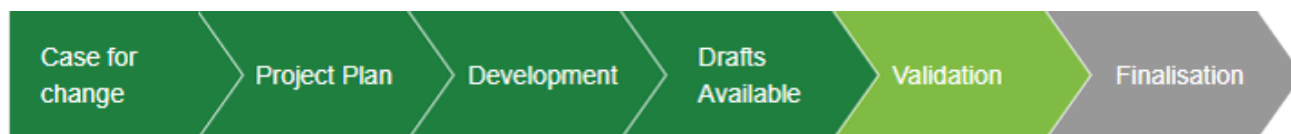
AMP – Meat Rendering Project



Consultation is taking place throughout this project to revise the current qualification and skills standards for meat rendering, supporting a sustainable and safe meat processing industry. Final draft qualifications, skill sets and units were available on the Skills Impact website from 14-31 May 2021. The *Certificate III in Meat Processing (Rendering)* was amended to provide a more flexible choice of units for learners from a range of diverse rendering operations. Within units, the Performance Evidence in the Assessment Requirements was revised to remove unnecessary duplication and to provide users with greater clarity on the nature, volume and frequency of skills that an individual needs to demonstrate. Minor changes were also made to the Performance Criteria to differentiate food safety hazards and worker health and safety hazards. The unit *PPMSTM3XX Perform steam boiler operations* was revised to remove references to paper mills so it can be applied in several industry sectors, including meat processing. This unit will replace the existing unit *AMPA3086 Monitor boiler operations* in the electives of *Certificate III in Meat Processing (Rendering)*. In line with the federal government policy to remove components that duplicate others, *AMPA3086 Monitor boiler operations* is recommended for deletion. Validation comments and feedback about these changes is being considered before the project moves into the final stages.

[Click here](#) for further details.

AMP – Meat Slicing Project

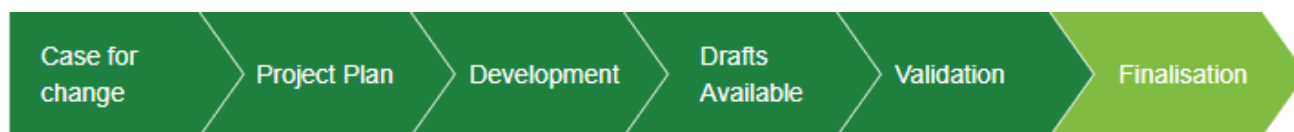


Many professionals involved in the meat processing industry require the skills to safely operate meat slicing equipment. Currently these skills are captured in one unit of competency, which is specific to the smallgoods sector. As part of this project, the unit *AMPS207 Slice product using simple machinery* is being reviewed and updated, to make it appropriate for use across the various sectors that use these skills, including butchery, smallgoods and retail. Validation and feedback was collected on the final draft of this unit and the six skill sets that contain it between 14-30 May 2021, when they were made available on the Skills Impact website for review. All feedback is being considered before the project moves into the final stages.

[Click here](#) for further details.

Submitted for Endorsement

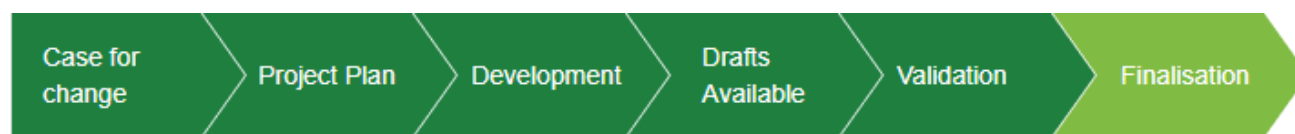
FBP – Flour Milling Project



The final draft qualification, skill sets and units of competency have undergone an edit and equity and quality assurance process and have been reviewed by the State/Territory Training Authorities (STAs). They have been submitted to the Australian Industry and Skills Committee (AISC) for their consideration and provisional endorsement at their 22 June 2021 meeting. Once supported by the AISC, the AISC Secretariat will request for the State and Territory Ministers to review, provide any feedback and support for endorsement. Once endorsed, the updated skills standards will be published on training.gov.au. As part of this project the skills standards for flour milling have been reviewed and updated to reflect the technical expertise required of this work, and to support flexible career pathways. Industry experts indicated early in the project that there were industry-supported options available outside of the VET system that appropriately met upskilling requirements at the same level as the *Certificate IV in Flour Milling*, which had not been updated in some time. However, a skills gap was identified at the Certificate III level, for a mill operative or miller's assistant role, which shares many foundation skills used across the food and beverage processing industry at that level. As a result, a specialisation in the *Certificate III in Food Processing* has been developed and the *Certificate IV in Flour Milling* is proposed for deletion.

[Click here](#) for further details.

FBP – Food and Beverage Processing Project



The final draft qualifications, skill sets and units have undergone an edit and equity and quality assurance process and have been reviewed by the State/Territory Training Authorities (STAs). All components have been submitted to the Australian Industry and Skills Committee (AISC) for consideration and provisional endorsement at their 22 June 2021 meeting. Once supported by the AISC, the AISC Secretariat will request for the State and Territory Ministers to review, provide any feedback and support for endorsement. Once endorsed, the updated skills standards will be published on training.gov.au. Over the past ten years, consumer trends have driven innovations in the food and beverage processing sector, shifting the way job roles are performed. As part of this project, the qualifications and skills standards for roles in food and beverage processing have been reviewed and updated to reflect these changes. Qualifications were reviewed and redesigned, including updates to reflect necessary skills in allergens and traceability and checking and adjusting alignment to the Australian Qualifications Framework (AQF). Skill sets were developed for both allergens management and traceability, and two introductory skill sets developed for learners new to food processing. Existing units were revised to reflect current industry practices, terminology and standards. Six units of competency were developed to define skills in traceability and allergen management, equipping industry to provide information on allergens and undertaking allergen risk reviews, confirm the authenticity of artisan food products, and help consumers make informed decisions on the environmental footprint of products. Two units in food specific good manufacturing practice (GMP) were also developed. Another unit targets skills in equipment maintenance. Two units in fruit and vegetable juices, one in dairy processing, and four in edible oils were also developed.

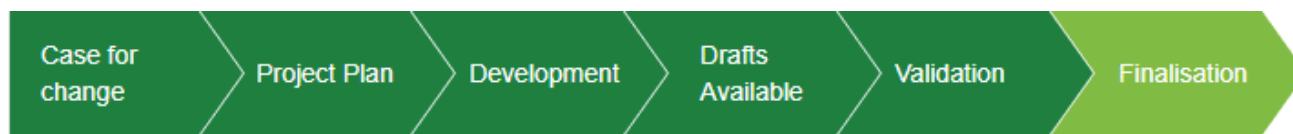
[Click here](#) for further details.

Project to Replace FDF Units in FBP Qualifications

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

[Click here](#) for further details.

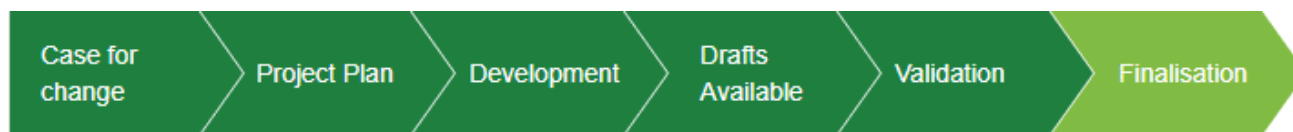
FBP – High Volume Production Baking Project



The draft qualification and skills standards for plant baking have undergone an edit and equity and quality assurance process and have been reviewed by the State/Territory Training Authorities (STAs). All components have been submitted to the Australian Industry and Skills Committee (AISC) for consideration and provisional endorsement at their 22 June 2021 meeting. Once supported by the AISC, the AISC Secretariat will request for the State and Territory Ministers to review, provide any feedback and support for endorsement. Once endorsed, the updated skills standards will be published on training.gov.au. The *Certificate III in Plant Baking* has been revised and renamed the *Certificate III in High Volume Baking*. It incorporates units covering skills and knowledge across all four sub sectors of pastry, cakes, biscuits and bread, to allow flexibility and movement within the industry. Nine units of competency have been developed to fill skills gaps identified in current training programs and to meet the new and emerging needs of all four sub sectors of the high volume plant baking industry, including two technical units. Existing units were also revised to meet current skills requirements.

[Click here](#) for further details.

RGR – Greyhound Racing Careers & Jockeys Project



The *Certificate II in Racing Industry* and *Certificate IV in Racing (Jockey)* have been submitted to the Australian Industry and Skills Committee (AISC) for endorsement, after which they will be forwarded to State and Territory Ministers. The final draft qualifications have undergone an edit and equity and independent quality assurance process. The Racing and Breeding IRC has provided support for the final documents. They have also been reviewed and considered by the State/Territory Training Authorities (STAs/TTAs). The *Certificate II in Racing Industry* has been updated to better reflect the skills requirements of entry level careers in the racing industry across all codes, including thoroughbred, harness and greyhound. The core unit *ACMEQU205 Apply knowledge of horse behaviour* is proposed for removal and to be included as a mandatory unit in the Stable Hand and Stud Hand specialisations, so as not to present a barrier to those wishing to pursue a career in greyhound racing. Two elective greyhound units are also proposed to be included as electives. The *Certificate IV in Racing [Jockey]* has been revised to reflect the expertise required to race thoroughbred horses. Two advanced level business units are proposed for removal from the core of the qualification, as they were creating a barrier to training delivery and industry feedback indicated that they do not reflect the job role. The two units have now been superseded and the updated units are proposed to be included as electives. All prerequisite units relevant to the existing core units have also been included as core units. All other units have been checked for currency and updated or removed where necessary.

[Click here](#) for further details.