Skills Impact Update August 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 <u>news alerts</u>, 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:

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

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New Projects Approved for 2021-22

The Australian Industry and Skills Committee (AISC) has considered the project proposals outlined in this year's <u>Annual Updates to the IRC Skills Forecasts</u>. They approved eight projects (Cases for Change) at their June 2021 meeting and a further two projects at their July 2021 meeting. The ten projects for 2021-22 are across the agriculture, horticulture, animal care, food and beverage, pharmaceutical manufacturing, forestry and timber, and meat processing industries.

Updates on these projects will be communicated in this newsletter, as well through Skills Impact's industry-specific and general newsletters, the Skills Impact website and social media channels. There will be several opportunities to provide feedback on these projects, over the next six months or more.

- ACM Companion Animal Incident Management Project: The 2019-2020 bushfires highlighted the important role of animal facility workers, emergency service workers and evacuation centres in supporting injured and displaced animals. This project will provide a national approach to the skills standards for responding to incidents involving companion animals.
- ACM Trainers of Assistance Dogs Project: Growing evidence for how assistance animals can improve the quality of life for people with impairments and disabilities is driving demand for more skilled trainers of assistance dogs. The specific skills standards for this job role will be developed and packaged as a specialisation in existing qualifications.
- **AHC Review of Unit Sectors Project**: This project continues the full review of the AHC Training Package outlined in the <u>2019 2022 Skills Forecast</u>. It will consist of four sub-projects across the following areas and sectors:
 - Community and common work-related skills
 - Composting, organic production and permaculture
 - o Livestock
 - o Indigenous.
- AHC Water Allocation and Entitlement Project: Access to water resources is vital to Australian farmers and it is equally vital that farming communities understand the water market. Skills standards related to the acquisition, management and trading of water will be developed.
- AMP Meat Processing Skills Review Project: A full review of the AMP Australian Meat Processing Training Package, as proposed over the next three years, will start with a key project to create foundational training products that will lead to simplification of the training package and training delivery.
- **FBP Indigenous Food Skills Project:** There are growing national and international markets for Australia's indigenous food. New skills are required to guide the harvesting and processing of wild food including dealing with cultural issues and working in remote locations, as well as ensuring products meet strict international regulation relating to identification of foods as being indigenous. Skills standards will be reviewed and developed to incorporate these requirements.
- FBP Pharmaceutical Good Manufacturing Practice Project: Recent industry and RTO feedback on previously updated units have indicated a need to update the units to improve training delivery and accurately reflect current Good Manufacturing Practice (GMP) requirements.
- **FBP Sugar Milling Project:** Current sugar milling qualifications will be redesigned to reflect the skills shared across industry job roles, and to encourage use of training within the VET system.
- **FWP Responding and Assisting in Bushfires Project:** Forestry operators hold a key role in assisting with fire mitigation, firefighting, clean up, and clearing operations. Skills standards would be reviewed and developed to incorporate the skills required for bushfire prevention, assistance and recovery.
- **FWP Sawmilling and Timber Processing Project:** Skills standards would be updated to reflect the digital transformation and technological advancement of the sawmilling, timber processing and timber products sectors.

Validation Complete

ACM – Horse Care Project



Caring for and maintaining the welfare of horses takes a whole team of professionals with specialised skills. This project is looking at the skills standards across a range of job roles in the horse care industry. Validation and comments were collected on a broad range of horse care skills standards between 22 June and 6 July 2021. Feedback for the draft skills standards that related to equine dentistry and massage was significant and required additional time to analyse. They were available for validation between 13 and 27 July 2021. In total, six qualifications have been revised. The Diploma of Equine Allied Health attracted a lot of feedback. A summary of the issues that were raised and how they have been considered and addressed by subject matter experts and through discussions with the Animal Care and Management IRC is outlined on the webpage. Three skill sets have been reviewed and three have been developed, to support safety skills across a range of job tasks as well as skills in specific areas such as transporting horses, coordinating horse care tasks and workers in an equine workplace. Fifty-three units have been revised, including merging 20 units into 13. Six units have been developed to address specific skills needed across the horse care sector and six units are proposed for deletion, because they have no enrolments or are no longer required by industry.

Click here for further details.

FWP - Entry Level Forestry Skills Project



The forestry industry is focused on attracting and training new entrants to keep up with demand for forest products and government commitments to plant more trees. As part of this project, qualifications and skills standards are being updated to better support a career path into a range of forestry roles and equip new entrants with the skills they need to get started. Final draft qualifications, skill sets and units of competency are available for validation and comment on the Skills Impact website from 22 June to 14 July 2021. Four forest growing management and harvesting and haulage qualifications at the AQF level 2 and 3 have been consolidated into one qualifications, with specialisations. The *Certificate II in Forest Operations* and a *Certificate III in Forest Operations*, with specialisations. The *Certificate I in Forest and Forest Products* and five units are proposed for deletion as they have had no enrolments in the last five years. Fifteen skill sets have been revised and five developed, and minor adjustments and updates have also been made to several units of competency. Two units have been developed to support entry-level workers in forestry operations jobs, particularly learners involved in school-based VET traineeships and other VET in school programs. Validation comments and feedback about these changes is being considered before the project moves into the final stages.

Click here for further details.

FWP – High-Level Forestry Skills Project



The Diploma of Forest and Forest Products and Certificate IV in Forest Operations are being reviewed and updated so that they better support career pathways and reflect the high-level skills required to grow and harvest forests sustainably. The final draft qualifications and related units of competency were available for validation and comment on the Skills Impact website from 22 June to 14 July 2021. The revised qualifications 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 have a practical focus and a flexible structure to enable participants to select subjects that best suit their needs. The rules about the number of units required from the elective groups to achieve the Diploma of Forest Operations has been changed to allow for the selection of sufficient forestry relevant units. The Advanced Diploma of Forest Industry Sustainability is proposed for deletion as it has no enrolments over the past five years and it not on any state funded course lists or on scope with any RTO. Sixteen units have been developed to address skills gaps related to management systems, forest resource management and forest operations management. Forty-six units of competency have received minor adjustments and updates and several units have been consolidated and merged where relevant, as they had similar learning outcomes. Ten skills set and seven units are also proposed for deletion due to no enrolments in recent years. Validation comments and feedback about these changes is being considered before the project moves into the final stages.

Click here for further details.

FWP – Remote Forestry Operations Project



Forestry work taking place in remote locations and as part of a small team requires individuals to have a strong safety mindset, to support the physical and mental health of the entire team. Leadership is critical in this space, to actively promote and shape a culture around safety. As part of this project, two units of competency have been developed to support safety culture and practices among people who work in remote forest operations. The final draft units were available for validation and comment on the Skills Impact website from 22 June to 14 July 2021. The units describe the skills and knowledge required to apply situational awareness and a safety mindset while working in team situations or alone, 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. Validation comments and feedback about these changes is being considered before the project moves into the final stages.

<u>Click here</u> for further details.

In Final Stages

AHC – Animal Reproduction Project



For generations farmers have been managing the reproduction of livestock and poultry to support the welfare of animals and optimise profitability and sustainability. National qualifications, skill sets and units of competency for animal reproduction have been revised to reflect current technical and digital skills requirements, so that farmers can take advantage of the many benefits of these technologies. After consulting with industry, the Certificates III in Pork Production and Poultry Production have received updates to their descriptions, packaging rules, and titles of core and elective units. The Certificate III in Agriculture (Dairy Production) was also reviewed as part of the Dairy and Milk Harvesting Project and contains some units that were reviewed as part of this project. The Diploma of Pork Production is proposed for deletion due to 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. Twenty units were revised to clarify terminology, performance criteria, performance evidence and assessment conditions. Four units are also proposed for deletion as they have had fewer than 42 enrolments in each of the last three years and feedback from consultation was that they are not needed. The final draft qualifications, skill set and units are currently undergoing an edit and equity and independent quality assurance process. Once this process has been completed, the qualifications, skill set and units will be forwarded to the State/Territory Training Authorities (STAs/TTAs) for their consideration and to seek their support for submission to the Australian Industry and Skills Committee (AISC) and State and Territory Ministers.

Click here for further details.

AHC – Crops, Pastures and Seeds Project



The success of Australia's broadacre cropping and animal production industry is underpinned by skills to produce crops and pastures from high quality seed. As a result of this project and consultation with industry throughout Australia, units across the seeds, crops and pastures sectors were updated and developed so that they accurately capture industry practices and technologies. Concepts surrounding precision agriculture were also embedded in units relating to broadacre cropping. Five qualifications and 14 units that include skills no longer required by industry or that are duplicated by another unit have been proposed for deletion. Fourteen units have been merged into three units, as they had similar learning outcomes. Feedback from industry, during the consultation phases of the project indicated that the current units on the National Training Register did not accurately reflect current job roles. It is understood this has been a factor limiting delivery demand for these units. To further enhance the delivery of these units, it is also proposed that a seeds specialisation or stream is added to the Certificates III and IV in Agriculture, which are approved for review in 2021-22. Therefore, for the short term and to avoid any units being orphaned, the indicative seven AQF level 3 and three level 4 seed units (AHCSTD and AHCSPO) will be added as elective units into the respective qualifications (AHC30116 - Certificate III in Agriculture and AHC40116 - Certificate IV in Agriculture). New units have been developed where necessary to reflect up to date industry practice and include an array of the new technology being implemented in the field, from satellite positioning guidance of farming equipment to laser tech designed to detect pests and disease. The final draft units are currently

undergoing an edit and equity and independent quality assurance process. Once this process has been completed, the units will be forwarded to the State/Territory Training Authorities (STAs/TTAs) for their consideration and to seek their support for submission to the Australian Industry and Skills Committee (AISC) and State and Territory Ministers.

Click here for further details.

AHC – Dairy and Milk Harvesting Project



The range of skills used across Australia's dairy and milk industry is expanding, as milking methods continue to evolve, from manual, to herringbone and rotary sheds, to the more recent introduction of robotic technology and automatic milking systems. Consultation has taken place throughout this project to revise the current qualification and skills standards for dairy and milk harvesting, so that they better reflect modern terminology, equipment and job roles within the sector. The Certificate III in Agriculture (Dairy Production) has changed name to the Certificate III in Dairy Production. Six existing units were updated to include modern industry practices, including trouble shooting automated milking machines to reduce dairy's reliance on external technical support to keep the equipment running. The language within the units has also been updated so that it is inclusive of a wider range of milking animals, including goats, camels, buffalo and other animals. Seven units are proposed for deletion due to no/low enrolments. One skill set and one unit were also developed to capture the skills and knowledge required to maintain complicated automated mass milking machines. The final draft units, skill set and qualification are currently undergoing an edit and equity and independent quality assurance process. Once this process has been completed, the units, skill set and qualification will be forwarded to the State/Territory Training Authorities (STAs/TTAs) for their consideration and to seek their support for submission to the Australian Industry and Skills Committee (AISC) and State and Territory Ministers.

Click here for further details.

AHC – Landscaping Project



Qualifications and units have been revised to more accurately describe job functions and the range of tasks that landscapers are required to perform, as well as to incorporate the latest technologies, equipment, regulations and consumer trends. Industry considered the issue of low enrolments in qualifications, recognising that they had not been reviewed since 2010 and had been designed with a focus on horticulture. Feedback indicated that the qualifications are required by industry to meet their training needs, but that they could be made more relevant to industry and support clearer career pathways by broadening their focus to encompass the full scope of skills required. Five national qualifications. They have been reviewed to clarify their focus and indicate clear career pathways. The updated qualifications include units relevant to addressing building codes and standards, building principles, design, project management, health and safety in the workplace and licensing arrangements. Four skill sets are proposed for deletion due to low enrolments. One skill set and a unit have been developed to support landscape design within Australia's burgeoning therapeutic horticulture sector. Twenty-four units have been reviewed to incorporate changes in technology and workplace practices and techniques and to reflect current terminology. Nine units have been developed to meet industry

skill needs related to using CAD software, licensing requirements in certain states and implementing an outdoor tiling project. The final draft qualifications, skill set and units are currently undergoing an edit and equity and independent quality assurance process. Once this process has been completed, the draft qualifications, skill set and units will be forwarded to the State/Territory Training Authorities (STAs/TTAs) for their consideration and to seek their support for submission to the Australian Industry and Skills Committee (AISC) and State and Territory Ministers.

Click here for further details.

AHC – Parks and Gardens Project



The skills for grounds keeping and gardening work are changing, as industry builds on its practices to promote biodiversity, adapt to climate change, and acknowledge the cultural significance of parks and gardens. Expertise in horticulture and an ability to work alongside other industry professionals are a necessity, with increased focus on skills for reusing resources, planting native species, and reducing herbicide and chemical use. Nineteen units of competency for working in parks and gardens have been revised to reflect current terminology, equipment, work practices (including sustainable use of materials), and workplace health and safety requirements. The Certificates II and III in Parks and Gardens have been updated to support strong pathways into the industry. As a result of the review process, the Certificate IV in Parks and Gardens and Diploma of Parks and Gardens Management are proposed for deletion due to low enrolments. The high-level units within these qualifications have been revised as part of this project, and industry has indicated that it would be appropriate for them to be moved into other relevant horticulture qualifications as part of a future project. This would reflect the common skills across the sector and support the deliverability of the units. The unit AHCPGD205 Prepare a grave site is also proposed for deletion due to low enrolments. The final draft qualifications and units are currently undergoing an edit and equity and independent guality assurance process. Once this process has been completed, the qualifications and units will be forwarded to the State/Territory Training Authorities (STAs/TTAs) for their consideration and to seek their support for submission to the Australian Industry and Skills Committee (AISC) and State and Territory Ministers.

<u>Click here</u> for further details.

AHC – Skills for Land Rehabilitation Project (Mined Land)



Much of the specialist skill and knowledge required to conserve 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 hands-on skills required to restore mined land have been captured in four skill sets and a 'rehabilitation of mined land' specialisation in the *Certificate III in Conservation and Ecosystem Management*. The subject matter experts who have helped support the development of draft skill standards for this work have considered how this work is increasingly undertaken by Indigenous rangers and other community members on Aboriginal lands, as well as the fact that it can require multiple inputs, including from environmental advisors, field workers carrying out conservation work, through to seed producers. 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 the skill

set. The final draft skill sets and qualification are currently undergoing an edit and equity and independent quality assurance process. Once this process has been completed, the skill sets and qualification will be forwarded to the State/Territory Training Authorities (STAs/TTAs) for their consideration and to seek their support for submission to the Australian Industry and Skills Committee (AISC) and State and Territory Ministers.

Click here for further details.

AMP – Meat Rendering Project



Meat rendering and pre-rendering processes are integral to the meat processing industry, helping to reduce waste and increase sustainability by transforming materials that would otherwise be waste into stable and useable products. Through consultation with industry, the existing qualification and units to support the skills in this sector have been revised to reflect current job roles and skills needs. The Certificate III in Meat Processing (Rendering) has been redesigned to provide a more flexible choice of units for learners from a range of diverse rendering operations. Ten units in meat rendering have been revised and some of them merged, resulting in six final units. The meat rendering units have been updated to reflect changes in the operations of a rendering process, such as batch rendering, continuous dry rendering and low temperature wet rendering; boiler operations; blood coagulation and drying; and tallow refining. Two pre-rendering units have been updated to replace redundant terminology no longer used by industry. Three skill sets have also been developed to capture the skills required for different types of rendering processes. The final draft qualification, units and skills sets have undergone an edit and equity and independent quality assurance process and the Meat IRC has provided support for the final documents. They have been forwarded to the State/Territory Training Authorities (STAs/TTAs) for their consideration and to seek their support for submission to the Australian Industry and Skills Committee (AISC) and State and Territory Ministers.

<u>Click here</u> for further details.

AMP – Meat Slicing Project



The skills to safety operate meat slicing equipment are used by many professionals in the meat processing industry. The skills for this work have been supported by the unit *AMPS207 Slice product using simple machinery*. However, the unit was specific to the smallgoods sector only. Consultation has taken place throughout this project to update the unit, so that it is appropriate for use across the various sectors that use these skills, including butchery, small goods and retail, as well as being suitable for suitable for use in other sectors, such as poultry and food processing. Updates have also been made to the unit to include reference to safety skills and PPE, cleaning and sanitisation processes, use of manufacturers settings, and knowledge of contamination and other faults that create product quality risks. Minor changes have been made to the Performance Evidence 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. Six skill sets containing the unit have also undergone review to reflect changes to the unit. The qualifications which contain the unit have been updated to reflect the updated unit, but were not part of the review process for this project as they are due to undergo a full review as part of future AMP projects. The final draft unit and skill sets have undergone an edit and equity and independent quality assurance process and the Meat IRC has provided

support for the final documents. They have been forwarded to the State/Territory Training Authorities (STAs/TTAs) for their consideration and to seek their support for submission to the Australian Industry and Skills Committee (AISC) and State and Territory Ministers.

Click here for further details.

PPM – Pulp and Paper Manufacturing Review Project



Consultation with industry has taken place throughout this project to revise and update all qualifications, skill sets and units of competency within the PPM Pulp & Paper Manufacturing Industry Training Package, so they reflect current technology, terminology and processes. Targeted consultation with registered training organisations (RTOs) has also taken place, to improve the viability of training delivery. The qualifications have been redesigned and merged from seven to four, so that there is one qualification at each Australian Qualification Framework (AQF) level, reflecting current job roles and supporting learners to develop a broad understanding of plant operations. Problem solving skills, work health and safety, and quality assurance skills have been included as core skills across all qualifications. Common skills standards across production have been identified and 23 units merged into 11. Skills for operating emerging technologies have been incorporated into existing units. Some new units and skill sets have been developed to address skills for entering the industry, working in management or overseeing roles, and for working with technologies involved in de-inking operations. Units and skill sets have been proposed for deletion where the skills standards could be better met by a new or existing unit or skill set. The final draft qualifications, skill sets and units are currently undergoing an edit and equity and independent quality assurance process. Once this process has been completed, they will be forwarded to the State/Territory Training Authorities (STAs/TTAs) for their consideration and to seek their support for submission to the Australian Industry and Skills Committee (AISC) and State and Territory Ministers.

Click here for further details.

Endorsed by the AISC

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 endorsed by the AISC and will now be considered by State and Territory Ministers. Once endorsed by the Ministers, 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. 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. 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 - 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 endorsed by the AISC and will now be considered by State and Territory Ministers. Once endorsed by the Ministers, 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 – 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 endorsed by the AISC and will now be considered by State and Territory Ministers. Once endorsed by the Ministers, 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 and Jockeys Project



The Certificate II in Racing Industry and Certificate IV in Racing (Jockey) have been endorsed by the AISC and will now be considered by State and Territory Ministers. Once endorsed by the Ministers, the updated qualifications will be published on training.gov.au. 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.