

Skills Impact Update

December 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](#)

Year in Review

Thank you for your contributions and support this year to improve industry skills. Working with stakeholders like yourself, we have been able to undertake valuable work to report on industry trends, skills opportunities and challenges. Dozens of qualifications and hundreds of skill sets and units of competency were also improved, through a process that gathered over 2,500 items of feedback. We wish you all the best for the festive season and look forward to working together in the new year. Meanwhile, you may want to have a look at our [Year in Review](#).



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Project Scoping Underway

FBP – Sugar Milling Project



The nature of the sugar milling industry has been evolving, with innovations in bioproducts, including producing biofuel. The workforce has also changed over the years, with increasing automation requiring fewer people on the ground. As such the skills and training needs of the industry have also changed. Consultation will take place throughout this project to consider how the current skills standards for sugar milling could be reconfigured, so that they reflect industry requirements and are more accessible for training providers to deliver. While the sugar milling industry regularly uses the national qualifications and skills standards for workplace training and defining job roles, they are not currently delivered or assessed by any registered training organisation (RTO). We are currently seeking and processing industry feedback received concerning the level of support for qualifications offered through the VET system.

[Click here](#) for further details.

Development Underway

AHC – Permaculture, Organic Production & Composting Projects



Production systems based around principles of permaculture, organic farming and composting are helping to meet consumer demand for produce that is locally grown and farmed using sustainable practices and methods. These practices draw on traditional methods, including those used by Indigenous cultures around the world, as well as utilising new science to develop innovations. As part of this project, industry experts are being consulted to define the job skills associated with the sectors so they can be incorporated into national qualifications and skills standards. The skills and job functions are being identified as part of a workforce functional analysis process. Three separate workforce functional analysis meetings were undertaken during October with industry subject matter experts from the permaculture, organic production and composting sectors.

Permaculture: Industry experts discussed and identified skills for different jobs and activities performed across permaculture, with the main job functions identified around planning, implementation and design of permaculture systems. Three key ethical principles were identified as underpinning permaculture as a discipline: earth care; fair shares (set limits and redistribute); and people care.

Organic production: During the organic production workforce functional analysis process, skill requirements were examined in the context of existing unit sectors, with the potential to create streams or specialisations within current qualifications and/or the development of skill sets to meet specific occupational and sector needs.

Composting: There are a range of organisations that receive training in composting, such as commercial operators, farmers in specific agricultural operations and community organisations. In general, learners are likely to undertake a specialised group of units to meet skills requirements across

these different areas. Experts in composting are considering including skills related to composting as a specialist stream within agriculture qualifications and/or the development of targeted skills sets.

Draft qualifications, units and skill sets that describe the skills required for those working in permaculture, organic production and composting sectors are scheduled to be available on the project webpage for broad stakeholder consultation and feedback in the first quarter of 2022.

[Click here](#) for further details.

AHC – Pig & Poultry Farming Project



Pig and poultry farmers rely on skills in animal welfare, safety and sustainability to raise and care for their animals used for eggs and meat. Eggs, chicken meat and pork are popular products in Australia, so it is important that industry has access to a skilled workforce to keep up with demand. Industry feedback has indicated that some of the units of competency for pig and poultry farming do not reflect current industry practices or legislation. Industry subject matter experts are being consulted to review and revise current pork and poultry units and qualifications, so that they incorporate industry standards of animal welfare, safety and sustainability and are in line with relevant legislation. The units listed as 'core' within the Certificate III in Pork Production are undergoing extensive review, to incorporate skills standards around biosecurity, current work health and safety practices, and animal welfare requirements. Industry subject matter experts have suggested two different streams of specialisations for the Certificate III in Poultry Production, one for learners who would like to specialise in the more traditional poultry farm-hand position and the other to focus on the poultry specialists who travel farm to farm undertaking specific tasks, such as animal vaccinations and some cleaning tasks. The draft units and qualifications are scheduled to be available on the project webpage for broad stakeholder consultation and feedback in the first quarter of 2022.

[Click here](#) for further details.

AHC – Respect for Country Job Skills Project



Aboriginal and Torres Strait Islander people are leading and guiding the review and development work of national skills standards for Indigenous Land Management and Aboriginal Sites Work. A Project Working group of Aboriginal and Torres Strait Islander people and representatives have met to discuss the job roles and functions required for this work. They have looked at existing units of competency and qualifications and discussed skill requirements. The collaboration of the Project Working Group will support the work of those who play an important role in protecting, maintaining the caring for Country, such as Indigenous Rangers, Conservation Field Officer, Cultural and Heritage Officers, Land Council Site Officers and Tourism Operators and Guides. The group is reviewing and developing units of competency and co-designing two qualifications that support the unique skills requirements for Indigenous land and sea management, so that the skill standards are appropriate and reflective of the needs for Indigenous and Torres Strait people in these important roles. Thirty-five revised draft units and two qualifications will be made available on the Skills Impact website for broad stakeholder consultation and feedback in early January 2022.

[Click here](#) for further details.

AHC – Water Allocation and Entitlement Skills Project



Australian farmers and the nation’s food security are dependent on access to water resources. From its informal beginnings around 20 years ago, water trading in this country has evolved into a multifaceted market, offering entitlements and allocations. Unique skills are required to navigate fluctuating prices, manage the buying and selling processes, calculate the carryover of water, and manage risk strategies around climate and long-term water allocation. It is especially important that those working on small and family farms are empowered with the right knowledge and skills to navigate water markets. Consultation with subject matter experts is underway to identify the skills and knowledge farmers, irrigators and water traders require to operate in Australia’s various water markets. Three units of competency are currently being developed, to define these skills standards. These units are focused on the skills related to buying and selling allocated water, identifying carry over water options and selling temporary water in a water market. Consultation is taking place with experts who operate in Australia’s various water markets, as market regulations and terminology differ from region to region. There are different allocation, entitlement and trading rules in each state and territory, subject to the local Indigenous and local Government authorities. It is important that the units incorporate the skills required across Australia. The draft units will be available for broad consultation in mid-December on the project webpage.

[Click here](#) for further details.

FWP – Responding and Assisting in Bushfires Project



Forestry operators, arborists and other service providers hold a key role in assisting with bushfire mitigation and clean-up operations. These workers can have additional responsibilities placed upon them that go beyond their day-to-day role, particularly those who operate heavy machinery. The bushfires of 2019-2020 brought attention to how workers and contractors can support the prevention and clean-up of bushfires. The Federal Government’s Royal Commission into National Natural Disaster Arrangements highlighted the importance of skills in mechanical thinning and its potential to reduce the intensity and rate of spread of a bushfire. Industry feedback has indicated that a range of skill gaps emerged in recent bushfires, particularly in relation to effective communication and awareness of hazards associated with recovery activities. Experts in the field are being consulted to assess the skills gaps among workers who assist in bushfire recovery operations and to propose training package solutions. A working group of subject matter experts has been identified and they have been meeting throughout November and December 2021. They are being consulted on the skills required of bushfire recovery operators, so these can be addressed in national units of competency. Essential skills such as effective communication and assessment of trees damaged by bushfires will be considered and represented in the skills standards.

[Click here](#) for further details.

FWP – Sawmilling and Timber Processing Project



The sawmilling and engineered wood products sectors have undergone rapid digital transformation and technical progress as industry works to provide environmentally sustainable solutions for building construction. Sawmills and other wood product facilities are investing in and integrating state-of-the-art equipment into workplaces to produce innovative products, including cross laminated timber (CLT) and glue laminated timber (GLT). As a result, the job roles of operators have evolved, requiring updated skills to work with new equipment and produce versatile mass timber products. Feedback from industry has indicated that the current qualifications and skills standards for sawmilling, timber processing and wood manufactured products require updating to reflect developments in technology and processes in the Australian timber and wood products sectors. Consultation is taking place with industry experts to capture the skills required for operating and monitoring automated wood processing technologies and continuous drying kilns, including the use of programmable logic controllers.

[Click here](#) for further details.

Drafts Available

ACM – Small Companion Animal Incident Management Project



Draft units of competency and skill sets for rescuing small companion animals during major incidents are available for broad stakeholder consultation and feedback on the Skills Impact website, from 26 November until 5 January 2022. The bushfire events of 2019-20 underlined the need for national skills standards to be developed to support the important role of animal facility, emergency service, animal welfare and evacuation centre workers involved in the coordination and care of small companion animals during disasters caused by natural events. Industry subject matter experts have been consulted to develop the draft skills standards. They have met to discuss the job roles and functions required for this work. They have looked at existing animal incident management units of competency to see where these may be able to be utilised, in order to avoid duplication in the training system. Feedback is sort on whether the draft units and skill sets reflect the current skills standards and practices of industry, and whether job functions are accurately described. Specific feedback is encouraged around the correct use of terminology (i.e. in references to animal 'movement' or 'relocation' or 'evacuation' or 'rescue'), defining the types of incidents covered by the units and how to describe them appropriately. Clarification is also sort on who will be carrying out the job functions described the units and skills sets, as well as the types and frequency of Performance Evidence that would be reasonable and effective for assessment.

[Click here](#) for further details.

ACM – Trainers of Assistance Dogs Project



Draft units of competency and skill sets for trainers of assistance dogs are available for broad stakeholder consultation and feedback on the Skills Impact website, from 26 November until 5 January 2022. Industry subject matter experts have been consulted to define the skills required to train dogs for different environments and tasks, as well as to train people in how to care for their assistance dog. These experts have helped develop the draft skills standards. There is an increasing demand for skilled trainers following the expansion of assistance dogs into fields covered by the National Disability Insurance Scheme (NDIS). There are also widespread calls by industry for nationally recognised training to ensure workers possess the core skills to prepare dogs for a variety of purposes and client needs. Feedback is encouraged on whether the draft units and skill sets reflect the current skills standards and practices of the industry and whether job functions are accurately described. Specific feedback is also invited on the correct use of terminology related to certain job functions and the way to describe the health and condition of dogs, as well as what would be reasonable and effective evidence of performance when it comes to assessment, and whether group training in some units is appropriate.

[Click here](#) for further details.

AHC – Ag & Horticulture Core Skills Project



Draft qualifications and units of competency for some of the core skills across agriculture, horticulture and conservation land management are available for broad stakeholder consultation and feedback on the Skills Impact website, from 9 December until 4 February 2022. There are many important and fundamental skills and knowledge requirements that apply to all of these sectors and they play an essential role in maintaining Australia's food production. Currently, these core skills are outlined across 75 units and incorporated in more than 100 qualifications. Consultation is taking place to update the units and qualifications to reflect recent changes in regulations and technology, and new research. They have been reviewed and updated to incorporate skills in communication and consultation at all levels of industry. Consideration has also been given to strengthening skills in safety and environmental sustainability. An effort has been made to use clear and concise wording. Attention has been paid to the outcomes of the qualifications so that they are specifically agricultural or horticultural. These revisions are aimed to support career pathways and improve accessibility. Feedback is encouraged on whether the draft qualifications, skill set and units reflect the current skills standards and practices of industry, and whether job functions are accurately described. Feedback is also invited on qualifications and units with low or no enrolments over the past five years and whether they need to be retained.

[Click here](#) for further details.

AMP – Meat Processing, General, Quality and Safety Skills Project



Core skills in safety, quality assurance, and leadership are essential to the Australian meat processing industry and its workforce of approximately 69,000 people. As such it is important that the qualifications and skills standards that describe these skills are kept up to date, supporting job roles across the entire meat processing industry. Draft qualifications and units of competency for some of the core skills used in the meat processing industry are available for broad stakeholder consultation and feedback on the Skills Impact website, from 11 November until 31 January 2022. Seven meat processing qualifications have been revised and merged into two qualifications, resulting in one at a Certificate III level and one at a Certificate IV level. They contain specialisations to promote flexible delivery and career pathways. The units of competency have been revised and updated to include updated skills for tracking and traceability, quality assurance and safety, and to comply with the current Standards for Training Packages 2012. Five units have been developed to capture skills required to promote workplace health and safety, working as part of a team, hygiene, sanitation, food safety and quality, and recognising animal diseases and conditions. Sixteen units are proposed for deletion as they are no longer required by industry. Nineteen units have been merged into three units to better reflect job functions and reduce duplication.

[Click here](#) for further details.

FBP – Australian Native and Bush Food Project

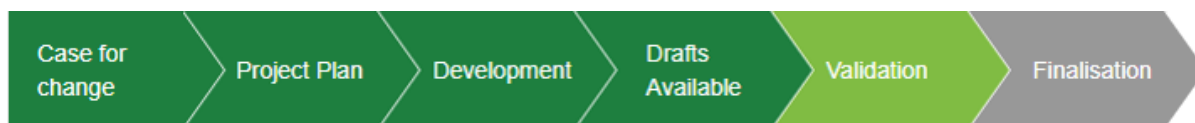


The Australian native and bush foods market is expanding, with new businesses opening across Australia. Aboriginal and Torres Strait Islander people have gathered, grown, harvested and consumed Australian native foods for tens of thousands of years and now play an important role in promoting awareness of them to the broader public. A draft skill set that describes the skills required for this work is available for broad stakeholder consultation and feedback on the Skills Impact website, from 12 November until 10 December 2021. Unique skills are required to set up an Australian native food business, with expertise required across the supply chain, from planting and harvesting, to processing, through to product promotion. Growing and harvesting Australian plants in an efficient and sustainable way is different than many commercial crops, as their growth and yield are unique. Knowledge and skills for complying with domestic and international regulations associated with food safety, transport and biosecurity are essential, especially as the industry looks to expand. While skills in product development and marketing are required to find a market for foods that the public may not be familiar with. It is important that Aboriginal and Torres Strait Islander people are supported to participate and build businesses in this sector, so that their connection to these foods is recognised and traditional skills and knowledge can be preserved.

[Click here](#) for further details.

Validation Underway

FBP – Pharmaceutical GMP Project

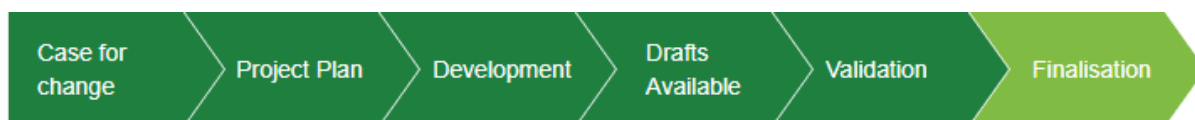


The final draft units of competency for Pharmaceutical Good Manufacturing Practice (GMP) are now available for validation and comment on the Skills Impact website, from 12 November to 10 December 2021. The documents have been revised to consider feedback collected on the initial drafts which were available for broad stakeholder feedback between 28 September and 2 November 2021. They have been revised in consultation with industry experts so that they reflect current industry practice, to remove duplication of information within units and to align with current Australian GMP requirements. Adjustments have been made to the language used for how a student would provide evidence of their performance in each unit. Previously it was stated that learners 'Must demonstrate competency on at least one occasion'. This has been amended to read 'on one or more occasions'. Based on industry feedback to date, references to the Therapeutic Goods Act and GMP Code of Practice have been included in the drafts where applicable and references to industry Manufacturing Principles have been retained in the knowledge evidence section of the units.

[Click here](#) for further details.

Endorsed by Australian Industry and Skills Committee (AISC)

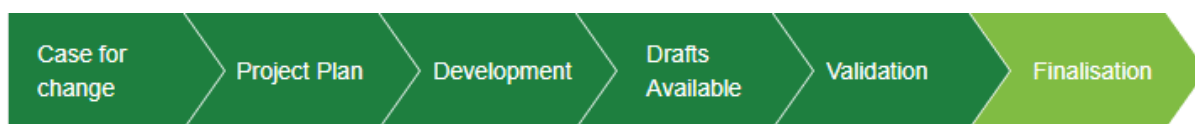
ACM – Horse Care Project



The skills standards for a range of horse care professions have been captured in updated qualifications, skill sets and units of competency. They have been [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). The final draft qualifications, skill sets and units have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities. Safety skills are vital across the industry, protecting equine professionals and those around them in their interactions with horses. The qualifications have been updated to capture the full breadth of skills required for those who work alongside horses either directly or indirectly, and to support flexibility of training delivery and career pathways. The qualifications have been updated to promote movement between schools and VET and support learners from entry level positions through to more niche expert roles. Skill sets have been updated and developed to support skills for emergency shoe replacement, coordination of horse care tasks and workers, and safety skills across a range of environments, including while instructing learners, while handling horses, while transporting horses, and working around horses. Units have been revised and developed to strengthen safety skills and ensure flexibility of use across different job roles involving horses. Some units have been merged to better reflect work tasks and some are proposed for deletion as they are no longer required by industry.

[Click here](#) for further details.

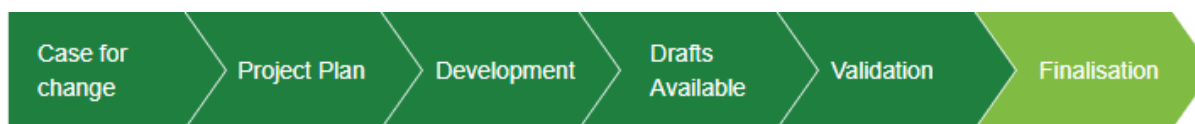
AHC – Animal Reproduction Project



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 new technologies. They have been [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). The final draft qualifications, skill sets and units have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities. For generations farmers have been managing the reproduction of livestock and poultry to support the welfare of animals and optimise profitability and sustainability. 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.

[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. They were [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). The final draft units have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities. Concepts surrounding precision agriculture have been 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 AHCSP0) 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.

[Click here](#) for further details.

AHC – Dairy and Milk Harvesting Project



The final draft units, skill set and qualification for dairy and milk harvesting were [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). The final drafts have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities. 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.

[Click here](#) for further details.

AHC – Landscaping Project

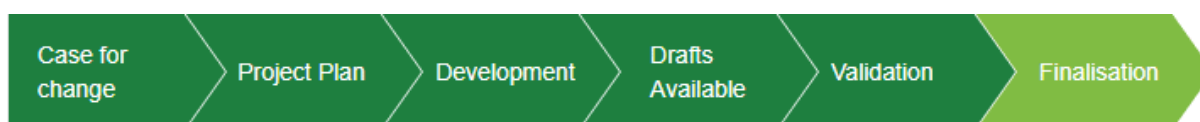


Qualifications and units have been revised to more accurately describe job functions and the range of tasks that landscapers are required to perform, as well as to incorporate the latest technologies, equipment, regulations and consumer trends. The final draft qualifications and units were [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). The documents have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities. 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 and two state accredited qualifications were considered and restructured, resulting in six draft 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.

[Click here](#) for further details.

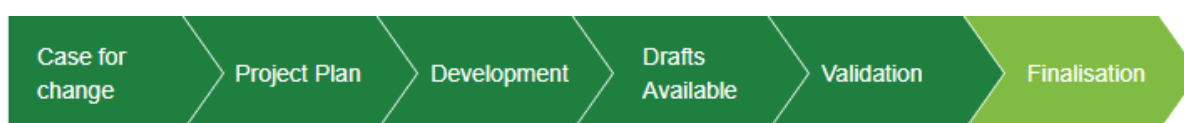
AHC – Parks and Gardens Project



The final draft qualifications and units were [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). The final drafts have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities. 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.

[Click here](#) for further details.

AHC – Skills for Land Rehabilitation Project (Mined Land)

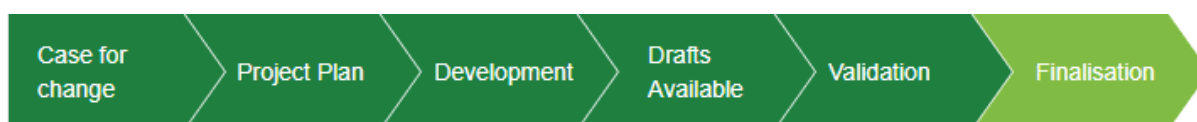


Much of the specialist skill and knowledge required to conserve and manage Australia's unique ecosystems are transferable across a range of geographically diverse natural locations. However, additional expertise is required to rehabilitate land after it has been used for mining. The hands-on skills required 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 final draft skill sets and qualification were [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). The final drafts have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities. 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.

[Click here](#) for further details.

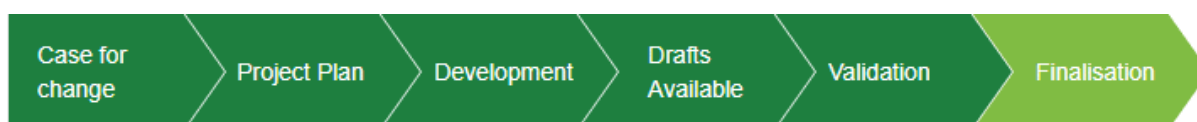
FWP – Entry Level Forestry Skills Project



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, skill sets and units of competency have been 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. They were [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). They have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities. Four qualifications at the AQF level 2 and 3 have been consolidated into one qualification at each level, resulting in a *Certificate II in Forest Operations* and a *Certificate III in Forest Operations*. The Certificate II and III in Forest Operations have been designed to support efficient and flexible training delivery for entry-level and existing operators and have been updated to meet current job requirements. They are intended to provide local school students in regional and sometimes remote forestry areas with access to school-based VET training that provides a career path and the necessary skills to enter a variety of forestry roles. Both qualifications offer specialisations in forest nursery production, silviculture and timber harvesting and haulage, allowing participants to tailor their training to their specific needs. Some new units were developed to address gaps in the entry level qualifications. Five skill sets have been developed to support career pathways and address targeted skills in plantation establishment, silviculture, and excavator and skid steer loader operations. Existing units were updated to reflect job functions and to improve learning outcomes and fifteen skill sets were revised to incorporate the updated units. The *Certificate I in Forest and Forest Products* and five units are proposed for deletion.

[Click here](#) for further details.

FWP – High-Level Forestry Skills Project

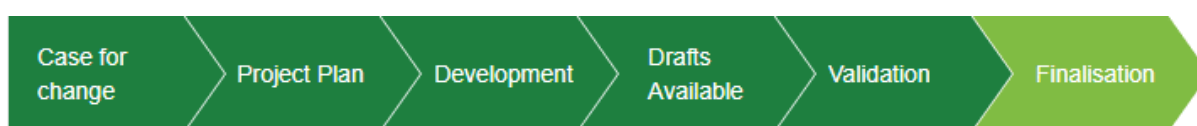


The *Diploma of Forest and Forest Products* and *Certificate IV in Forest Operations* have been revised by industry to better support career pathways and reflect the high-level skills required to grow and harvest forests sustainably. They were [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). They have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities. The *Certificate IV in Forest Operations* has been redeveloped as a specialised qualification for those responsible for managing teams and operations in forestry contractor businesses. The *Diploma in forest Operations* has been revised to provide workplace-trained foresters, early-career

university-trained foresters and forestry field officers with the practical knowledge and skills needed to work in Australia's dynamic commercial forestry industry. The diploma offers specialisations in forest operations management and forest resource management and incorporates the skills standards for digital data collection and analysis, forest inventory, growth modelling, forest valuation, supply chain, forest ecology and biodiversity. Forty-six units of competency with a focus on people practices management, safety and environment and forest operations have also been revised. Several units have been consolidated and merged where relevant, as they had similar learning outcomes. Sixteen units have also been developed to address skills gaps related to management systems, forest resource management and forest operations management. The *Advanced Diploma of Forest Industry Sustainability*, ten skill sets and seven units are proposed for deletion as feedback indicated they are no longer needed by industry.

[Click here](#) for further details.

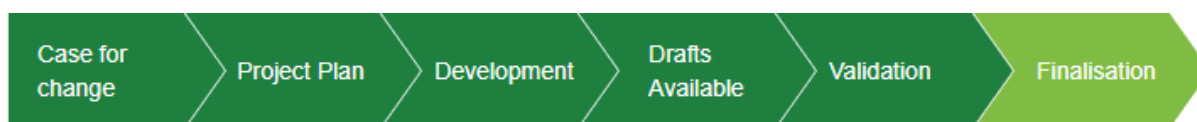
FWP – Remote Forestry Operations Project



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 [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). They have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities.

[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. The final draft qualifications, skill sets and units of competency were [approved](#) for endorsement by the Australian Industry and Skills Committee (AISC) on the 12 November 2021. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au). They have undergone an edit and equity and independent quality assurance process and have been considered by the State/Territory Training Authorities. Targeted consultation with registered training organisations (RTOs) took place during the project, 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.

[Click here](#) for further details.