

Skills Impact Update

December 2022



This report provides an update on the progress of various projects and activities to support Industry Reference Committees (IRCs) assigned to Skills Impact. We inform all interested stakeholders about our activities via the Skills Impact website and [news alerts](#), this detailed 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

2021-2022 Year in Review	2
Approved by Australian Industry and Skills Committee (AISC), and Awaiting Endorsement and Publishing in December	3
AHC – Respect for Country Job Skills Project	3
AHC – Ag & Horticulture Core Skills Project	4
AHC – Pig & Poultry Farming Project	4
AHC – Permaculture, Organic Production & Composting Projects	5
AMP – Meat Processing, General, Quality and Safety Skills Project	6
Approved, Endorsed and to be Published Soon	7
FWP – Responding and Assisting in Bushfires Project	7
FWP – Sawmilling and Timber Processing Project	7
FBP – Australian Native and Bush Food Project	8

2021-2022 Year in Review

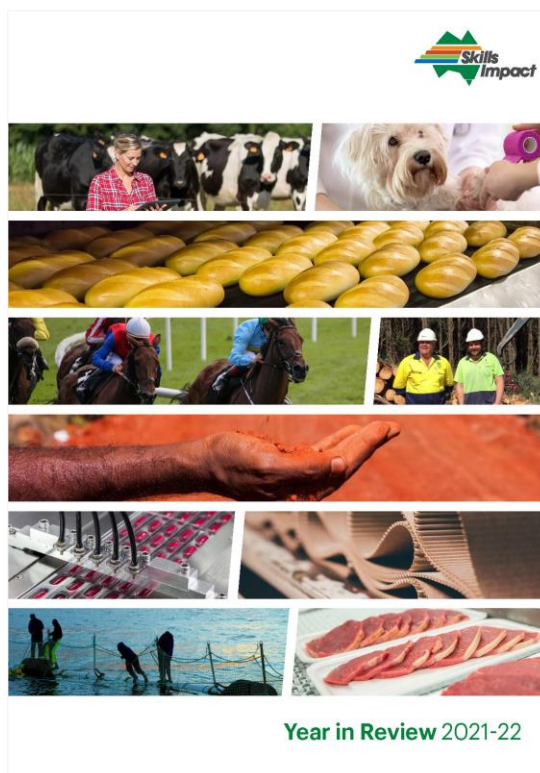
Thank you for your contribution and support over the past six-plus years. Your input has been crucial to improving national qualifications and skills standards. We are proud to have worked with such a broad range of industries.

The 2021-22 Year in Review showcases and celebrates the contribution all our stakeholders have made to national skills standards over the past 12 months, as well as the course of our SSO contract. This year alone, over 2,030 stakeholders contributed to project work. Over the past six years, over 400 qualifications, 350 skill sets and 3,000 units of competency have been improved.

We wish you all the best for the festive season. The work to improve skills standards for industry will continue in 2023 under the Government's Industry Cluster model. Skills Impact has been working with and supporting industry on an Agribusiness Industry Cluster proposal and we await with anticipation an announcement in relation to this program, and the potential opportunity to work with you again in the new year.

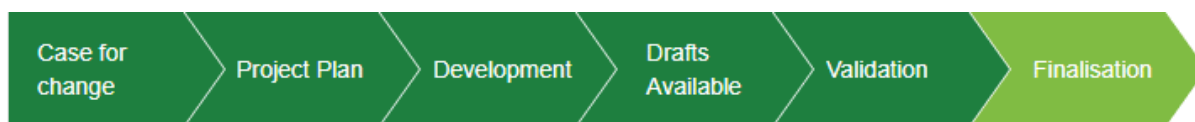
[The 2021-22 Year in Review](#) can be downloaded from the Skills Impact website and there is the option to download and read only the relevant industry sections you are interested in:

- [Agriculture, Horticulture, Conservation and Land Management](#)
- [Animal Care and Management](#)
- [Aquaculture and Wild Catch](#)
- [Food, Beverage and Pharmaceutical](#)
- [Forestry and Timber](#)
- [Meat Processing](#)
- [Pulp and Paper Manufacturing](#)
- [Racing and Breeding](#)



Approved by Australian Industry and Skills Committee (AISC), and Awaiting Endorsement and Publishing in December

AHC – Respect for Country Job Skills Project



Aboriginal and Torres Strait Islander cultures possess skills and knowledge for land and water management activities that have been developed over thousands of years. Some of these skills are described in nationally endorsed qualifications, skill sets and units of competency that are used by registered training organisations (RTOs) to equip learners for jobs roles working on Country or cultural sites.

Led by Aboriginal and Torres Strait Islander project partners, the qualifications, skill sets and units for cultural sites work and on Country management have been updated as part of this project so that culture, skills and knowledge are better reflected, integrity is retained in the units, and the unique nature of looking after Country for each community is recognised. Updates were made to terminology and language throughout the qualifications, skill sets and units, including the renaming of unit sector codes from Aboriginal Sites Work (ASW) to Cultural Sites Work (CSW) and Indigenous Land Management (ILM) to On Country Management (OCM). Two qualifications, in Cultural Sites Work and On Country Management, were revised to be more flexible to deliver, to support adaptable career pathways and to reflect the latest technologies and equipment. Thirty-five existing units were revised to improve their relevance and clarity, cover foundation skills and remove barriers to assessment. A number of units were updated to incorporate Indigenous Culture and Intellectual Property (ICIP) and a new unit was developed to reflect skills required for contributing to the development of culturally safe processes for working with Aboriginal and Torres Strait Islander Peoples.

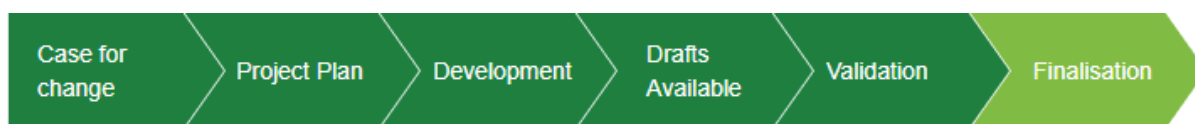
A Case for Endorsement has been developed to provide information about what changes have been made, who has contributed, the reasons for the changes, and their implications.

The final drafts have undergone an edit and equity and independent quality assurance process and have been considered by the relevant Industry Reference Committee and State/Territory Training Authorities.

The final draft qualifications, skill sets and units were [approved](#) by the Australian Industry and Skills Committee (AISC) on the 29 November 2022. 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).

Learn more about the [Respect for Country Job Skills Project](#)

AHC – Ag & Horticulture Core Skills Project



There are many important and fundamental skills and knowledge requirements that apply to roles across all areas of the agriculture and horticulture industries. Currently, these core skills are outlined across 75 units of competency and are incorporated in more than 100 qualifications.

Thanks to the contributions of everyone involved in this project, the national qualifications, skill sets and units that describe these core skills have been reviewed and updated so that they reflect real job functions. Three new units have been developed to address skills needs in identifying and selecting plants, operating a telehandler, and conducting complex tree hazard and health assessment post-fire. A skill set was also developed for agriculture and horticulture safety management. One qualification and nine units are proposed for deletion as they are no longer required by industry.

New and updated units from other areas of the AHC Agriculture, Horticulture and Conservation and Land Management Training Package have been included in some of the agriculture and horticulture qualifications as electives to broaden exposure and facilitate uptake of training in particular skills areas. These units have been reviewed and developed out of recent projects, including: Permaculture, Organic Production and Composting Projects, Water Allocation and Entitlement Skills Project, Crops, Pastures & Seed Project.

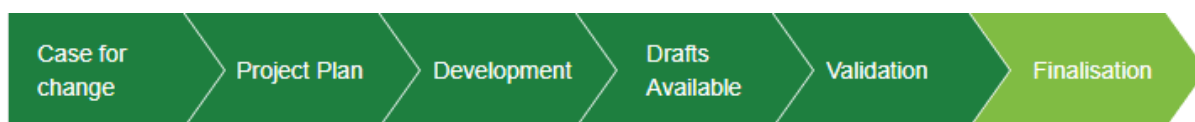
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Learn more about the [Ag & Horticulture Core Skills Project](#)

AHC – Pig & Poultry Farming Project



Pig and poultry farmers rely on skills in animal welfare, biosecurity, safety and sustainability to raise and care for their animals used for egg and meat production. Eggs, poultry meat and pork, are popular products in Australia, so it is important that the industry has access to a skilled workforce to keep up with demand.

Driven by industry, the qualifications, skill sets and units of competency for pig and poultry farming have been updated so that reflect current industry practices and legislation and support pathways for graduates into employment. The *Certificate III in Pork Production* has undergone structural revisions, with some core and elective units moved and changes to the number of units required to be completed the from the core and elective lists and permitted to be completed from outside the qualification. The *Certificate III in Poultry Production* has also been updated with a new

structure and specialisations for poultry farm technicians, poultry breeding technicians, egg graders, poultry services providers, and hatchery technicians. Skill sets across both types of farming were updated to reflect relevant skills and changes to the units, with poultry skill sets undergoing an overhaul to improve their deliverability. Units have been updated to better reflect modern industry practices, with crucial skills in biosecurity described for both industries, so that future graduates will be equipped with expertise in prevention, recognition and disease awareness if outbreaks occur. Mandatory workplace requirements have been introduced into the pork units and a new pork (PRK) unit on caring for sows before, during and after farrowing has been developed.

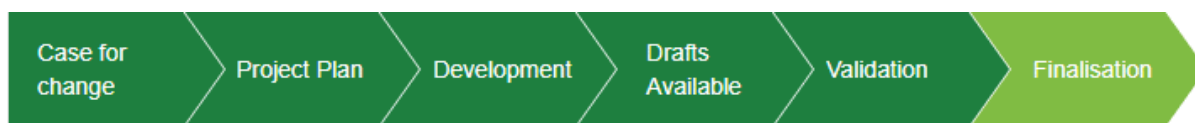
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Learn more about the [Pig and Poultry Farming Project](#)

AHC – Permaculture, Organic Production & Composting Projects



Producers are turning towards systems based on permaculture, organic farming and composting principles, as consumers and governments become increasingly interested in locally grown and sustainable produce.

Thanks to the contributions of all involved in this project, qualifications, skill sets and units of competency for permaculture, organic production and composting were revised and updated to reflect the evolution of industry job roles and skills needs. Qualifications in permaculture have been revised to incorporate changes to the units. The *Certificate III in Commercial Composting* is proposed to be replaced by five new skill sets targeted at micro-sectors of the composting industry, and the *Certificate IV* and *Diploma of Organic Farming* are proposed to be replaced by an organic production specialisation stream within revised versions of the *Certificate IV* and *Diploma of Agriculture*. Skill sets have been developed and revised to provide skills in areas of specific skills needs. Units in all three areas have been updated to remove barriers to training delivery, better reflect job tasks and support skills for compliance with certification schemes and regulations. Skills in environmental/human health, product quality compliance and work, health and safety (WHS) have also been included where required. Selected units are proposed for inclusion in Agriculture qualifications, as well as other Agriculture, Horticulture, Conservation and Land Management (AHC) qualifications.

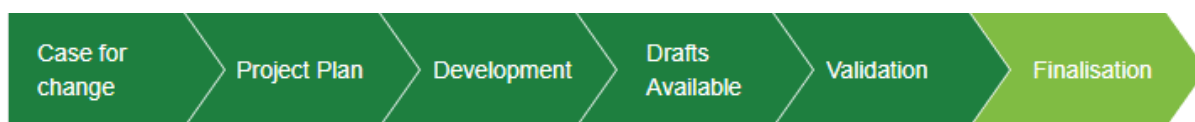
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The final draft qualifications, skill sets and units were [approved](#) by the Australian Industry and Skills Committee (AISC) on the 29 November 2022. They will now be considered for endorsement by State and Territory Ministers. Once endorsed by the Ministers, the updated skills standards will be published on the national training register (training.com.au).

Learn more about the [Permaculture, Organic Production & Composting Project](#)

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 70,000 people. Consultation took place with industry throughout this project to update qualifications, skill sets and units of competency to reflect changes to currency/regulatory standards, remove duplication across the training package, improve deliverability, and to bring them in line with the current Standards for Training Packages 2012.

Qualifications have been merged and streamlined where appropriate and specialisations added to support flexibility of delivery and career pathways. The core units and packaging rules of the qualifications have been reviewed and updated to reflect current occupations. The nested qualification content and point system have been removed to promote flexibility, better reflect job outcomes and bring the qualifications in line with the Standards for Training Packages. New units have been developed and added to qualifications to address current and future job tasks, including skills in communication, meat inspection, recognising diseases and conditions, supporting meat quality and work health and safety. One hundred and seventeen units have been reviewed and updated to reflect current skills needs, with proposed merging of some units to reduced duplication and proposed deletion of others that are no longer needed by industry.

A Case for Endorsement has been developed to provide information about what changes have been made, who has contributed, the reasons for the changes, and their implications.

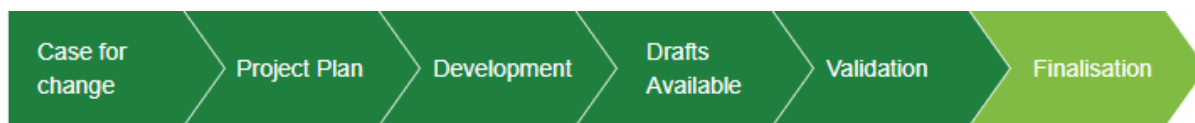
The final drafts have undergone an edit and equity and independent quality assurance process and have been considered by the relevant Industry Reference Committee and State/Territory Training Authorities.

The final draft qualifications, skill sets and units were [approved](#) by the Australian Industry and Skills Committee (AISC) on the 29 November 2022. 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).

Learn more about the [Meat Processing, General, Quality and Safety Skills Project](#)

Approved, Endorsed and to be Published Soon

FWP – Responding and Assisting in Bushfires Project



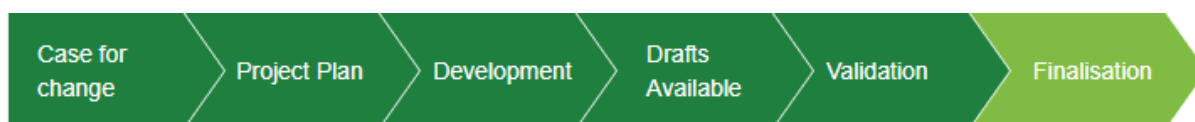
Forestry operators, arborists and other service providers hold a key role in assisting with bushfire mitigation and clean-up operations. Operators with the skills to make informed and rapid assessments about tree health and the risks posed by fire affected or fire-damaged trees are essential to support both safety and environmental conservation outcomes in bushfire zones.

Two national units for vegetation clearing and clean-up operations in a bushfire zone were developed as a result of consultation throughout this project. One describes the skills and knowledge required for adhering to bushfire zone communication protocols and structures while performing tasks such as vegetation clearing and clean-up operations on private and public land, including main roads. The second unit focuses on assessing the risks associated with fire-affected or fire-damaged trees and making recommendations regarding tree treatment as part of bushfire containment, recovery and prescribed burning operations. In addition, four units for chainsaw operations have been revised to reduce the number of trees required per student for assessment purposes, as this was posing a barrier to delivery due to availability of trees and environmental concerns.

The final draft units have been approved by the Australian Industry and Skills Committee (AISC) and endorsed by State and Territory Skills Ministers. They will be released onto the national training register (training.gov.au) soon.

Learn more about the [Responding and Assisting in Bushfire Project](#)

FWP – Sawmilling and Timber Processing Project



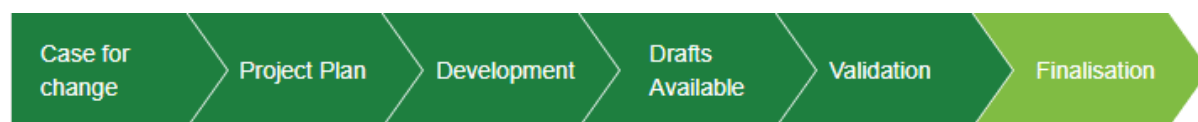
The sawmilling and engineered wood products sectors have undergone a rapid digital transformation and technical progress as the industry works to provide environmentally sustainable solutions for building construction.

As part of this project, qualifications, skill sets and units have been redeveloped to be more flexible in structure and reflect the practical skills required. The *Certificate III in Timber and Wood Products Operations* has been updated to offer specialisations in timber production, glue laminated timber or cross laminated timber production, plywood or laminated veneer lumber production, or reconstituted wood panel production. The *Certificate IV Timber and Wood Products Operations* has been updated to support future production supervisors and technicians with the skills necessary to manage technical operations, production issues, performance, equipment maintenance, and quality and safety requirements of a timber or wood products operation. Eight skill sets have also been developed to further enhance flexibility and serve as entry pathways into critical jobs, such as saw technicians and wood machinists, and programs to train future leaders.

The final draft units have been approved by the Australian Industry and Skills Committee (AISC) and endorsed by State and Territory Skills Ministers. They will be released onto the national training register (training.gov.au) soon.

Learn more about the [Sawmilling and Timber Processing Project](#)

FBP – Australian Native and Bush Food Project



The Australian native and bush foods market is expanding, with new businesses opening across Australia. Unique skills are required to set up an Australian native food business, with the expertise required across the supply chain, from planting and harvesting to processing and product promotion

Three skill sets were developed as part of this project to capture the skills required to prepare Australian bush and native food products for sale, prepare to set up a food production business in the sector and source and harvest bush and native food. One unit was developed to capture the skills required to participate in the wild harvesting of plants and/or seeds for food processing. The new unit is proposed for inclusion in *Certificate II in Food Processing* as an elective. Consultation has taken place so that the crucial and ongoing role played by Aboriginal and Torres Strait Islander people in the sector is recognised and supported in the units. They have also been designed to support others working within the sector to have skills for working respectfully alongside Aboriginal and Torres Strait Islander people and organisations according to appropriate cultural protocols.

The final draft skill sets and unit were [approved](#) by the Australian Industry and Skills Committee (AISC) on the 1 June 2022. Although they have now been endorsed by State and Territory Skills Ministers, they will only be released onto the national training register (training.gov.au) once the Respect for Country Job Skills project has also been endorsed.

Learn more about the [Australian Native and Bush Food Project](#)