

**Jobs and
Skills
Councils**

An Australian Government Initiative

Jobs and Skills Councils

Projects & Activities

QUARTERLY UPDATE | APRIL 2025

Table of Contents

Jobs and Skills Councils	3
Purpose of this report	3
Meet the Jobs & Skills Councils	4
Cross JSC Projects	5
Projects by JSC	5
<i>BuildSkills Australia</i>	6
<i>Future Skills Organisation (FSO)</i>	7
<i>HumanAbility</i>	9
<i>Industry Skills Australia (ISA)</i>	12
<i>Manufacturing Industry Skills Alliance (MISA)</i>	14
<i>Mining & Automative Skills Alliance (AUSMASA)</i>	16
<i>Powering Skills Organisation (PSO)</i>	19
<i>Public Skills Australia</i>	22
<i>Service and Creative Skills Australia (SaCSA)</i>	25
<i>Skills Insight</i>	28

Jobs and Skills Councils

Jobs and Skills Councils (JSCs) are transforming the way Australia prepares for the jobs of today and tomorrow.

Established by the Federal Government, JSCs connect industry, unions, educators and government to ensure training meets the evolving demands of the workforce. By aligning education and training with industry needs, they help keep Australia's workforce competitive, adaptable and equipped for the future.

Why Are Jobs and Skills Councils Important?

- **Industry-Driven Workforce Solutions** – JSCs ensure that training programs and qualifications reflect real-world industry needs.
- **Addressing Skills Gaps** – By identifying current and future workforce shortages, JSCs help design targeted training solutions to address critical skill shortages in key industries.
- **Strengthening Collaboration** – They bring together employers, unions, educators and government bodies to develop a cohesive skills development strategy, ensuring training is fit-for-purpose and future-proof.
- **Boosting Economic Growth** – A well-equipped workforce leads to increased productivity, business growth and economic prosperity.
- **Enhancing Training Quality** – JSCs work closely with training providers to ensure that courses and apprenticeships meet the highest standards and remain adaptable to industry changes.
- **Supporting Career Pathways** – They provide guidance on emerging job opportunities, career progression and skills needed for the future workforce.

Purpose of this report

This quarterly update provides a high-level overview of the projects and activities currently underway across all 10 Jobs and Skills Councils (JSCs).

As an iterative report, the information presented is subject to change.

For the most up-to-date details on specific projects and initiatives, readers should refer directly to the relevant JSC.

Meet the Jobs & Skills Councils

There are 10 JSCs:



[BuildSkills Australia](#)



[Future Skills Organisation \(FSO\)](#)



[HumanAbility](#)



[Industry Skills Australia](#)



[Manufacturing Industry Skills Alliance \(MISA\)](#)



[Mining & Automotive Skills Alliance \(AUSMASA\)](#)



[Powering Skills Organisation \(PSO\)](#)



[Public Skills Australia](#)



[Service and Creative Skills Australia \(SaCSA\)](#)



[Skills Insight](#)

Cross JSC Projects

Below are the projects currently underway spanning multiple JSCs.

Project	Detail	JSCs
Quals Reform	<p>On 6 December 2024, Skills Ministers agreed to a new, purpose-based approach to VET qualifications design that is guided by design principles and will improve quality, simplify course designs and reduce complexity. This represents a shift away from a one size fits all approach to qualification design and marks a step towards lifting the relevance and value of VET qualifications for learners and employers. The model is a key element to meeting the objectives and priorities outlined in the National Skills Agreement (NSA).</p> <p>Throughout 2024, the Qualification Reform Design Group, Jobs and Skills Councils (JSCs), and state and territory officials worked closely to road-test the proposed approach to ensure it can deliver high-quality qualifications to VET students, industry and educators.</p> <p>As part of this work, JSCs were invited to undertake Demonstration Projects, using first principles and existing Training Package Organising Templates, to explore opportunities and implications for their sectors, and potential changes to better support the objectives of reform.</p> <p>A summary of each JSC Demonstration Project and a copy of their final reports can be found here.</p>	HumanAbility, Industry Skills Australia, Manufacturing Industry Skills Alliance, Mining and Automotive Skills Alliance (AUSMASA), Future Skills Organisation, Public Skills Australia, Service and Creative Skills Australia (SaCSA), Skills Insight
VET Workforce	<p>The VET Workforce Blueprint (the Blueprint) was developed by DEWR in partnership with states and territories to outline a strategy for strengthening, supporting, and sustaining the VET workforce.</p> <p>In line with the Blueprint, DEWR has provided funding to each Jobs and Skills Council (JSC) to implement a program of work until March 2026. These JSC-led VET Workforce Activities will be delivered in close collaboration with DEWR, Jobs and Skills Australia, industry, and key VET and RTO stakeholders.</p> <p>The activities will focus on researching and addressing the most pressing VET workforce challenges relevant to each JSC's industry needs.</p>	All JSCs
Review and update of RII (Mining) Emergency Response qualifications and Review and update of RII (Mining) units of competency	<p>AUSMASA will collaborate with BuildSkills to review and revise the emergency response training products and RII (Mining) units of competency.</p> <p>Responsibility for the maintenance and review of training products within the RII Resources and Infrastructure Industry Training Package is shared between AUSMASA and BuildSkills Australia.</p> <p>AUSMASA's interest is in the mining related products while BuildSkills Australia attends to products that impact civil construction. In some cases, the competencies listed in the training package impact both the mining and the civil construction workforce.</p>	AUSMASA, BuildSkills

Projects by JSC

The following pages provide details of projects by JSC that are currently in progress, upcoming and under development.

BuildSkills Australia

Status	Project	Detail	Industry
In Progress	Review of Engineered Stone Training Products	From July 2024 the use, supply and manufacture of engineered stone in Australia, is prohibited. This project aims to review and update existing associated training products to comply with the new regulations and explore the endorsement of new training products.	Building and Construction
In Progress	Hydrogen Skill Needs in the Plumbing and Gass Industry	The scope of this project is to create nationally recognised training products to develop capable plumbers and gas fitting technicians to safely install, maintain and service hydrogen systems or appliances.	Building and Construction
In Progress	Insulation Installation and Inspection	The scope of this project is to create nationally recognised training products for the insulation industry in the skill areas of insulation installation and inspection of installed insulation products.	Building and Construction
In Progress	Minimum Australian Context Gap Training for Migrant Plumbers	This project aims to investigate the appropriateness and development of a Minimum Australian Context Gap course for skilled migrant plumbers, who are aiming to acquire an occupational license in Australia.	Building and Construction
In Progress	Utility Locating	This project aims to develop a product that supports workers in enhancing their locating and occupational skills. The second objective is to provide specific locating skills for any tradesperson who may need to “break the ground.”	Building and Construction
In Progress	Implementation of Prepare to Work Safely within CPC and CPP Qualifications	This project aims to inform stakeholders about the upcoming update of CPCWHS1001. Additionally, we will update the relevant qualifications to replace the superseded unit with the updated version.	Building and Construction, Property
In Progress	Use of Skill Sets in the CPP Training Package	The Qualification Reform Activity will address concerns from industry around existing skill set uptake, recognition and systems and further explore opportunities for micro credentialing across their industries.	Property
In Progress	VET Future Readiness Review	This study will evaluate the extent to which built environment training packages—CPP, CPC, RII and NWP—are delivering the skills industry needs for the future.	Building and Construction, Property and Water

Future Skills Organisation (FSO)

Status	Project	Detail	Industry
Complete	ICT30519 Certificate III in Telecommunications Technology Update	Update of the Certificate III Telecommunications Technology to rectify urgent issues with elective units within the telecommunications rigging specialisation.	Telecommunication
Complete	Building an AI-Enabled Workforce: Impacts for FTB Education and Training	Research to further our understanding of the implications of Generative AI on finance, tech and business (FTB) industries, occupations, and training products and the development of a roadmap for updating FTB training products to inform related FSO Activities.	Finance, Business and Information Communication Technology
In progress	Information and Communications Technology (ICT) Training Package: Needs and Gaps Analysis	A comprehensive needs and gaps analysis of the current Information and Communications Technology (ICT) Training Package : to provide insights for developing a more relevant and adaptable ICT training package that equips learners with specialised skills and knowledge aligned with current and emerging workforce demands.	Information Communication Technology
In progress	VET Qualification Reform – Digital Capability	This project has tested new approaches to qualification design to build general digital capability skills aligned with ‘Purpose 3’ of the Australian Government’s proposals for qualifications reform.	Finance, Business and Information Communication Technology
In progress	Earn While You Learn (EWYL)	Recommended by the DEWR Digital and Tech Skills Working Group, a review of qualifications and training options to support learning and skill development while working in digital jobs.	Finance, Business and Information Communication Technology
In progress	Digital Knowledge Exchange	State-based, digital/tech focused compacts are being established to address workforce challenges. This Activity will support the transfer of knowledge and good practices across States and Territories, and accelerate collaborative initiatives aligned with FSO and national priorities.	Finance, Business and Information Communication Technology
In progress	Superseded ICT Skill Sets Update*	Update of superseded units of competency in the ICTSS00106 Introductory Tools and Applications Skill Set.	Information Communication Technology
In progress	Superseded BSB Skill Sets Update*	Update of superseded units of competency in the BSBSS00124 Workplace IT Foundations Skill Set (Superseded UoC update).	Business Services
In Progress	Uplift Digital Capability	This project will create new training products in digital capability, aligned to DigComp 2.2, drafted the new Application of Skills and Knowledge UoC template. This project will trial these to UoCs to meet the urgent need to enhance digital skills across all sectors in Australia.	Finance, Business and Information Communication Technology
Upcoming	Generative Artificial Intelligence (Gen AI)	This project will update the ICT training package with new and urgent training products related to the skills needed to work with generative artificial intelligence (Gen AI). This project will include the development of: <ul style="list-style-type: none"> • generalist Gen AI training products, to respond to demand across a range of industries, and • specialist Gen AI training products, aligned with relevant technology industry roles. 	Information Communication Technology

Upcoming	Generalist and specialist cyber security skills	This project will update the ICT training package with new training products <ul style="list-style-type: none"> • generalist cyber security training products, to respond to demand across industries and occupations • specialist cyber security training products, aligned with relevant technology industry roles. 	Information Communication Technology
In progress	Telecommunications technology qualifications update	This project will update 6 ICT Training Package Telecommunications Technology training products. This will also include a review of superseded units of competency (UoCs) including the “Prepare to work safely in the construction industry” unit.	Telecommunication
Upcoming	ICT Training Package Update	This project will update the ICT training package based on the findings of ICT Needs and Gaps Analysis (ICT NGA) and aims to align ICT qualifications and skill sets with industry needs.	Information Communication Technology
Upcoming	Sustainable finance disclosures	This project will develop new units of competency (UoCs) in the Financial Services (FNS) training package to comply with financial sustainability reporting legislation. These new UoCs will form one or more skill sets and be placed into existing qualifications as electives.	Finance
Upcoming	Review into VET training products with low or no enrolments*	A comprehensive review of enrolment data from 2019 to 2023 to identify training products with low or no enrolments in the Financial Services, Business Services and Information and Communications Technology training packages.	Finance, Business and Information Communication Technology
Upcoming	Review of training packages for superseded units of competency*	A comprehensive review of superseded units of competencies currently listed in the Financial Services, Business Services and Information and Communications Technology training packages.	Finance, Business and Information Communication Technology

HumanAbility

Status	Project	Detail	Industry
Complete	Individual and Disability Support Qualifications: Implementation Review	This project aimed to identify any current issues, challenges or barriers to implementing the CHC33021 Certificate III in Individual Support and CHC43121 Certificate IV in Disability Support. It also explored potential measures to enhance the delivery and uptake of the qualifications.	Aged care and disability services
Complete	Qualification Reform Demonstration Project: Active Volunteering	We examined the CHC Community Services Training Package's volunteering qualifications to investigate their potential to provide broader vocational learning which would effectively assist individuals in volunteering across a range of sectors, including health, welfare, emergency services, sport and recreation and community services.	Human (community) services
Complete	Superseded Sport and Recreation Units	This project replaced superseded units of competency in the SIS Sport, Fitness and Recreation Training Package with current, equivalent units in the elective bank of qualifications (excluding specialisation) and skill sets.	Sport and recreation
In progress	Career Pathways for Care & Support Sectors: Aged, Disability and Veterans' Care	The Careers Pathway Project aims to help people working in the aged, disability and veterans' care sectors to find clear and rewarding career plans. It will deliver a Careers Pathway Framework and a Best Practice guide to help learners, job seekers and employers to make choices that contribute to the professionalisation of the sectors.	Aged care and disability services
In progress	Diploma of Early Childhood Education and Care: Entry Requirements Review	The Diploma of Early Childhood Education and Care Entry Requirements Review aims to address barriers to the uptake of the CHC50121 Diploma of Early Childhood Education and Care. The primary barrier has been identified as the restrictive entry requirements that were introduced in July 2021.	Early childhood education and care
In progress	Pathology Qualification Review	This project is reviewing the HLT37215 Certificate III in Pathology Collection and HLT37415 Certificate III in Pathology Assistance qualifications, which have not been updated since 2015. It seeks to address common skills gaps in the qualifications, including employability and digital literacy skills, in consultation with key stakeholders.	Health
In progress	Optical Dispensing Qualification Review	Our review of HLT47815 Certificate IV in Optical Dispensing will ensure the sector remains vibrant, relevant and well-equipped to contribute effectively to Australia's healthcare and economic needs. Several core and elective units in the qualification have become outdated since the last update in 2015. This comprehensive review will align them with evolving technological advancements and changing industry standards.	Health
In progress	Audiometry Qualification Review	The Audiometry Qualification Review project aims to critically evaluate and update the HLT47415 Certificate IV in Audiometry and HLT57415 Diploma of Audiometry qualifications to ensure they reflect technological advancements and align with current industry needs and regulatory requirements.	Health
In progress	Health Services Assistance Qualification Review	We're undertaking a review of the HLT33115 Certificate III in Health Services Assistance qualification to align it with contemporary practises, the latest technology, increased emphasis on patient centred care and preparedness for disease outbreaks. The review provides an opportunity to ensure training products serve the dynamic nature of the healthcare industry and ongoing efforts to improve patient care and safety and adapt to evolving healthcare challenges.	Health
In progress	Outdoor Recreation Qualification Review	The Outdoor Recreation Qualification Review project is critically evaluating and updating qualifications in the sector to ensure they align with current industry needs, regulatory requirements, safety, and wellbeing outcomes. We aim to enhance the relevance and applicability of qualifications to create clear and sustainable career pathways and to support existing and future growth in the industry.	Sport and recreation
In progress	Community Services: Qualification Review	This project is evaluating and updating 5 Community Service qualifications to best serve the needs of the sector by ensuring they align with current industry needs, regulatory requirements, safety and wellbeing outcomes for clients, and create clear and sustainable career pathways to support existing and future growth in the industry.	Human (community) services

In progress	Mental Health and Alcohol and Other Drugs: Qualification Review	This is an 18-month project to review of 5 qualifications, 7 skill sets and 41 units of competency. Mental health and alcohol and other drugs services in Australia are multifaceted and encompass a wide range of services, programs and approaches to meet the needs of diverse client groups. We're focused on reviewing qualifications, units of competencies and skills sets and identifying how common core skills, and specialisations can support the skills development requirements of this workforce.	Human (community) services
In progress	Outside School Hours Care Project	This is a multi-year project expected to be completed by September 2025. The Outside School Hours Care sector faces challenges related to qualification requirements, casual employment and career progression, prompting the need for a nationally accredited Certificate III course to address these issues and support workforce consistency and mobility. We aim to create a Certificate III in Outside School Hours Care within the CHC Community Services Training Package.	Early childhood education and care
In progress	Case Management	The CHCCSM013 Facilitate and review case management unit of competency requires 100 hours of independent work placement, however some states cannot provide these placements due to regulations. Our project is reviewing the unit and considering potential changes to 3 diploma qualification packaging rules.	Human (community) services
In progress	Identify and Report Young People and Children at Risk Unit	An urgent fast track project to bring the new child protection and reporting unit (CHPRT025) into 11 relevant qualifications to replace a superseded unit. The project is expected to be complete in 6 months. Additional information: HumanAbility project webpage to be created shortly.	Human (community) services
Upcoming	Earn While You Learn (EWYL)	With the exception of traineeships in ECEC and sport and recreation, there is limited use of earn while you learn models in HumanAbility's other industry sectors. Through this mixed-methodology research project, HumanAbility seeks to add to the existing understanding of opportunities and challenges of earn while you learn models in our sectors. This will include building a better understanding and evidence base of barriers for industry/employers.	Care and Support
Upcoming	Data and evidence gaps	This research will undertake to identify and categorise the gaps in data across the care and support sectors as highlighted in HumanAbility's 2024 Workforce Plan. It will then identify strategies to address them, including work across Commonwealth Government agencies and with state and territory governments to identify their bespoke data sets and aggregate these to create a richer view of our sector and sectors.	Care and Support
Upcoming	Enrolments and completions	NCVER data currently shows significant partial or non-completions of qualifications across HumanAbility's qualifications. The factors that positively impact completion or partial – completion and those that lead to non-completion are currently unclear, making it challenging to understand where, when and how to develop actionable strategies that could lead to change. This research project will seek to understand these issues in more detail to then determine strategies to raise the completion rates, even incrementally, as part of addressing workforce shortages.	Care and Support
Upcoming	Microcredentials	Through a targeted and staged approach – including a current state analysis, mapping exercises, case studies, and development of a framework and principles for our sectors – the project will define the nature and role of micro credentials in HumanAbility's sectors, provide insights into current usage and offerings, and provide evidence-based guidance on their use for professional development.	Care and Support
Upcoming	Aged Care and Disability: Qualifications review	The project will evaluate and update qualifications in aged care, disability and leisure and health to ensure they meet industry needs, regulatory requirements, safety and wellbeing outcomes for clients, and create clear and sustainable career pathways to support existing and future growth in the industry. The scope will include: <i>CHC33021 Certificate III in Individual Support, CHC43121 Certificate IV in Disability Support, CHC43015 Certificate IV in Ageing Support, CHC43415 Certificate IV in Leisure and Health, CHC53415 Diploma of Leisure and Health and 11076NAT Diploma of Leadership in Disability Services.</i>	Aged care and disability services
Upcoming	Early Childhood Education and Care: Qualifications review	The project responds to the skills and training related recommendations of the Jobs and Skills Australia <i>ECEC Capacity Study</i> and other related reports and reviews. The project will review the <i>CHC30121 Certificate III in Early Childhood Education and Care</i> and the <i>CHC50121 Diploma of Early Childhood Education and Care</i> as well as associated activities that respond to the recommendations and insights as outlined below.	Early Childhood Education and Care

Upcoming	Sterilisation services: Qualifications review	The project will review the <i>HLT37015 Certificate III in Sterilisation Services</i> and <i>HLT47015 Certificate IV in Sterilisation Services</i> to ensure they are aligned with current industry needs, regulatory requirements, safety and wellbeing outcomes for clients.	Health
-----------------	--	--	--------

Industry Skills Australia (ISA)

<i>Status</i>	<i>Project</i>	<i>Detail</i>	<i>Industry</i>
Complete	<u>Transport and Logistics Training Package – Chain of Responsibility Project</u>	This project reflected the new changes for the current heavy vehicle regulations relating to Chain of Responsibility in the TLI Transport and Logistics Training Package.	Transport and Logistics
Complete	<u>Omnichannel Logistics - Skills Gap Analysis Project</u>	Conducted a skills gap analysis to understand the skills and knowledge requirements for the space transport industry and determined how well the vocational education and training sector is positioned to prepare the current and future workforce.	Transport and Logistics
Complete	<u>Transport and Logistics Training Package – Motor Vehicle Driver Training</u>	Updated the Certificate IV in Motor Vehicle Driving Instruction to ensure the qualification is current and relevant to support the training of heavy vehicle driving instructors.	Transport and Logistics
Complete	<u>Rail - Digital Skills Analysis Project</u>	Conducted a pilot project to analyse Rail digital skills for select occupations using the Australian Digital Capability Framework. Based on the analysis relevant training products were identified and prioritised for review.	Rail
Complete	<u>Maritime Training Package – Marine Order 505 Project</u>	Updated Maritime Training Package products to reflect new Marine Order 505 licensing and regulatory requirements.	Maritime
Complete	<u>Maritime Training Package - Vessel Traffic Services Project</u>	Deleted MAR30022 Certificate III in Vessel Traffic Services from the Training Package on advice from the Australian Maritime Safety Authority. Going forward, Vessel Traffic Service Operators will use the International Maritime Organisation requirements as the basis for training.	Maritime
Complete	<u>Maritime Training Package – Autonomous Maritime Systems</u>	Reviewed the Certificate III in Autonomous Maritime Systems to remove barriers to training and technology change.	Maritime
Complete	<u>Space Transport and Logistics - Skills Gap Analysis</u>	The skills gap analysis identified the emerging skills and training requirements for the Omnichannel Logistics and Distribution sector.	Aviation
Complete	<u>Aviation Training Package – Aviation Rescue Project</u>	The Aviation Rescue Crew Officer and Air Crew Officer qualifications were updated to address the skill needs of both fixed-wing and rotary-wing operators.	Aviation
Complete	<u>Aviation Training Package – Transport Security Protection Project</u>	The Transport Security Protection qualification was updated to align with regulatory changes and current industry practices.	Aviation
In Progress	<u>Aviation Training Package – Flight Instructor</u>	Review the Diploma of Aviation (Flight Instructor) qualification to align with CASA licensing requirements and enhance the usability and currency of training. Expected Timelines Jun 24 – ongoing. Status: Technical Committee Established	Aviation
In Progress	<u>Aviation Training Package – Remote Pilot Licence Project</u>	Investigate barriers and challenges in aligning remote pilot vocational qualifications with CASA's Remote Pilot Licence (RePL). Expected Timelines Jun 24 – Feb 26. Status: Technical Committee Established	Aviation
In Progress	<u>Aviation Career Information</u>	Develop a Career Information compendium for Aviation occupations with associated training availability or requirements and career pathway information. Expected Timelines Jun 24 – Feb 26	Aviation
In Progress	<u>Aviation - Cabin Crew Skills Recognition</u>	Conduct a skills audit on Certificates III in Aviation (Cabin Crew), to provide insights into improving training recognition and develop career pathways. Expected Timelines Jun 24 – Jan 26	Aviation
In Progress	<u>Aviation - Defence Flight Instructor</u>	Investigate barriers and challenges in the recognition and licensing of military flight instructor training by CASA and developing a framework for mutual recognition. Expected Timelines Jun 24 – ongoing	Aviation

In Progress	National Maritime Skills Network	Establish, coordinate and manage a National Maritime Skills Network to support the establishment of a skilled workforce for the Strategic Fleet and the Maritime workforce more broadly. Expected Timelines: Jun 24 - Jun 26	Maritime
In Progress	Maritime - Workforce Supply and Demand Forecast Study	Working with Jobs and Skills Australia to establish a definitive data set and modelling of current and future supply and demand scenarios for the maritime workforce. Expected timelines: May 24 – ongoing	Maritime
In Progress	Maritime - Coordination of Sea Time	Scope, design and validate a model for the effective coordination of sea time requirements for the maritime industry. Expected timelines: Jun 24 – ongoing	Maritime
In Progress	Maritime Career Information	Develop a Career Information compendium for Maritime occupations with associated training availability or requirements and career pathway information Expected timelines: Jun 24 – Feb 26	Maritime
In Progress	Maritime Training Package – Autonomous Maritime Systems	Review of the Certificate III in Autonomous Maritime Systems to remove barriers to training and technology change. Expected Timelines: Jun 24 – May 25	Maritime
In Progress	Rail Career Information	Develop a Career Information compendium for Rail occupations with associated training availability or requirements and career pathway information. Development to include pathways between education sectors, expanding on previous work undertaken in the Seamless Future Rail Skills project. Expected timelines: Jun 24 – Feb 26	Rail
In Progress	Rail - Mutual Recognition Project	Develop the first three components of the National Transport Commission Mutual Recognition Blueprint: National Rail Mutual recognition principles; Guidance for validation/moderation of assessment; and Guidance for development and delivery of entry level rail skills. Expected timelines: Jun 24 – Feb 26. Status: Public Consultation closed on Friday, 21 February 2025.	Rail
In Progress	Transport and Logistics Training Package – Furniture Removal Project	Incorporate furniture removal specific training into existing TLI Transport and Logistics qualifications to enable skills that are highly transferable to a range of vocations across Supply Chain sectors. Expected timelines: Jun 24 – Jun 25. Status: Public Consultation closed on Monday, 10 February 2025.	Transport and Logistics
In Progress	Transport and Logistics Career Information	Develop a Career Information compendium for Transport and Logistics occupations with associated training availability or requirements and career pathway information. Expected timelines: Jul 24 – Feb 26	Transport and Logistics
In Progress	Workforce Plans	We are excited to release the Workforce Plans for 2025 in the coming months. They are a result of extensive engagement with industry over 2024 and built on the issues raised in the 2024 Workforce Plans.	ALL
In Progress	VET Workforce Study	Like many industries across Australia, there is increasing pressure to attract and retain a skilled VET workforce, at the same time skills shortages are being experienced more widely across the economy. Increasingly, industry and employers are looking to the VET sector to address their own skills shortages, further exacerbating the pressure on the VET workforce. The project aims to build and support a secure and sustainable VET workforce. Expected timelines: Jun 24 - Mar 26	ALL

[Subscribe to the ISA newsletter](#) | [ISA website](#)

Completed	Recently completed projects
In Progress	Active projects that are in progress and being worked on at present.

Manufacturing Industry Skills Alliance (MISA)

Status	Project	Detail	Industry
Completed	Qualification Reform Demonstration Project	The Qualification Reform Demonstration Project developed was a conceptual approach for removing the MSA07 Manufacturing Training Package and the four focus qualifications from the system, addressing any barriers and risks. This activity explored the rationalisation of training products across manufacturing, aiming to create more efficient pathways to occupations in the industry. Findings were reported to DEWR in September 2024.	Manufacturing
Completed	Aviation maintenance skills pathways	The Aviation maintenance skills pathways project was developed in response to the Civil Aviation Safety Authority's (CASA) introduction of a modular licence option to offer flexibility and the ability to gradually build qualifications over time. The final report recommended four key options for change to align the MEA Training Package with CASA's requirements and address the gaps identified.	Aviation
In progress	Your Future, Made Here: Making manufacturing an attractive worker proposition	Pilot promotional campaign designed to shift outdated perceptions about manufacturing with young people, parents, and careers advisors. The campaign will highlight modern manufacturing and the career pathways, showcase manufacturing as a forward-thinking, future focused pathway with significant potential.	Manufacturing
In progress	Baking Training Review	Identifying the skills and workforce challenges in the bakery industry. This project aims to gather industry intelligence to identify solutions and assess existing training products to ensure they align with industry needs.	Food and Beverage
In progress	Better manufacturing apprenticeship outcomes	Investigating the behavioural factors behind low completions and developing strategies to enhance outcomes in manufacturing apprenticeships.	Manufacturing
In progress	Building a defence manufacturing workforce	Research to understand and align the needs of the defence manufacturing workforce with Australia's skills system and developing a national roadmap to address skill gaps and secure sovereignty.	Defence Manufacturing
In progress	Emerging skills, occupations, and industries – Best practice case studies	Identifying and sharing best practices in emerging skills that foster workforce transformation. This project promotes effective skills development practices in emerging industries to meet the evolving demands of the modern workforce.	Manufacturing
In progress	Mentoring and succession planning to promote knowledge transfer	Pilot initiative designed to build mentoring and succession planning capabilities to address the growing skills retirement cliff that the Print and Graphic Arts and Plastics, Rubber and Cable Making sectors face.	Print and Graphic Arts and Plastics, Rubber and Cable Making sectors
In progress	Women in Manufacturing	Developing evidence-based strategies to address cultural and structural barriers, supporting the attraction and retention of women in manufacturing.	Manufacturing
In progress	Modern methods of construction	A joint project with BuildSkills and Skills Insight to investigate the workforce, training, and skilling implications of adopting Modern Methods of Construction (MMC) in Australia, comparing international best practices and identifying workforce demands, career pathways, and gaps in vocational training.	Cross-JSC Project, Manufacturing, Construction
In progress	VET Workforce	Develop and pilot industry-led solutions that address challenges in the VET manufacturing workforce, with a focus on trade qualifications.	Manufacturing
In progress	MEM: Blacksmithing	Reviewing blacksmith trade specialisation electives to better align with current workforce needs in engineering, architectural, and heritage ironwork. This includes revising six units and developing two new units covering the use of presses for forging.	Manufacturing

In progress	<u>MEM: Graduate Diploma of Engineering</u>	Updating the Graduate Diploma of Engineering to include more relevant units that meet job role requirements. Proposed changes include 10 units of competency: three core, seven electives, and a bank of Group B electives added to the packaging rules.	Manufacturing
In progress	<u>MEM: Non-destructive Testing Skills (NDT)</u>	Aligning MEM NDT units with certification requirements for NDT technicians. Non-destructive testing (NDT) involves tests used in industry to check the integrity and compliance of structures, components, and joining processes.	Manufacturing
In progress	<u>MEA: MEA362 Maintain aircraft vapour cycle air conditioning systems</u>	Addressing barriers identified by industry stakeholders, including the Australian Defence Force, to achieving the unit of competency MEA362 Maintain aircraft vapour cycle air conditioning systems.	Aviation
In progress	<u>MEA: Aviation Maintenance Skills Alignment project</u>	Ensuring the VET training and assessment system supports the attainment of the new Civil Aviation Safety Authority (CASA) modular licence option for aircraft maintenance engineers.	Aviation
In progress	<u>MSM: Precast Concrete Manufacturing Skills</u>	Reviewing and updating the MSM30318 Certificate III in Manufactured Mineral Products to meet the growing demand for skilled workers in the precast concrete industry. This project ensures workers can manufacture and handle precast concrete components efficiently and safely.	Manufacturing

Legend

Completed	Recently completed projects
In Progress	Active projects that are in progress and being worked on at present.

Mining & Automotive Skills Alliance (AUSMASA)

Status	Project	Detail	Industry
Complete	Automotive Categorisation	In this project, AUSMASA tested the application of the three proposed purposes to qualifications in the AUM — Automotive Manufacturing and AUR — Automotive Retail, Service and Repair training packages. The Automotive Categorisation Project Final Report was completed and submitted to DEWR in October 2024. Project duration: April 2024 to October 2024	Automotive
Complete	Automotive Demonstration	AUSMASA consulted with key stakeholders to test 'Purpose 2' of the proposed purpose-driven, principles-based qualification model developed by the Qualification Reform Design Group across the current Certificate II qualifications in the AUR—Automotive Retail, Service, and Repair training package. The Automotive Demonstration Project Final Report was completed and submitted to DEWR in September 2024. Project duration: April 2024 to October 2024	Automotive
Complete	Autonomous Workplace Operations	This project developed resources for RII1222 Certificate II in Autonomous Workplace Operations to meet the needs of students undertaking a VET Delivery to Secondary Students (VETDSS) pathway and new entrants to the industry. The final resources are available under Creative Commons to national Registered Training Organisations (RTOs). Project duration: March 2024 to October 2024	Mining
Complete	Perceptions of Automotive Careers Research	This project will undertake research to uncover the perceptions priority cohorts, including Gen Z and existing workers, have of the automotive sector and associated careers. The final report will be available in Q1 2025. Proposed duration: February 2024 to December 2024	Automotive
In Progress	Automotive Tyre Servicing Technology	This project will consult with stakeholders to review and update the current Automotive Tyre Servicing Technology Training Products for the AUR – Automotive Retail, Service and Repair Training Package. AUSMASA will work to ensure the qualification meets industry safety and productivity needs. Given the crucial role of wheels and tyres in transportation, their handling and maintenance involve significant risks. The primary focus will be the review of AUR21920 – Certificate II in Automotive Tyre Servicing Technology. As many of the units of competency from this qualification are used in other qualifications, this review will have implications for multiple other training products. Current Stage: This project is currently in the initial development stage, which encompasses the development of a consultation strategy, establishing a Technical Advisory Group (TAG), targeted consultation with stakeholders, and reviewing and providing feedback on training products. Proposed project duration: January 2025 to March 2026	Automotive
In Progress	Hydrogen Fuel Cell EVs	This project will consult with stakeholders to develop new Training Products for the AUR – Automotive Retail, Service and Repair Training Package for the safe handling and maintenance of H ₂ -FCEV components. The outcome of this would be to review and update existing qualifications within the AUR Training Package to align with emerging hydrogen technologies. Current Stage: This project is currently in the initial development stage, which encompasses the development of a consultation strategy, establishing a Technical Advisory Group (TAG), targeted consultation with stakeholders, and reviewing and providing feedback on training products. Proposed project duration: October 2024 to December 2025	Automotive
In Progress	Low or No Enrolments Review	This project is focused on training products with low* or no enrolments from 2019-2023 in the AUM Automotive Manufacturing, AUR Automotive Retail, Service and Repair, RII Resources and Infrastructure Industry (Mining) training packages. *Low enrolments are defined as 50 or fewer enrolments in any year over the 5-year period. Proposed project duration: February 2024 to June 2025	Automotive and Mining
In Progress	Superseded Units Review	This project will conduct a comprehensive review of the AUM Automotive Manufacturing, AUR Automotive Retail, Service and Repair and RII Resources and Infrastructure (Mining) training packages to identify any superseded units of competency. Proposed project duration: February 2024 to June 2025.	Automotive and Mining

In Progress	VET Workforce Blueprint	AUSMASA will undertake a VET Workforce Blueprint project focused on strengthening and supporting the VET workforce that delivers education and training to the mining and automotive industries. Proposed project duration: December 2024 to June 2025.	Automotive and Mining
In Progress	Vocational Degree & Higher Apprenticeships	The Vocational Degree and Higher Apprenticeships project will establish the automotive and mining industries' demand and need for vocational degrees and higher apprenticeships. It is the first phase of a proposed 2-phase project. Proposed project duration: December 2024 to June 2025.	Automotive and Mining
In Progress	2025 Workforce Plan—Evolving Together	AUSMASA's 2025 Workforce Plan Consultation Papers are now available. Download a copy of our 2025 Workforce Plan Consultation papers and provide your feedback. https://ausmasa.org.au/workforce-plan/	Automotive and Mining
In Progress	Advanced Driver Assistance Systems (ADAS)	The Advanced Driver Assistance System (ADAS) project will develop new training products for the AUR Training Package. The automotive industry's current and future workforce requires proficiency in ADAS technological advancements. This activity will include addressing skill and knowledge requirements for various occupational groups including but not limited to: <ul style="list-style-type: none"> Automotive technicians to accurately diagnose, repair and calibrate ADAS in vehicles following replacement or repair work; and Automotive glaziers to ensure national consistency in standards of recalibrating forward facing cameras following replacement or repair of damaged windshields. 	Automotive
In Progress	Review and update of RII (Mining) Emergency Response qualifications and Review and update of shared RII (Mining) units of competency	AUSMASA will collaborate with BuildSkills to review and revise the emergency response training products and RII (Mining) units of competency. Responsibility for the maintenance and review of training products within the RII Resources and Infrastructure Industry Training Package is shared between AUSMASA and BuildSkills Australia. AUSMASA's interest is in the mining related products while BuildSkills Australia attends to products that impact civil construction. In some cases, the competencies listed in the training package impact both the mining and the civil construction workforce.	Mining
Upcoming	Critical Control Management	This project proposes the revision and development of training products within the RII (Mining) Training Package to better reflect the statutory responsibilities and risk management accountabilities of roles within mine site management structures. Proposed project duration October 2025 – December 2026.	Mining
Upcoming	Review and update AURVTN120 - Remove and replace major welded panels on vehicles	This project consults the automotive sector to refine AURVTN120, ensuring welded panel removal and replacement standards align with industry practices and safety expectations. Proposed project duration: April 2025 – August 2026.	Automotive
Under development	Review of the Certificate III in Mobile Plant Technology	This project will consult nationally to review and revise AUR31220 Certificate III in Mobile Plant Technology to ensure the qualification reflects the work of the contemporary mobile plant technician. Proposed project duration to be determined.	Automotive and Mining
Under development	Handling automotive flammable refrigerant gases	This activity will review the AUR20220 Certificate II Automotive Air Conditioning Technology to ensure: <ul style="list-style-type: none"> relevant units of competency reflect the range of skill and knowledge required for handling the new and more highly flammable refrigerant gasses the qualification is fit for purpose and meets current and future industry requirements Proposed project duration to be determined.	Automotive

Under development	Workplace psychosocial safety	A proposed cross JSC collaboration between AUSMASA and FSO to develop a new unit of competency on safe and respectful workplaces to be incorporated into the BSB Training Package. Proposed project duration to be determined.	Automotive and Mining
Under development	Vocational degree phase 2	Phase 2 of the Vocational Degree and Higher Apprenticeships project will undertake targeted consultation with industry, states and territories, training providers and other stakeholders to further inform the development of a vocational degree. Proposed project duration to be determined.	Automotive and Mining

Current	<i>Active projects that are in progress and being worked on at present. These projects have started and are moving through their planned phases</i>
Upcoming	<i>Projects that are scoped but have not yet started. These may be in the planning or pre-launch stage, with resources and timelines being finalised and/or approvals pending.</i>
Under Development	<i>Potential projects that are being ideated, prepared or built but are not yet in active execution. This may include initial research, concept development, or preliminary work.</i>

Powering Skills Organisation (PSO)

Status	Project	Detail	Industry
Completed	Qualification Reform	Qualification reform will unlock the potential of VET to serve industry and learners, by meeting industry needs by strengthening the path from qualification design to delivery and producing graduates with industry-relevant and transferable skills for changing workplaces and industries.	Energy
In progress	Creating an Energy Sector Gateway	A Certificate II (Career Start) is the industry recognised gateway to prepare individuals for further training in the electrotechnology industry. With decreasing conversions from a Certificate II to energy careers, a refreshed Certificate II pathway focusing on broader experiences across industry will enable a contemporary approach to careers aimed at achieving Net Zero.	Energy
In progress	Consolidation of Competency Development Units	Competency Development is core to achieving a qualification under the apprentice pathway. Providing a framework for the learner to track their progress over the years of their apprenticeship means apprentices get the right support and adequate work experience. Knowing you are on track is a clear driver of success. Getting the Energy Sector pathways right starts with fit for purpose units. This project looks at monitoring the energy sector progression.	Energy
In progress	ERAC Essential Performance Capabilities Review	The Electrical Regulatory Authorities Council (ERAC) Australian and New Zealand electrical regulators body in May 2024 endorsed an updated version of the 'Essential Performance Criteria for Electricians' (EPCs) the formulation of a uniform set of requirements for licensed electricians and reflect currency in technology and safety practices. These detail the requirements an apprentice electrician must satisfy before being issued an unrestricted electrical licence in all states of Australia. The EPCs are used to inform the content of the relevant Training Package products that lead to a licensed outcome, including the Certificate III Electrotechnology Electrician qualification.	Energy
In progress	UET Rescue and Refresher Units	In response to industry feedback, we are addressing the challenges faced by existing workers who lack current qualifications in meeting prerequisite requirements for essential refresher training units. These seven units, originating from the UET training package and crossing into the UEE, UEP, AHC, and TLI packages, are essential for maintaining safety and compliance in the electrical supply industry (ESI). These units often require additional training for experienced professionals from different sectors. With a transition extension from ASQA expiring on October 13, 2024, our initiative aims to provide a timely and effective resolution for all stakeholders involved.	Energy
In progress	UEERA0051 Review	In response to extensive stakeholder feedback, we are addressing critical concerns within the UEERA0051 unit: Install, commission, service, and maintain air conditioning systems. This review addresses issues related to the selection and installation of cables, as well as the terminology used in reference to the 'main switch.' Feedback suggests that the wording within the Unit of Competency may extend beyond the scope of work permitted for a Restricted Electrical Licence holder in the air conditioning and refrigeration industry in certain Australian jurisdictions. As such, successful completion of this unit, combined with the UEE32220 Certificate III in Air Conditioning and Refrigeration, may lead to a Restricted Electrical Licence in many jurisdictions, potentially allowing mechanics to work beyond their certified expertise, raising safety concerns for employees, households, and the wider public. Our initiative aims to refine the unit content to align with industry standards and ensure the safety and proper licensure of professionals.	Energy
Analysis and Review UEE Training Package	Expand Elective Pathways in VET for the Energy Sector	Through focused research and collaboration with Energy Industry and training providers, we are uncovering the barriers apprentices and employers face in accessing elective pathways.	Energy
Validation of study findings	VET Workforce Blueprint Project	The VET Workforce Blueprint is a nationwide project aimed at ensuring that the Vocational Education and Training (VET) sector can support the Energy Industry's increased requirement for a skilled and qualified workforce. The project aims to	Energy

		identify and implement reform initiatives within the VET Workforce by understanding the workforce, growing the workforce and retaining and developing the workforce.	
<i>Development of strategic initiatives</i>	2025 Energy Sector Workforce Plan	PSO's 2025 Energy Sector Workforce Plan will provide a blueprint for responding to current, emerging and future workforce, skills and training needs within the energy sector. PSO's ambition for this Workforce Plan is for it to actively reflect the present experiences of government, employers and unions as they navigate this changing labour market.	Energy
<i>In Progress (April Approval)</i>	CERT State and Territory Expansion	The project aims to document job roles and required skills and training for at least 60 distinct trade occupations across wind, solar, and BESS (Battery Energy Storage Systems) in each State and Territory in Australia. Currently, this work is being completed for Victoria and Queensland and needs additional resourcing to establish a governance and implementation architecture that brings the state-based programs together under a national scheme that will remain relevant throughout the energy transition.	Energy
<i>In Progress (April Approval)</i>	First Nations Power Security	This project is about establishing the conditions for First Nations peoples to participate in and benefit from projects in Renewable Energy Zones (REZ) including skills training, technical resource access and support from government and other partners. It aims to grow a local, qualified First Nations REZ workforce that has the ability maintain and update energy infrastructure while ensuring long term power security for First Nations communities.	Energy
<i>In Progress (April Approval)</i>	First Nations Persons Bespoke Qualification	As per the First Nations Clean Energy Strategy 2024–2030, “creating culturally appropriate First Nations-led toolkits, guidance and training programs can improve accessibility while also growing awareness and supporting First Nations participation. It will also provide First Nations peoples with the information and tools they need to navigate the clean energy transition”. This submission is based around completing research and making recommendations on what training is suited to meeting the aforementioned objective.	Energy
<i>In Progress (April Approval)</i>	Low and No Enrolments Review Project	This project aims to conduct an in-depth review of qualifications and Units of Competency under the remit of the Powering Skills Organisation (PSO) to identify training products with low or no enrolments over the past five years. The review will include a comprehensive desktop analysis of enrolment data and stakeholder consultations to understand the limited uptake of these training products. The ultimate objective is to ensure that training products remain fit for purpose, align with industry needs, and support workforce development in the energy sector. Findings from this Activity can then be applied in future phases to address identified issues via TPD processes where need is demonstrated.	Energy
<i>In Progress (April Approval)</i>	The National Energy Sector Licensing and Regulations review	This research aims to: <ul style="list-style-type: none"> • Identify and document all state and territory regulations across the energy sector. • Identify and map regulations with energy sector qualifications and UoCs. • Identify and map OTSR to energy qualification requirements • Identify and map licensing requirements to corresponding qualifications and UoCs. • Examine the Capstone Assessment (UEEEL0039) and its implementation across jurisdictions to determine best practices and potential for national standardisation. 	Energy
<i>In Progress (April Approval)</i>	Remote and Very Remote Community Training Package updates	PSO is responsible for delivering two qualifications that provide essential training opportunities for remote and very remote communities: <ul style="list-style-type: none"> • UEE21420 – Certificate II in Remote Area Power Supply Maintenance • UET30921 – Certificate III in ESI – Very Remote Community Utilities These qualifications have been categorised as low and no-enrolment, necessitating a review to enhance their relevance and accessibility. Additionally, a critical core unit, UEERE0041 – Maintain operation of remote area power	Energy

		generation plant, was deleted from the UEE Training Package in October 2020, requiring a major revision of UET30921 according to the TPPDEPP. This initiative will review and update both qualifications, ensuring they remain fit for purpose, meet industry requirements, and support First Nation communities by improving education pathways and energy security.	
In Progress (April Approval)	Foundation for Energy: Literacy and Numeracy for Energy Jobs	This project aims to review the alignment of literacy and numeracy requirements in school curricula with the skills needed for energy sector roles. By mapping these competencies, PSO seeks to clarify the narrative around mathematical and literacy expectations, ensure accurate career guidance, and inform the design of school curricula from Year 9 onwards. This work will focus on promoting clear, accessible pathways into the energy industry while addressing systemic challenges in delivering Certificate II programs, particularly in regions like Tasmania and the Northern Territory.	Energy
In Progress (April Approval)	UEE Full Training Product Review	The primary objectives of this initiative are: <ul style="list-style-type: none"> To systematically review and streamline the UEE Training Products to reduce system churn and transition challenges. To align qualifications and Units of Competency with industry needs, regulatory requirements, and evolving technology. To improve accessibility, diversity, and performance within the training system by reducing redundancy and complexity. To support the transition towards clean energy careers by ensuring qualifications align with net zero targets Project Scope: This initiative encompasses: <ul style="list-style-type: none"> A comprehensive review of all UEE qualifications associated Skill Sets and Units of Competency, starting with UEE30820, UEE30320, and UEE41223. Alignment of training products with emerging technology trends, regulatory updates, and industry requirements. Engagement with stakeholders, including industry bodies, regulatory authorities, and educators, to ensure practical outcomes. A phased implementation plan to ensure minimal disruption during the transition. 	Energy
In Progress (April Approval)	V2X Accreditation – Vehicle to Everything	Powering Skills Organisation (PSO) has received a request from Solar Accreditation Australia (SAA) to investigate and potentially develop a unit of competency addressing the skills and knowledge required for accreditation of workers seeking to install Vehicle to Grid, Vehicle to Building and Vehicle to Load (V2X as known to industry).	Energy
In Progress (April Approval)	UET HV Rubber Cables Elective unit development	Powering Skills Organisation (PSO) was advised by Ergon Energy of a critical gap in accredited training for High Voltage (HV) rubber cables. While a Unit of Competency (UoC) exists for jointing, terminating, and maintaining HV paper-insulated cables, industry stakeholders have identified the need for a similar UoC specifically for HV rubber cables, which are increasingly used in the Electricity Supply Industry (ESI).	

Legend

Completed	Recently Completed and uploaded to TGA
In process	Projects currently being completed by PSO. In Progress (April Approved) are projects that have just been approved by DEWR and are in full scoping phase.

Public Skills Australia

Status	Project	Detail	Industry
Complete	Qualification Reform: Stocktake Report	This project assessed the uptake and utility of qualifications within the CSC Correctional Services Training Package, LGA Local Government Training Package and PSP Public Sector Training Package based on provided datasets. Outcomes of this research were consulted across the Public Safety and Government industry to support the Qualification Reform Design Group in their advice back to Skills Ministers on the proposed purpose-driven model for qualifications and units of competency.	All
Complete	Qualification Reform: Demonstration Project	This project built an evidence-base for the need and impact of reform through international benchmarking research. Outcomes of this benchmarking were consulted across the Public Safety and Government industry to seek advice on challenges and opportunities to understand which, if any, of the identified template themes could specifically support the proposed purpose-driven model for qualifications and units of competency within those qualifications.	All
Complete	Workforce Plans 2024-2025	This project delivered five workforce plans that were developed in partnership with industry to represent the unique needs and challenges of Correctional Services, Defence, Fire and Emergency Services, Government and Police. These Workforce Plans have identified strategies to mitigate the challenges for some industry sectors.	All
Complete	Defence Personnel Transition to Civilian Roles Skill Sets	This project developed four Skill Sets to support Australian Defence Force members who are leaving Defence with national civilian accreditation. This was an initiative of the Australian Defence Force Transition and Civil Recognition Project established by the Australian Defence College.	Defence
Complete	Defence Paralegal Services Skills Sets	This project designed four Skill Sets to accurately validate the transferable skills of Defence members in paralegal roles. They may also support paralegal professionals transitioning from Defence.	Defence
Complete	Defence Diver Skill Sets	This project developed six Skill Sets to support defence sectors capability for Defence work divers.	Defence
Complete	POL Police Training Package 8.0	This project comprehensively reviewed a range of Police Forensic Qualifications, Human Source and Undercover Operations Qualifications (Not For Public Access) as well as the Diploma of Policing.	Police
Complete	POL Police Training Package 9.0	This project comprehensively reviewed Police Investigations Qualifications and the Police Intelligence Qualifications (Not For Public Access). An additional six (6) qualifications will be reviewed during this process to update their packaging rules to ensure all units of competency are current.	Police
In Progress	Workforce Insight Report 2025 - 2026	This project is developing four Workforce Insights Reports in partnership with industry to represent the unique needs and challenges of Correctional Services, Local Government, Federal, and State/Territory Government and Public Safety (inclusive of Police, Fire and Emergency Services and Defence). These reports are currently being drafted and approved through internal governance lines at Public Skills Australia, including any proposed strategies they may generate.	All
In Progress	Auslan, Interpreting and Translating Qualifications Review	This project, driven by the Disability Royal Commission Report recommendation 6.2 to increase the number of certified Auslan Interpreters across Australia, is considering review of the Auslan, Interpreting and Translating Qualifications. Across two phases, the project is documenting the issues, barriers, and opportunities contributing to the following: <ul style="list-style-type: none"> The utilisation of the Auslan qualifications, including factors influencing its adoption, accessibility, and relevance in the industry. The ability of Registered Training Organisations and TAFEs to effectively deliver Auslan interpreter training, addressing challenges related to course content, delivery methods, and training capacity. The transition from training qualification to employment as an Auslan Interpreter, exploring the barriers to employment and identifying pathways to successful career entry in the interpreting field. 	Public Sector

In Progress	Correctional Services Implementation Findings Report	This project is exploring the challenges faced by Correctional Service academies, Registered Training Organisations, trainers and learners in the delivery of CSC30122 Certificate III in Correctional Practice. This project will produce a Findings Report to support implementation and delivery of this qualification.	Correctional Services
In Progress	Defence Explosive Ordnance Training Product Development <i>Awaiting Ministerial Endorsement</i>	This project is developing a new unit of competency within the DEF Defence Training Package (<i>DEFEXO604 Conduct explosive ordnance test and evaluation processes</i>). The new unit of competency will ensure that Defence personnel can operate to best practice standards.	Defence
In Progress	Defence Public Affairs Qualifications Review <i>Awaiting Ministerial Endorsement</i>	This project is reviewing and updating the Defence Public Affairs qualifications equips personnel for effective media, stakeholder and public engagement. This will see the pathways between these qualifications streamlined and aligned to the Defence operational requirements.	Defence
In Progress	Emergency Tree Operations	This project is developing a Findings Report which will: <ul style="list-style-type: none"> • examine the wide range of tree operations conducted by State Emergency Services (SES) members • analyse their capability requirements • consider the contextualisation of existing training products to meet these needs. 	Fire and Emergency Services
In Progress	Firefighting Appliance Pump Technician	This project is developing a new Unit of Competency and Skill Set targeting technicians within Fire and Emergency Services who perform the maintenance and repairs of firefighting appliance pump systems. The newly developed Skill Set is being designed to assist with the consistency of practice for agencies and create a training pathway for individuals who conduct this vital work.	Fire and Emergency Services
In Progress	Determining the Drivers for Recruitment, Attrition, and Retention of Staff in Correctional Services	This project is providing an evidence base to support Correctional Services industry-sector employers in enhancing recruitment practices, addressing staff attrition, and strengthening retention strategies.	Correctional Services
In Progress	VET Workforce Project	This project is delivering for stream 1 of the Federal Department of Employment and Workplace Relations' project to <i>'transform, improve and streamline the Vocational Education & Training Workforce model'</i> . Stream 1 is developing understanding of the training, education and assessment ecosystem for Public Safety and Government through comprehensive consultations and inform subsequent streams of work. This project has been identified as an Australian Government priority targeting a critical skills shortage area, with the ambition to grow, support and sustain the workforce that is at the frontline of ensuring a stable, safe and functional society.	All
In Progress	Police Crash Investigation and Analysis Review	This project is updating the Crash Investigation and Analysis qualifications to deliver POL Police Training Package release 10. These qualifications outline the competencies required for police officers to investigate and interpret road incidents involving a variety of vehicle types, pedestrians and other external environmental factors.	Police
In Progress	Review the Uptake and Utility of the LGA Training Package	This project is providing a thorough assessment of the factors influencing low uptake of the LGA Training Package and making recommendations about the way in which the package supports workforce upskilling. This may also identify any training gaps for the Local Government workforce.	Local Government
In Progress	Conduct a Local Government Skills Audit	This project is assisting in diagnosing training access challenges, particularly for regional and remote Local Governments and provide recommendations to support skilling pipelines. The Australian Local Government Association are supportive of this work and its alignment to their research into jobs and skills challenges.	Local Government
Upcoming	Government Investigations Qualifications Review	This project will deliver a much-needed update to the Government Investigations qualification stream. This stream was last reviewed in 2016. An update is required to ensure the units of competency align with the requirements of the <i>Australian Government Investigation Standards 2022</i> .	Public Sector

	<i>Subject to approval</i>		
<i>Upcoming</i>	Procurement & Contracting Qualifications Review <i>Subject to approval</i>	This project will update the Procurement and Contracting qualification stream within the PSP Public Sector Package. These products were last reviewed in 2016 and require an update to align with contemporary practices and job roles within the Public Sector. During this package release, additional maintenance will be conducted on several other qualifications within the PSP Package to update their packaging rules to the most current units of competency.	Public Sector

[Receive the latest updates from Public Skills Australia](#) | PublicSkillsAustralia.org.au

Service and Creative Skills Australia (SaCSA)

Status	Project	Detail	Industry
Completed	Qualifications Reform – Shaping Service Skills	Service and Creative Skills Australia (SaCSA) conceptualised and proposed an alternative approach to the Vocational Education and Training qualification system for our service industries. This first stage of the Activity Project was approved by the department and SaCSA is now exploring how to incorporate the concept into qualification reform throughout future projects.	Arts, Personal Services, Retail, Tourism, Hospitality
Completed	RSA Language Review Project	Review of the SITHFAB021 Provide responsible service of alcohol unit of competency for the purpose of removing anything that might be potentially unlawful, offensive or give rise to possible discrimination.	Hospitality
In Progress	Unit Currency Audit CUA	Review of the CUA Creative Arts and Culture Training Package, focusing on the 183 superseded and deleted units of competency to identify if they are equivalent or non-equivalent to the unit of competency that has replaced it.	Arts
In Progress	Unit Currency Audit - PS, SIT, SIR Project	Review of the SHB Hair and Beauty, SFL Floristry, SIF Funeral Services, SIT Tourism, Travel & Hospitality and SIR Retail Training packages, focusing on superseded and deleted units of competency to identify if they are equivalent or non-equivalent to the unit of competency that has replaced it.	Personal Services, Retail, Tourism, Hospitality,
In Progress	VET Workforce Project	Identifying challenges, proposing solutions, and supporting pathways into VET workforce roles, focusing on teachers, trainers, and assessors.	Cross sector
In Progress	Creative Workforce Scoping Study	The Creative Workforce Scoping Study (formerly Arts Workforce Scoping Study) is a groundbreaking piece of research distilling knowledge of long-standing workforce issues in the creative sector and including new data on how contemporary labour, technical and economic challenges are impacting the creative workforce.	Arts
In Progress	Purpose Categorisation Activity Phase 2	SaCSA is undertaking the review of qualifications, skill sets and units of competency that were not reviewed as part of the initial Purpose Categorisation Activity. This Project will continue to identify low to no enrolments and qualifications to occupational flow.	Cross Sector
In Progress	Culinary Qualifications Review	This Training Product Development Activity Project will conduct a full review of the following four qualifications: SIT30821 Certificate III in Commercial Cookery, SIT30921 Certificate III in Catering, SIT31021 Certificate III in Patisserie, and SIT31121 Certificate III in Asian Cookery, to ensure that they are fit for purpose and meet industry needs.	Hospitality
In Progress	Review of Hairdressing and Barbering Qualifications	This Training Product Development Activity Project will conduct a full review of the following four qualifications: SHB30416 Certificate III in Hairdressing, SHB30516 Certificate III in Barbering, SHB40216 Certificate IV in Hairdressing, SHB50216 Diploma of Salon Management to identify and remove duplication and ensure qualifications are aligned to evolving industry skills needs.	Personal Services
In Progress	Exploring drivers of hairdressing workforce shortage	This Project will explore current and future workforce requirements and characteristics; identify any region-specific workforce insights; understand deeper workforce and skills shortage insights; determine effectiveness of training programs and drivers of the decline of participation in VET; analyse factors influencing career attractiveness and retention and identify next steps.	Personal Services
In progress	Closing the digital divide: Investigating digital literacy skills gap in Tourism	This project seeks to understand and explore digital literacy skills gap by identifying possible critical skills deficiencies, assessing the impact on businesses and workers, and proposing actionable next steps.	Tourism
In progress	Culinary Careers: Exploring drivers of key chef and cook shortages	To understand the ongoing focus on occupational shortages in Chefs and Cooks in the sector, SaSCA will undertake a research project to explore data, analysis and trends from the past 20 years. The findings from this research will inform the development of recommendations aimed at fostering solutions for the occupations in focus and closer collaboration between training providers, employees, apprentices, and industry stakeholders.	Hospitality

In progress	Retail Under Pressure: Customer Aggression Implications	Stakeholder engagement highlighted several concerns affecting work attraction and retention, notably, Customer Aggression as a significant driver behind workforce challenges. This Project aims to understand the prevalence, type and effect of customer aggression, and understand its effects on worker attraction and retention, in order to develop potential strategies or solutions.	Retail
In Progress	From classroom to career: Structured industry approach to work experience programs (Travel & Hospitality)	SaCSA will explore ways to strengthen industry to school connections, through a structured industry approach to existing work experience programs. This research project will provide an evidence base for the development of a pilot program aimed at fostering closer collaboration between schools and industry.	Tourism & Hospitality
In Progress	Progress in Action: 2025 Workforce Plan Updates	SaCSA is currently developing our 2025 Workforce Plan updates in collaboration with industry to identify the current and future skills needs across the Arts, Personal Services, Retail, Tourism and Hospitality sectors. Informed by national data and deep stakeholder consultation, these plans support SaCSA's strategic approach to workforce development and training solutions.	Arts, Personal Services, Retail, Tourism, Hospitality
Upcoming	Pilot Program: Supporting the completion of CUA30420 Certificate III in Live Production and Technical Services	This Implementation Promotion and Monitoring Activity Project will see development of a pilot program in partnership with TAFE NSW that seeks to identify a pathway for CUA30420 Certificate III in Live Production and Technical Services for learners who hold a Statement of Attainment to complete the remaining units of competency to gain the full qualification.	Arts
Upcoming	Review of SFL30115 Certificate III in Floristry	This Training Product Development Activity Project will review and update the core and elective units of competency in the SFL30115 Certificate III in Floristry to reflect the evolving floristry business models and skills needed to transition between the different business types within the industry. This Activity will revise and enhance the knowledge content to address existing gaps in the current training product.	Personal Services
Upcoming	Review of Community Pharmacy Qualifications	This project will review the following three qualifications SIR30116 Certificate III in Community Pharmacy, SIR40116 Certificate IV in Community Pharmacy and SIR40216 Certificate IV in Community Pharmacy Dispensary, taking into account the regulatory landscape, including current government programs and pilots.	Retail
Upcoming	Drink spiking and alcohol-related sexual violence research	This Project will undertake extensive research and consultation nation-wide with state and territory government bodies and regulators, legal counsel, as well as peak bodies, associations, workers, unions and employers to understand the industry training and education needs relating to drink spiking and alcohol-related violence.	Hospitality
Upcoming	Culinary Skills for Aged Care Food Service	This Training Product Development Activity Project responds to government policy relating to improving the quality and safety of aged care services. The activity will develop care sector specific units of competency to enable a 'care specialisation' within the Certificate III in Commercial Cookery.	Hospitality
Upcoming	Retail Qualifications Continuum Review	This Training Product Development activity is set to align the Retail qualifications in the SIR training package with current industry practices and create a streamlined approach to foundational practical skills to ensure graduates are job ready. Where appropriate, the Activity will consolidate the qualifications and provide specialisations to support skill development, with a focus on retail career pathways.	Retail
Upcoming	Qualification Review of CUA30320 Certificate III in Assistant Dance Teaching	This Training Product Development activity will review the Certificate III in Assistant Dance Teaching to align the knowledge and skills required, to the content of the qualification. This will focus on revising or removing requirements from imported units, which are specific to childcare facilities and not relevant to dance teaching. SaCSA will update the qualification with a current, good practice approach to child-safety. The Activity project will also address complex superseded unit issues identified by the recent unit currency audit.	Arts
Upcoming	Scoping Creative Futures: Career Journey Mapping	This Implementation Promotion and Monitoring Activity Project has been informed by the creative workforce scoping study which includes reference to user journey maps being "a powerful tool for understanding and making visible the complexities of career pathways in the creative industries, highlighting the need for systems -level thinking rather than easy quick fixes."	Arts

		This Activity will develop a minimum of 40 additional career maps for the arts sector using both qualitative and quantitative data inputs.	
Under Development	Surge Workforce Study: Understanding and planning for short-term and seasonal workforce demands in Australia's Arts, Tourism, Hospitality, Retail and Events sectors.	Australia's major events and seasonal tourism peaks drive recurring demand for surge workforces across the Arts, Tourism and Hospitality sectors. SaCSA is scoping a Surge Workforce Study to understand the challenges and opportunities in managing this demand. Currently in its early stages, the project will aim to explore issues such as workforce safety, leadership retention and coordination gaps. Engagement with State and Local Governments and industry stakeholders will inform a clearer understanding of the landscape and the intended outcomes of the study.	Arts, Retail, Tourism, Hospitality
Under Development	First Nations First: Ongoing engagement with First Nations & Creatives to support inclusion	SaCSA will continue to enhance and deepen our network and engagement with First Nations Artists, Creative and Arts Workers. This project will undertake stakeholder mapping and consultation with First Nations artists and organisations, ensuring diverse representation across regions and art forms. Engagement will be guided by a First Nations-led approach including consultation with Creative Australia's First Nations Board to support delivery of the First Nations workforce strategy and self-determined initiatives to address current under-representation and skills gaps.	Arts
Under Development	Scoping Creative Futures: Progressing the Arts Scoping Study and Additional Research Projects	This Project will build on the Creative Workforce Scoping Study and seek to research further sub-sectors to understand their emerging workforce challenges and skills needs. This Project will extend the research undertaken to improve understanding of the workforce challenges, needs and opportunities for the Arts.	Arts

Legend

Current	Active projects that are in progress and being worked on at present. These projects have started and are moving through their planned phases
Upcoming	Projects that are scoped but have not yet started. These may be in the planning or pre-launch stage, with resources and timelines being finalised and/or approvals pending.
Under Development	Potential projects that are being ideated, prepared or built but are not yet in active execution. This may include initial research, concept development, or preliminary work.

[Sign up to SaCSA newsletter here](#) | www.sacsa.org.au

Skills Insight

Status	Project	Detail	Industry
Completed	Tree Felling Project	Consultation took place to determine an appropriate number of trees to demonstrate competent and safe manual tree felling at a basic, intermediate and advanced level, while also reducing barriers to training caused by limited availability of practice trees. Three tree felling units were then updated to improve deliverability, while also supporting safety and competency.	Forest and wood products
Completed	AHC Improvements Project	Stakeholders provided input on 40 qualifications and 28 skill sets, which were then updated to include recently improved units from 16 industry sectors.	Agriculture, horticulture, conservation and ecosystem management
Completed	Wood Machining Research Project	Research and consultation was undertaken to better understand the complexities of meeting training needs for the wood machinist occupation. Recommendations for future actions and ongoing considerations were outlined in a report.	Forest and wood products
Completed	Connecting RTOs & Employers Research Project	Consultation took place to explore employer-RTO relationships in the racing and breeding industry and identify the success factors to collaboration and training delivery in thin markets. Insights from these consultations were developed into a report, which outlines the factors impacting delivery and uptake of training and identifies six key success factors for RTO-employer partnerships.	Racing and breeding
Completed	Shearing and Wool Classing Project	The national qualifications, skill sets, and units for shearers, wool handlers, and wool classers were reviewed to meet the evolving needs of the industry.	Livestock farming
Completed	Livestock Operations Project	The Certificate III in Feedlot Operations and 70 units of competency that support the skills of the livestock industry were reviewed to align with current technology and practices so that learners are equipped with the skills required to work safely and effectively with and around livestock.	Livestock farming
Completed	Training Support Materials for Meat Safety Project	The training and assessment materials used to deliver the Certificates III and IV in Meat Safety Inspection were updated to reflect the latest standards, legislation, technology and practices.	Meat, poultry and seafood processing
Completed	From Training Package to Training Delivery	Skills Insight undertook in depth research in collaboration with Griffith University to explore how registered training organisations (RTOs) interpret and translate training packages into training programs. The result is a report which makes recommendations for how to better support RTOs in streamlining the translation process, as well as how the VET system could be shaped to enhance the overall translation environment.	All/VET
Completed	Ag Trade Apprenticeship Feasibility	Skills Insight has engaged with stakeholders across the country to investigate how an agricultural trade apprenticeship could be implemented to help attract new entrants and promote career pathways in agriculture. The Ag Trade Apprenticeship Feasibility Report summarises insights and recommends next steps for development of an apprenticeship model for agriculture.	Agriculture, horticulture, conservation and ecosystem management
Completed	Exploring Training Demand and Supply Challenges Project	Stakeholders participated in interviews, surveys and focus groups to explore the factors impacting delivery of and engagement with formal VET training. Insights from these activities were collected in a report which will support industry and government decision-making around addressing challenges in training demand and supply. The report was submitted to DEWR in February 2025.	All

Current	Career Pathways for Agricultural Trades	Skills Insight is mapping agricultural and associated occupation qualifications to help promote and define career pathways. This is also a key step towards developing a potential agricultural apprenticeship, as identified in the Ag Trade Apprenticeship Feasibility Report.	Agriculture, horticulture, conservation and ecosystem management
Current	Pathways to Tree Felling Skills Project	This project will investigate the need for learners to be equipped with appropriate safety skills before they participate in the practical aspects of training in manual tree felling. Consultation will take place throughout this project to explore the potential addition of pre-requisite requirements, as well as alternative approaches to creating a pathway for learners to acquire the necessary safety skills.	Forest and wood products
Current	Tree Allocation Partnerships Project	This project aims to address challenges in sourcing trees for training and assessment of the manual tree felling units. This project will seek to establish mechanisms to facilitate partnerships between RTOs and other stakeholders – such as forestry companies, councils, landowners, and national parks services – to help identify and allocate trees for training purposes.	Forest and wood products
Current	Veterinary Nursing Review	Skills Insight is consulting with the veterinary sector to understand their diverse workforce needs and how they can be better supported by nationally endorsed qualifications and other training package products. A skills review is currently underway to understand the use of veterinary nursing skills across a broad range of contexts and species.	Animal care
Current	Window Furnishings and Shade Sails	Consultation is underway to review the Certificate III in Blinds, Awnings, Security Screens, and Grilles and relevant units so they are more flexible and are relevant to current workplaces. In response to a crucial need for consistent skills in the installation of security screens, this project will also explore the option of developing a skill set to align with industry's proposal for a specialised occupational licensing system.	Furnishings
Current	Flock Safe Project	Skills Insight and MINTRAC are currently planning the delivery of free workshops for chicken meat and egg producers around the country and online. Workshops will focus on the role of on-farm flock safety measures in safeguarding the biosecurity of the broader industry. Participants will also create or review their on-farm Biosecurity Management Plans.	Meat processing
Current	Community-Based Aquaculture Training Tools	Consultations are underway with Aboriginal and Torres Strait Islander people to develop training tools that are culturally appropriate and tailored to the needs of First Nations communities. Led by the Aboriginal Sea Company through community consultations, the Project Working Group is focused on creating training tools that truly reflect the unique needs of First Nations aquaculture farming to help support the growth of First Nations aquaculture enterprises.	Seafood
Current	VET Workforce Project	Consultation is underway with training providers and industry to better understand the challenges in attracting and retaining educators in rural, regional and remote Australia. The initial stage of the project involved a series of 30 interviews with a sample group representing RTOS working in the agribusiness, fibre, furnishing, food, animal and environment care industries. Findings and analysis of these consultations have been developed into a report, which includes a proposal for the next stage of work.	VET/All
Current	Textiles, Clothing and Footwear Workforce Insights	Consultation is continuing with stakeholders to identify the opportunities and challenges facing the textiles, clothing and footwear workforce and to assess if the national qualifications meet industry needs. The project team has conducted extensive desktop research to understand the current industry landscape and included the available data in a Preliminary Desktop Research Report.	Textiles, clothing and footwear
Current	Qualification Reform	Skills Insight welcomed the opportunity to undertake both a Categorisation Project and a Demonstration Project to contribute to a program of Qualification Reform. Having completed those projects, we are now investigating how the new framework and templates can meet the unique needs of the industries we work with.	All
Current	Rural Operations Project	Research has been undertaken to understand how the <i>AHC21216 Certificate III in Rural Operations</i> is used to prepare workers for various industries and whether it reflects the necessary skills. The project was paused so that the qualification could be used as an example in Skills Insight's Qualification Reform Demonstration Project. Stakeholders are currently being invited to provide	Agriculture, horticulture, conservation

		feedback on the <i>Research Summary and Product Development Proposal</i> which outlines findings to date and recommendations for next steps.	and ecosystem management
Current	Worker Safety Induction Project	This project is taking place to develop and pilot a safety induction program for the meat processing industry. It follows a proposal from the Agriculture Workforce Working Group (AWWG) in 2023. Thorough planning and consultation has taken place with key stakeholders and a vendor has been selected to develop the simulated learner component of the program. Work has begun to build and test the program with stakeholders.	Meat processing/all
Current	Essential Meat Processing Skills Project	Skills Insight working with MINTRAC are consulting with stakeholders to revise qualifications, skill sets and units that support essential skills required for entrants into the meat processing industry. The documents have undergone public review and comment and have been updated based on this feedback. A round of consensus gathering to check whether the updates are accurate and appropriate is due to be completed in early March.	Meat processing
Upcoming	Ag Trade Apprenticeship Concept	This project entails the development of a concept Certificate III qualification, with the new training package product templates, which could be used to deliver apprenticeships across a range of agriculture occupations. Further work will be required following this project to test the concept and gain tripartite support, before the qualification can progress through the training package project process.	Agriculture, horticulture, conservation and ecosystem management
Upcoming	Attraction and Retention Strategies	Skills Insight will research current programs and policies that demonstrate successful approaches to attraction and retention for the agribusiness, fishing, forestry, food, animal and environment care industries in regional, rural and remote areas. Findings from this work will be used to develop a best-practice guide for use by employers and will be available on the Skills Insight website.	All
Upcoming	Employer Best Practice Guidance to Apprenticeships in Furnishings	Apprenticeship and traineeship completion rates are a concern in many industries, including the furnishing industry. To empower employers in their role to support trainees and apprentices through their training journey, this project is underway to develop a best-practice guide for the furnishing industry in consultation with stakeholders. The resulting guidance will be freely available to stakeholders and aims to support completion rates.	Furnishings
Under Development	Retail butchering and meat processing	This proposed project would be the final stage of the full review of the AMP Australian Meat Processing Training Package, using a unit sector approach. The units involved primarily cover retail butchering and meat processing. A six-month Skill Review will be factored into this project to ensure outcomes meet the skills needs of industry and the delivery requirements of RTOs.	Meat processing
Under Development	Licensing/Regulatory Requirements mapping	This potential project proposes the mapping of licensing and regulatory information for occupations as they align with qualifications. This would result in a greater level of up-to-date information within companion volume implementation guides and allow for relevant bodies to be engaged during training package development work. The outcome of this project would align with one of the recommendations in the Exploring Training Demand and Supply Report regarding improving Companion Volume content and is a key deliverable for JSCs.	All
Under Development	Develop an RPL framework	No single major barrier to implementing recognition of prior learning (RPL) has been identified; rather, several factors act as deterrents in certain contexts. This project would see Skills Insight collaborate with its industries to develop an RPL framework that could be used for recognising industry experience and credit pathways with an aim of removing barriers that are preventing greater uptake of RPL by employees and RTOs.	All
Under Development	National Biosecurity Workforce Strategy	There is potential to develop a National Biosecurity Workforce Strategy to build, retain and deploy capability when it comes to biosecurity. This would involve work to promote consistency and quality in how biosecurity skills are described in units and qualifications and career pathway mapping, including roles within the private and public sector.	Various

<i>Under Development</i>	Mapping of Textiles Clothing and Footwear Skills and Occupations	This potential project would involve industry-wide textiles, clothing and footwear (TCF) skills and occupational mapping to identify current and future skills needed by the industry. This project could then lead to the development of a TCF-specific apprenticeship/traineeship model focused on the production and construction job roles needed to sustain Australian TCF manufacturing capabilities.	Textiles, Clothing and Footwear
<i>Under Development</i>	Review and update the Diploma of Animal Technology and Rationalise the Certificate III in Animal Technology	This potential project would explore the Animal Technology industry, which faces a national workforce shortage, with only two RTOs (Tafe SA and Box Hill TAFE) offering training—insufficient to meet demand. A skills analysis would be undertaken first to assess whether current qualifications align with industry needs and recommend any updates or other initiatives that may need to be considered to address the current training gaps for animal technicians.	Animal Care and Management

[Subscribe to Skills Insight’s Newsletter](#) | skillsinsight.com.au