Jobs and Skills Councils

Projects & Activities

QUARTERLY UPDATE | JULY 2025

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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	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). 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. 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. A summary of each JSC Demonstration Project and a copy of their final reports can be found here.	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	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. 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. The activities will focus on researching and addressing the most pressing VET workforce challenges relevant to each JSC's industry needs.	All JSCs
Review and update of RII (Mining) Emergency Response qualifications and Review and update of 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.	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 Gas Industry	The scope of this project is to create nationally recognised training products to develop capable plumbers and gas fitting technicians to safety 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
In Progress	Urban Pest Management Review	This project will review and revise the CPP30119 Certificate III and CPP41619 Certificate IV in Urban Pest Management, along with their associated units of competency, to align with evolving industry practices and produce qualifications that support the development of skilled and capable Urban Pest Management Technicians.	Property
In Progress	Formwork Falsework Training Product Review	This project will assess the suitability of CPC30220 Certificate III in Carpentry for learners working in formwork and falsework, in response to concerns from some industry stakeholders, with a review of current and deleted training products to better align qualifications with the practical requirements of these roles.	Building and Construction
In Progress	Swimming Pool and Spa Review	The scope of this project is to review CPP31218 Certificate III in Swimming Pool and Spa Service and CPP41319 Certificate IV in Swimming Pool and Spa Service to produce qualifications and units of competency that are informed by industry needs.	Property

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
Complete	Information and Communications Technology (ICT) Training Package: Needs and Gaps Analysis	A comprehensive needs and gaps analysis (NGA) 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
Complete	VET Qualification Reform – Digital Capability	This project 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
Complete	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 project 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	VET Workforce	The VET Workforce Blueprint was developed by DEWR in collaboration with states and territories to provide a roadmap to grow, support and sustain the VET workforce. Aligned to the Blueprint, DEWR has funded each Jobs and Skills Council (JSC) to take forward a program of work until March 2026. FSO will deliver research and initiatives with significant input from VET workforce stakeholders, industry, State and Territory Governments and community groups.	Finance, Business and Information Communication Technology
In Progress	Uplift Digital Capability	This TPD project will update the BSB training Package with new UOC in digital capability, inclusive of stand-alone generalist gen AI and generalist cyber security training products. In recognition of the urgent need for digital capability uplift, this activity will include a Training Product Trial (TPT) which will include the development of learning and assessment materials to support the delivery of training products. This will also include an evaluation of TPT approach to deliver training products in advance of them being accredited as per the TPOF process.	Finance, Business and Information Communication Technology
In Progress	Entry level pathways	Development of entry-level pathways to clarify the skills needed for digital and cybersecurity entry-level jobs. This project aims to align education with workforce demands aiding individuals from varied backgrounds in joining the industry.	Finance, Business and Information Communication Technology
In Progress	Telecommunications Technology Qualifications Review	This TPD project will update all Telecommunications Technology training products, including six qualifications, 32 skill sets and related units of competency, within the Information and Communications Technology (ICT) Training Package.	Telecommunication

Status	Project	Detail	Industry
		These updates will reflect current industry practices, standards, technology and regulations. Please see below for full list of training products.	
In Progress	Specialist Artificial Intelligence - ICT training package	This TPD project will update the ICT Training Package with new units of competency in artificial intelligence.	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
Upcoming	Specialist Cyber Security Skills - ICT Training package	This TPD project will update the ICT Training Package with new units of competency in cyber security.	Information Communication Technology
Upcoming	ICT Training Package Update	This TPD 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 TPD 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	Supporting Gen AI adoption by workers; the role of employers	This project will research factors influencing the adoption of Generative Artificial Intelligence by different groups within FTB workforces, including priority cohorts, and develop resources for employers to support greater adoption.	Finance, Business and Information Communication Technology
Upcoming	FNS Training Product Update: Insurance Qualifications Needs and Gaps Analysis (NGA)	This project is in response to stakeholder requests to update 9 insurance-related qualifications in the Financial Services Training Package, this project will conduct a needs and gaps analysis of these qualifications to determine whether TPD is the most appropriate response, or if other supports would be more suitable in addressing skills needs.	Finance
Upcoming	FNS Training Product (TP) Update: Diploma / Cert IV in Finance and Mortgage Broking	This TPD project is to update the FNS40821 Certificate IV in Finance and Mortgage Broking and FNS 50322 Diploma of Finance and Mortgage Broking Management to ensure currency and alignment with industry needs.	Finance
Upcoming	BSB Training Product (TP) Update: Safe and Respectful Workplaces Units of Competency (UoC)	This TPD project sees FSO develop a new unit of competency on Safe and Respectful Workplaces to address psychosocial risks in the workplace.	Finance, Business and Information Communication Technology

Status	Project	Detail	Industry
Upcoming	Digital Capability – Delivery	This project trials and evaluates teacher-led delivery of draft training products, to compare outcomes to three existing TPD activities (trialling the early release of draft training products concurrent with TPOF accreditation). Existing activities are currently limited to self-directed online learning. The teacher-led delivery trial will also prioritise recruitment of learners from priority cohorts.	Finance, Business and Information Communication Technology
Upcoming	Artificial Intelligence (AI) and Training Product Development (TPD)	This project is to undertake exploratory research and prototype pilot to assess potential efficiencies in using artificial intelligence to support TPD consultation processes. This project is underpinned by FSO's adoption of Australia's Voluntary AI Safety Standard, proposed AI guardrails, and FSO's commitment to maintain compliance with Australian regulations and guidance on the use of AI as these develop.	Finance, Business and Information Communication Technology
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
Upcoming	FNS (Payroll and Bookkeeping) Needs and Gaps Analysis (NGA)	This project is to undertake a NGA for two sub-sectors covered by the Financial Services Training Package (Payroll and Bookkeeping) in response to stakeholder feedback suggesting the need to update and align qualifications with industry needs.	Finance

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.*

Project with asterisk(*)	*Projects that we have underway internally as part of our core business.*

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

Status	Project	Detail	Industry
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
In progress	**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
In progress	[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: *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 1*1076NAT Diploma of Leadership in Disability Services*.	Aged care and disability services
In progress	[Early Childhood Education and Care: Qualifications review](#)	The project responds to the skills and training related recommendations of the Jobs and Skills Australia *ECEC Capacity Study* and other related reports and reviews. The project will review the *CHC30121 Certificate III in Early Childhood Education and Care and the CHC50121 Diploma of Early Childhood Education and Care* as well as associated activities that respond to the recommendations and insights as outlined below.	Early Childhood Education and Care
In progress	[Sterilisation Services: Qualifications review](#)	The project will review the *HLT37015 Certificate III in Sterilisation Services and HLT47015 Certificate IV in Sterilisation Services* to ensure they are aligned with current industry needs, regulatory requirements, safety and wellbeing outcomes for clients.	Health
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

Status	Project	Detail	Industry
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

Industry Skills Australia (ISA)

Status	Project	Detail	Industry
Complete	Transport and Logistics Training Package – Chain of Responsibility Project	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	Omnichannel Logistics - Skills Gap Analysis Project	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	Transport and Logistics Training Package – Motor Vehicle Driver Training	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	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
Complete	Rail - Digital Skills Analysis Project	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	Maritime Training Package – Marine Order 505 Project	Updated Maritime Training Package products to reflect new Marine Order 505 licensing and regulatory requirements.	Maritime
Complete	Maritime Training Package - Vessel Traffic Services Project	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	Maritime Training Package – Autonomous Maritime Systems	Reviewed the Certificate III in Autonomous Maritime Systems to remove barriers to training and technology change.	Maritime
Complete	Space Transport and Logistics - Skills Gap Analysis	The skills gap analysis identified the emerging skills and training requirements for the Omnichannel Logistics and Distribution sector.	Aviation
Complete	Aviation Training Package – Aviation Rescue Project	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	Aviation Training Package – Transport Security Protection Project	The Transport Security Protection qualification was updated to align with regulatory changes and current industry practices.	Aviation
In Progress	Aviation Training Package – Flight Instructor	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	Aviation Training Package – Remote Pilot Licence Project	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	Aviation Career Information	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	Aviation - Cabin Crew Skills Recognition	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	Aviation - Defence Flight Instructor	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

Status	Project	Detail	Industry
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 - Strategic Fleet 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	**Marine Order 505 - Phase Two (RTO Capability)**	Work with key industry stakeholders to support the implementation of updated maritime training package products which reflect new Marine Order 505 licensing and regulatory requirements.	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:	Rail
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 Project	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
Upcoming	**Ground Operations Skills Analysis**	The project will identify current ground operations industry practices, job roles, the use of technologies, and existing gaps to determine how best vocational qualifications can be revised to encompass current and future skills gaps. The project will develop a report with actionable recommendations which will form a phase two.	Aviation
Upcoming	**Maritime Skills Pipeline**	This project is to scope, design and validate an agreed skills pipeline model for the Australian maritime industry to underpin the implementation and co-ordination of initiatives to build a maritime workforce.	Maritime
Upcoming	**Occupational Pathways for Defence**	The continuation of work to create greater alignment between Defence and civilian training and qualifications to enable more movement between Defence and Commercial sectors supported by the Australian Government in its response to Recommendation 13e in the Strategic Fleet Taskforce Final Report	Maritime
Upcoming	**Revalidation and Recognition of the Current Competence Model**	This project is to develop a VET model to improve Recognition of Prior Learning (RPL) outcomes and support AMSA revalidation and recognition of current competency to increase the supply of Australian seafarers in response to existing occupational shortages in the maritime industry.	Maritime
Upcoming	**Maritime Simulator Opportunities**	This project will help us to understand the advantages of introducing simulation into the maritime training ecosystem and how this technology could accelerate access to skilled and competent maritime workers in Australia.	Maritime

Status	Project	Detail	Industry
Upcoming	**Autonomous Train Operations**	To ensure that Australia's vocational education and training system effectively prepares workers for work in autonomous train operation environments, this project will develop a detailed report with specific recommendations to outline necessary changes to the content of training products covering autonomous train operations roles.	Rail
Upcoming	**Addressing Heavy Vehicle Driver Shortages**	This activity proposes to develop a **National Heavy Vehicle Driver Action Plan** which clearly articulates the current state of industry, the impacts of national shortages of heavy vehicle drivers, projects or initiatives that are working towards addressing these shortages and recommendations for future activity within ISA's remit, where industry action is required and where Government intervention or support is required.	Transport and Logistics
Upcoming	**Skilling Heavy Vehicle Drivers and Licensing Update**	This project will update relevant heavy vehicle driver licensing and vocational training products to support nationally consistent training across jurisdictions. Austroads will be providing content and resources to assist with product development and will be engaged throughout the course of the project to ensure agreed outcomes are achieved.	Transport and Logistics
Upcoming	**Livestock Transport Training**	The project will include the creation of a new skill set with industry identified Units of Competency to provide a benchmark for nationally consistent training and industry best practice.	Transport and Logistics
Upcoming	**Review of Dangerous Goods Driver Training**	ISA has received a request from the Competent Authorities Panel (CAP) to review the unit of competency - TLILIC0001 – Licence to transport dangerous goods by road and associated dangerous goods training products. They will also be requesting the development of supporting learning and assessment resources that can be provided to RTOs to facilitate a consistent national approach to training delivery.	Transport and Logistics
Upcoming	**Tasmanian Transport & Logistics VET in Schools Pilot**	This program seeks to provide a viable pathway for school students to gain skills while still at school that will assist them to make a successful school to work transition and provide an additional source of labour for Tasmania's T&L industry. It will also support attraction and retention strategies for T&L businesses in the region.	Transport and Logistics
Upcoming	**Digital Skills**	The need for digital skills and staying current with technology changes has been identified as a mega trend, driven by the growing demand for technological capability across industry sectors. The Australian Government along with DEWR is looking to use DigComp 2.2 as Australia's digital capability framework moving forward, with formal arrangements expected to be finalised by mid-2025. To build upon the work already undertaken in the Rail Digital Skills Project and to start to address the issues raised in the 2024 workforce plans ISA proposes a project to review the use of DigComp for our industry sectors.	ALL

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Completed	*Recently completed projects*
In Progress	*Active projects that are in progress and being worked on at present.*
Upcoming	*Projects about to commence*

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
Completed	**Women in Manufacturing**	Developed evidence-based strategies to address cultural and structural barriers, supporting the attraction and retention of women in manufacturing.	Manufacturing
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	**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

Status	Project	Detail	Industry
In progress	**MEM: Graduate Diploma of Engineering**	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	**MEM: Non-destructive Testing Skills (NDT)**	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	**MEA: MEA362 Maintain aircraft vapour cycle air conditioning systems**	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	**MEA: Aviation Maintenance Skills Alignment project**	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	**MSM: Precast Concrete Manufacturing Skills**	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
Upcoming	**Manufacturing Technology Review**	Building on the earlier *Demonstration Project Final Report.* This project will review the Certificate III, Certificate IV, Diploma, Advanced Diploma in Manufacturing Technology qualifications for improved flexibility, industry relevance and possible rationalisation.	Manufacturing
Upcoming	**Polymer Technician and Processing**	Strengthen Australia's sovereign capability and supply chain resilience by enhancing workforce skills in industrial polymers across key sectors—manufacturing, agriculture, mining, construction, and civil engineering. This project will review PMB30121 Certificate III and PMB40121 Certificate IV and develop a new unit on wedge welding polymer develop a new unit of competency focused on wedge welding polymer sheets aligned with regulatory and safety requirements.	Manufacturing
Upcoming	**MEM Future Focussed Skills**	This project will evaluate all 39 qualifications within the MEM Training package to ensure the qualifications align with current standards and identify options for continuous improvement. The project will identify which qualifications require amendments or updates to better meet the needs of industry. It will also examine the structure of qualifications and streamlining qualification offerings.	Manufacturing

Legend

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

Mining & Automative 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. This project is now complete. 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. This project is now complete. Project duration: April 2024 to October 2024	Automotive
Complete	Autonomous Workplace Operations	This project developed resources for RII21222 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). This project is now complete. Project duration: March 2024 to October 2024	Mining
Complete	Perceptions of Automotive Careers Research	This project has been successfully completed, having delivered all core milestones as planned. Key achievements include early completion of data collection, extensive national stakeholder engagement, and the development of a sector-specific career pathways strategy. The final report received positive feedback from DEWR, and a public version was released in March 2025 to support broader industry engagement. This project is now complete. Project Duration: March 2024 to December 2024 The Perception of Automotive Career research report is available here: Perceptions of Automotive - Market Research Project	Automotive
Complete	Low and No Enrolments Review	This project has completed public consultations for both Automotive and Mining sectors and delivery of the final report to DEWR on 30 June 2025. The project is now complete. Project duration: February 2024 to June 2025	Automotive and Mining
Completed – stream 1	VET Workforce Blueprint (Stream 1)	The project progressed through national consultation and targeted face-to-face engagements, capturing key workforce insights. Stream 1 final report was submitted to DEWR in June 2025, with findings now informing the next phases—developing a career framework and mapping VET career pathways. Stream 1 of the VET workforce blueprint project is now complete. Stream 1 Project Duration: December 2024 to June 2025	Automotive and Mining
Completed (Phase 1)	Vocational Degree & Higher Apprenticeships	This project explored the demand for vocational degrees and higher apprenticeships across the automotive and mining industries as part of a proposed two-phase initiative. Following submission of a preliminary report in January, AUSMASA led national consultation workshops and one-on-one sessions in March 2025 to refine proposed models. The final report was submitted to DEWR on 13 June 2025. Phase 1 of the project is now complete. Project duration: December 2024 to June 2025.	Automotive and Mining

Status	Project	Detail	Industry
Completed 2024-2025	2025 Workforce Plan—Evolving Together	The final Workforce Plan was submitted to the DEWR and has since been formally accepted. The workforce plan is scheduled for release in August 2025. To stay informed on progress and updates, stakeholders are encouraged to subscribe at: https://ausmasa.org.au/workforce-plan/	Automotive and Mining
In Progress	Automotive Tyre Servicing Technology	This project commenced in January 2025 to review and update Automotive Tyre Servicing Technology Training Products, with a focus on enhancing safety standards. Stage 1: Initial Development is nearing completion, with strong stakeholder engagement and key milestones achieved, including the launch of project web pages and submission of first draft training products to DEWR. Project duration: September 2024 to July 2026	Automotive
In Progress	Hydrogen Fuel Cell EVs	This project, launched in November 2024 to develop new training products for the AUR Training Package for the safe handling and maintenance of H2-FCEV components, has progressed through Stage 1: Initial Development, including successful TAG recruitment and four advisory meetings that informed draft training product development. Stage 2: Public and Government Consultation was delivered on schedule in May 2025, enabling broad national feedback. The project is currently in Stage 3: Incorporating Feedback. Project duration: October 2024 to March 2026	Automotive
In Progress	Superseded Units Review	The project, which commenced to conduct a comprehensive review of the AUM, AUR, and RII training packages to identify any superseded units of competency has achieved key milestones, including Stage 1: Initial development - the formation of TAGs for both Automotive and Mining, two TAG meetings, and Stage 2: Public and Government Consultation - public consultation for the Automotive sector. The project is currently in the reporting phase, with a draft report submitted to DEWR on 28 April 2025. Project duration: February 2024 to December 2025.	Automotive and Mining
In Progress	Advanced Driver Assistance Systems (ADAS)	This project commenced in February 2025, with the aim to develop new training products for the AUR Training Package to address emerging industry needs in ADAS diagnostics, repair, and calibration. During the reporting period, the project progressed through Stage 1: Initial Development, with 12 TAG members appointed, a consultation strategy developed, and industry survey insights informing early design work. Initial Development 1 is scheduled for completion in August 2025. Project duration: February 2025 to June 2026	Automotive
In Progress	Review and update of RII (Mining) Emergency Response qualifications and Review and update of shared RII (Mining) units of competency	The collaborative project between AUSMASA and BuildSkills to review and revise emergency response training products and RII mining units progressed steadily from July 2024 to June 2025.Joint planning and stakeholder engagement activities—including TAG recruitment and a survey were successfully completed, with the first TAG meeting held in March 2025. The project has completed the Initial Development stage, having submitted initial draft training products that have been accepted by DEWR. This project is now open for public and government consultation: Emergency Response Qualifications - Consultation Project duration: December 2024 to August 2026	Mining
In Progress	Review and update AURVTN120 - Remove and replace major welded panels on vehicles	The project aims to consult the automotive sector to refine AURVTN120, ensuring welded panel removal and replacement standards meet industry and safety requirements. Currently in the Initial Development stage, planning is underway with TAG Expressions of Interest closed and the first Technical Committee meeting scheduled. Project duration: April 2025 to August 2026	Automotive

Status	Project	Detail	Industry
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
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: 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	*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.*

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
Completed	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
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
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 identify and implement reform initiatives within the VET Workforce by understanding the workforce, growing the workforce and retaining and developing the workforce.	Energy

Status	Project	Detail	Industry
Development of strategic initiatives	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
In Progress	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
In Progress	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
In Progress	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 above-mentioned objective.	Energy
In Progress	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
In Progress	Mapping State and Territory Licensing and Regulations to Training Products	This research aims to: • 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
In Progress	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: • UEE21420 – Certificate II in Remote Area Power Supply Maintenance • UET30921 – Certificate III in ESI – Very Remote Community Utilities	Energy

Status	Project	Detail	Industry
		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 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	Foundation for Energy: Literacy and Numeracy for Energy Jobs	This project aims to address longstanding challenges in the alignment of Certificate II qualifications with the energy sector's literacy and numeracy needs, particularly as implemented through VET in Schools programs. By mapping school curriculum competencies against vocational requirements, PSO will support clearer, more accessible pathways into energy jobs and promote accurate career guidance starting from Year 9.	Energy
In Progress	UEE Full Training Product Review	The primary objectives of this initiative are: • 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: • 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	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). The proposed UoC will address the knowledge and skills required to install, test, and commission Vehicle to Grid (V2G), Vehicle to Building, and Vehicle to Load (V2X) infrastructure. With a growing uptake of V2X-capable electric vehicles (EVs), there is an urgent need for nationally recognised training to ensure safe and compliant installations.	Energy
In Progress	UET High Voltage 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).	Energy
Discontinued	Expand Elective Pathways in VET for the Energy Sector	This project was discontinued after a decision was made to absorb it into the UEE Full Training Package Review.	Energy

Status	Project	Detail	Industry
		Through focused research and collaboration with Energy Industry and training providers, we are uncovering the barriers apprentices and employers face in accessing elective pathways.	

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.
Discontinued	Discontinued project.

Public Skills Australia

Status	Project	Detail	Industry
Complete	**Defence Explosive Ordnance Training Product Development**	This project developed a new unit of competency within the DEF Defence Training Package (*DEFEXO604 Conduct explosive ordnance test and evaluation processes*).	Defence
Complete	**Defence Public Affairs Qualifications Review**	This project updated the Defence Public Affairs qualifications, equipping personnel for effective media, stakeholder and public engagement.	Defence
Complete	**Firefighting Appliance Pump Technician**	This project developed 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 has been designed to assist with consistency of practice and creates a training pathway for individuals who conduct this critical work.	Fire and Emergency Services
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 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 identified strategies to mitigate the challenges for some industry sectors.	All
In Progress	**2025 Workforce Insight Reports**	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). It is anticipated that the 2025 Workforce Insights Reports will be published in the coming months.	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: • 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 qualifications to employment as an Auslan Interpreter, exploring the barriers to employment and identifying pathways to successful career entry in the interpreting field. **UPDATE**: The current phase of the project is underway, with the following activities completed to date: • Completion of a desktop-based environmental scan. • Delivery of eight in-person consultative workshops across four locations: Melbourne, Brisbane, Perth, and Sydney.	Public Sector

Status	Project	Detail	Industry
		• Facilitation of three online consultative workshops. • Development of the *Auslan Project Interim Report*, capturing key findings from the environmental scan and insights gathered from the consultation process. **Upcoming Activities in This Phase:** • Identification of preliminary recommendations to inform the update of the Auslan, Interpreting, and Translating suite of qualifications. • Facilitation of a series of online drop-in sessions with workshop participants to share and refine the draft recommendations. • Preparation of the *Findings and Recommendations Report*. • Design and planning for Phase Two of the project.	
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*. Consultations to validate and confirm the identified challenges and work with stakeholders to co-design support opportunities to improve the quality of the delivery is underway.	Correctional Services
In Progress	**Emergency Tree Operations**	This project is developing a Findings Report which will: • 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. The findings of the report have been consulted with SES agencies with the final report currently being prepared for approval.	Fire and Emergency Services
In Progress	**Determining the Drivers for Recruitment, Attrition, and Retention of Staff in Correctional Services**	This project will provide an evidence base to support Correctional Services industry-sector employers in enhancing recruitment practices and understanding any barriers to workforce attraction. Public Skills Australia is currently undertaking research to better understand community perceptions of the Correctional Services industry-sector. It is anticipated that a report will be delivered in December 2025.	Correctional Services
In Progress	**VET Workforce Project**	Public Skills Australia recently submitted the VET Workforce Stream 1 Report focused on understanding the training, education, and assessment ecosystem, and the role of the VET workforce, within the public Safety and Government industry-sectors. The report included industry-sector skills, education and training ecosystem mapping, cross-industry sector insights, and industry-specific insights. Initial research through the development of the Stream 1 Report highlighted the important role Subject Matter Experts and Operational staff play in training, and the and the opportunity to consider how to best balance operational needs with training and assessment needs.	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. This project has recently received support from the Senior Responsible Officers and has progressed to the Training Package Assurance Body.	Police
In Progress	**Review the Uptake and Utility of the LGA Training Package**	This project will provide an assessment of the factors influencing low uptake of the LGA Training Package and make recommendations about the way in which the package supports workforce upskilling. It may also identify any training gaps for the Local Government workforce. This project is being delivered in tandem with the Local Government Skills Audit project (below).	Local Government

Status	Project	Detail	Industry
In Progress	**Conduct a Local Government Skills Audit**	This project will assist in diagnosing training access challenges, particularly for regional and remote Local Governments and provide recommendations to support skilling pipelines. Public Skills Australia is working closely with the Australian Local Government Association and each State and Territory Local Government Association to undertake quantitative and qualitative research with key stakeholders from Local Government organisations during the next quarter. This research includes engagements with Local Government organisations in remote locations and First Nations Local Government groups.	Local Government
In Progress	**Government Investigations Qualifications Review**	This project will update the Government Investigations qualification stream that was last reviewed in 2016. An update is required to ensure the units of competency align with the requirements of the *Australian Government Investigation Standards 2022*. Currently, the project team is engaging relevant departments and government agencies to identify the challenges with the current units and qualifications to inform the update of the training products.	Public Sector
In Progress	**Procurement & Contracting Qualifications Review**	This project will update the Procurement and Contracting qualification stream within the PSP Public Sector Package. Currently the project team is conducting industry engagement to identify the current and emerging job requirements to inform the design of the training products. This phase of the project will be undertaken between July – September 2025.	Public Sector

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Service and Creative Skills Australia (SaCSA)

Status	Project	Detail	Industry
Completed	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
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
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	Progress in Action: 2025 Workforce Plan Updates	SaCSA has recently released our 2025 Workforce Plan updates. Developed in collaboration with industry these reports 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. These plans build on the 2024 Workforce Planning Reports.	Arts, Personal Services, Retail, Tourism, 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	Qualification Review of CUA30320 Certificate III in Assistant Dance Teaching	This Training Product Development activity focuses on the review of the Certificate III in Assistant Dance Teaching to align the knowledge and skills required, to the content of the qualification, including 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 Unit Currency Audit CUA activity project.	Arts
In Progress	**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
In Progress	**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
In Progress	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	Arts

Status	Project	Detail	Industry
		complexities of career pathways in the creative industries, highlighting the need for systems -level thinking rather than easy quick fixes." This Activity will develop a minimum of 40 additional career maps for the arts sector using both qualitative and quantitative data inputs.	
In Progress	**Review of Hairdressing and Barbering Qualifications**	This Training Product Development Activity Project focuses on 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 explores the 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	**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
In Progress	**Retail Qualifications Continuum Review**	This Training Product Development activity will 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
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	**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
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 Qualifications Review**	This Training Product Development Activity Project focuses on 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	**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' aligned to the SIT30821 Certificate III in Commercial Cookery.	Hospitality

Status	Project	Detail	Industry
In Progress	**Drink Spiking and Alcohol Related Violence**	This Project focuses on 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
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, SaCSA is undertaking 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	**Culinary Qualifications Review**	This Training Product Development Activity Project focuses on 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	Structured industry approach to work experience programs (Travel & Hospitality)	SaCSA is exploring 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	**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**. Stream 1 completed = Streams 2 & 3 in-progress.**	Cross sector
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 and provide recommendations for potential future activity/projects.	Cross Sector
Upcoming	**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
Upcoming	**Explore the drivers of shortages for Beauty Workforce**	To better understand the ongoing occupational shortages across the Beauty Workforce, Services and Creative Skills Australia (SaCSA) will undertake a research project that includes quantitative and quantitative analysis. This analysis will inform evidence-based approaches to the overall business sustainability in the beauty industry. The project will support future workforce planning, training reviews including SHB20121 Certificate II in Retail Cosmetics, SHB30121 Certificate III in Beauty Services, SHB30221 Certificate III in Make-Up, SHB30321 Certificate III in Nail Technology, SHB40121 Certificate IV in Beauty Therapy, SHB50121 Diploma of Beauty Therapy, SHB50321 Diploma of Cosmetic Tattooing, SHB60118 Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction and SHB60221 Advanced Diploma of Skin Therapy, and policy development by aligning insights with employer needs and sector priorities and guide the identification of priority areas for future initiatives and projects.	Personal Services

Status	Project	Detail	Industry
Upcoming	**Explore the drivers of shortages for Community Pharmacy Workforce**	To better understand the ongoing occupational shortages across the Community Pharmacy Workforce, Services and Creative Skills Australia (SaCSA) will undertake a research project that includes quantitative and quantitative analysis. This analysis will inform evidence-based approaches to the overall business sustainability in the retail industry. The project will support future workforce planning, training design, and policy development by aligning insights with employer needs and sector priorities and guide the identification of priority areas for future initiatives and projects.	Retail
Upcoming	**Explore the drivers of shortages for Retail Leaders**	To better understand the ongoing occupational shortages in the Retail, specifically in leadership and management roles, Services and Creative Skills Australia (SaCSA) will undertake a research project that includes quantitative and quantitative analysis. This analysis will inform evidence-based approaches to the overall business sustainability in the retail industry. The project will support future workforce planning, training design, and policy development by aligning insights with employer needs and sector priorities and guide the identification of priority areas for future initiatives and projects.	Retail
Upcoming	**Explore the drivers of shortages for Tour Guides**	To better understand the ongoing occupational shortages of Tour Guides, Services and Creative Skills Australia (SaCSA) will undertake a research project that includes quantitative and quantitative analysis. This analysis will inform evidence-based approaches to the overall business sustainability in the tourism industry. The project will support future workforce planning, training including SIT20122 Certificate II in Tourism, SIT30122 Certificate III in Tourism, SIT40122 Certificate IV in Travel and Tourism, SIT50122 Diploma of Travel and Tourism Management and SIT60122 Advanced Diploma of Travel and Tourism Management, and policy development by aligning insights with employer needs and sector priorities and guide the identification of priority areas for future initiatives and projects.	Tourism
Under Development	**Creative Arts and Culture: Delivering connected guidance across creative disciplines**	Service and Creative Skills Australia (SaCSA) is aiming to undertake a review and update of the Companion Volume Implementation Guide for the CUA Creative Arts and Culture Training Package to support the implementation of qualifications; skill sets and units of competency for training organisations to improve facilitation and provide clear guidance on the delivery and assessment of training products.	Arts
Under Development	**Explore the drivers of shortages for Production Staff, Light and Sound Technicians, Stage Managers and Design Staff**	To better understand the ongoing focus on occupational shortages of Production Staff, Light and Sound Technicians, Stage Managers and Design staff in the Creative Arts sectors, SaCSA will undertake a research project to explore data, analysis and trends. 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.	Arts
Under Development	**Deeping analysis of workforce needs for the Floristry sector**	Services and Creative Skills Australia (SaCSA) will undertake a research project to address the fundamental workforce needs for the floristry sector. This project will be a mix of both quantitative and qualitative analysis and research, and will provide more informed workforce planning, training design, and policy development by aligning insights with employer needs and sector priorities and support the identification of priority areas for future initiatives and projects.	Personal Services
Under Development	**Deeping analysis of workforce needs for the Funeral sector**	Service and Creative Skills Australia (SaCSA) will undertake a research project to address the fundamental workforce needs for the funeral sector. This project will be a mix of both quantitative and qualitative analysis and research, and will provide more informed workforce planning, training reviews including SIF20113 Certificate II in Funeral Operations, SIF30113 Certificate III in Cemetery and Crematorium Operations, SIF30213 Certificate III in Gravedigging, Grounds and Maintenance, SIF30313 Certificate III in Funeral Operations, SIF40113 Certificate IV in Funeral Services, SIF40213	Personal Services

Status	Project	Detail	Industry
		Certificate IV in Embalming, and policy development by aligning insights with employer needs and sector priorities and guide the identification of priority areas for future initiatives and projects.	
Under Development	**Explore the drivers of shortages for Travel Consultants**	To better understand the ongoing occupational shortages of Travel Consultants, Services and Creative Skills Australia (SaCSA) will undertake a research project that includes quantitative and quantitative analysis. The project will support future workforce planning, training reviews including SIT30222 Certificate III in Travel, SIT40122 Certificate IV in Travel and Tourism, SIT50122 Diploma of Travel and Tourism Management, SIT60122 Advanced Diploma of Travel and Tourism Management, and policy development by aligning insights with employer needs and sector priorities and guide the identification of priority areas for future initiatives and projects.	Tourism
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	**Supporting Implementation: A Sector Toolkit for CUA, SHB, SIF, SFL & SIT Updates**	This Implementation, Promotion and Monitoring Activity Project is a targeted initiative designed to support Registered Training Organisations (RTOs) in implementing the major and minor updates arising from the Unit Currency Audit activities recently completed by SaCSA. Specifically, it supports the outcomes of the Unit Currency Audit – Personal Services (SHB, SFL, SIF), Hospitality, Travel and Tourism (SIT) and Retail Services (SIR) and the Unit Currency Audit – Creative Arts and Culture (CUA). Recognising the scope and complexity introduced by these audits, this Activity seeks to ensure a smooth and consistent sector-wide transition for the Vocational Education community.	Cross Sector
Under Development	**Scoping Service Industries Futures: Career Journey Mapping**	Service and Creative Skills Australia (SaCSA) have sought to undertake an Implementation, Promotion and Monitoring (IPM) Activity Project to support the Services Industries (Personal Services, Retail, Tourism and Hospitality) through the identification of skills gaps and industry needs, challenges and opportunities encountered in career pathways, to respond to workforce shortages.	Personal Services, Retail, Tourism, Travel & Hospitality
Under Development	**Service Skills: A transferable career pathway between the services sectors**	Service and Creative Skills Australia (SaCSA) aims to complete an Implementation, Promotion and Monitoring (IPM) Activity Project to design and develop a framework that continues the Shaping Service Skills: A Skills Pathway and Qualification Reform Project to address the high level of duplication in knowledge, skills and outcomes for learners in the Services Industries (Personal Services, Retail and Tourism and Hospitality) specifically focusing on Certificate II (AQF Level 2) qualifications.	Personal Services, Retail, Tourism, Travel & Hospitality

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.*

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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	Textiles, Clothing and Footwear Workforce Insights	Consultation was undertaken 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. These consultations, including face-to-face and online meetings, online forums and surveys, along with input from the Subject Matter Expert Working Group have been collected into a final report which outlines ten recommendations to inform potential JSC projects.	Textiles, clothing and footwear
Completed	Qualification Reform	Skills Insight undertook both a Categorisation Project and a Demonstration Project to contribute to testing a program of Qualification Reform. With that work now complete and the new Training Package Organising Framework templates now available, we are preparing an implementation and transition plan to guide updates to training packages within our remit so they meet the new TPOF and template requirements.	All

Status	Project	Detail	Industry
Completed	Exploring Training Demand and Supply Challenges Project	Interviews, surveys and focus groups were organised with stakeholders around the country 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	Ag Trade Apprenticeship Concept	For this project, Skills Insight will explore the concept of a qualification that could deliver apprenticeships across various agricultural occupations. This follows on from a recent feasibility study, which informed how an apprenticeship could be realised, and current work to map agricultural career pathways. Work will be carried out in line with the new training package product templates, serving as a demonstration of how an apprenticeship qualification could be structured. Further work will be required following this project to test the concept.	Agriculture, horticulture, conservation and ecosystem management
Current	Attraction and Retention Guidance Project	In consultation with relevant stakeholders, Skills Insight is undertaking this project to develop guidance for small to medium business to support the attraction and retention of employees across regional, rural and remote (RRR) areas. The aim is to produce a centralised, web-based collection of tools and resources that will highlight opportunities for workforce development, together with case studies of successful initiatives, empowering industry in regional, rural and remote areas to attract, retain and re-attract workers across all sectors.	All
Current	Career Pathways for Agricultural Trades	To better understand current agricultural career pathways and identify opportunities to improve their visibility, Skills Insight is undertaking a project to map agricultural and associated occupation qualifications. This project is also a key step towards developing a potential agricultural apprenticeship, as identified in the Ag Trade Apprenticeship Feasibility Report. Workshops have been hosted with relevant stakeholders to collect insights to inform a mapping document that has been made available for public feedback.	Agriculture, horticulture, conservation and ecosystem management
Current	Community-Based Aquaculture Training Tools	Aboriginal Sea Company and Skills Insight are working alongside community to develop training tools that are culturally appropriate and tailored to the needs of First Nations learners. Aimed at supporting the growth of First Nations aquaculture enterprises, the project is focused on co-designing tools to support the delivery of existing aquaculture units on Country. A project working group has been established to inform the design of the training tools so that they are aligned with community expectations and needs. Work is now under way to develop and test the first module with the working group.	Seafood
Current	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 will be undertaken 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
Current	Essential Meat Processing Skills Project	Skills Insight and MINTRAC have consulted 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 broad consultation and consensus gathering via the Skills Insight website and have been updated based on this feedback. The draft documents are now undergoing final checks, before publication on training.gov.au	Meat processing
Current	Flock Safe Project	Skills Insight and MINTRAC have developed a one-day biosecurity workshop for chicken meat and egg producers to be held for free around the country and online. The workshop focuses on the role of on-farm flock safety measures, with participants creating or reviewing their on-farm Biosecurity Management Plans. The first workshop is planned in Queensland on 29 July.	Meat processing
Current	Pathways to Tree Felling Skills Project	This project focuses on identifying the prerequisite skills required for the basic, intermediate and advanced manual tree felling units in the FWP Forest and Wood Products Training Package and how these can be addressed. Drawing on	Forest and wood products

Status	Project	Detail	Industry
		outcomes and insights from recent focus groups, a report will soon be released for stakeholder review and comment. The report outlines preliminary recommendations and an action plan for implementing strategies to address prerequisite skill requirements for manual tree felling units.	
Current	Rural Operations Project	Research has been undertaken to understand how the *AHC21216 Certificate III in Rural Operations* 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 feedback on the *Research Summary and Product Development Proposal* which outlines findings to date and recommendations for next steps.	Agriculture, horticulture, conservation and ecosystem management
Current	Tree Allocation Partnerships Project	This project aims to address challenges in sourcing trees for training and assessment of the basic, intermediate and advanced tree felling units. A Project Working Group has been formed with representatives from various stakeholder groups to provide guidance on the development of a Tree Allocation Partnerships Protocol. The project team is currently seeking legal advice on the draft protocol, including matters related to insurance, the management of the Protocol, and the final wording of the document.	Forest and wood products
Current	Veterinary Nursing Review	As the first stage of this project, Skills Insight has undertaken a Skills Review in consultation 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 report has been published outlining the findings of the Skill Review and two online sessions are planned to share its findings and recommendations. A Technical Committee is now being established to guide the development of training package products which will commence in August 2025.	Animal care
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. Initial consultations included interviews with a sample of RTOs and a series of brainstorming sessions to explore innovative new approaches to attracting and retaining the VET workforce. Findings from consultations to date are now being used to inform next steps, with targeted consultations underway to explore existing, successful strategies for addressing attraction and retention — including how these approaches might be generalised or adapted, and how the project can identify, promote, and support the implementation of effective solutions.	VET/All
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. A draft qualification, skill set, and units have been developed in consultation with a Technical Committee and their networks. Broader stakeholder feedback is being sought on the draft documents from 25 June until 28 July 2025 via the Skills Insight website.	Furnishings
Current	Worker Safety Induction Project	Following a proposal from the Agriculture Workforce Working Group (AWWG) in 2023, this project was undertaken to develop and pilot a safety induction program for the meat processing industry. Thorough planning and consultation took place with key stakeholders to develop a simulated learning program, which was tested with the project steering committee. A report has been produced outlining findings and recommendations, including advice for implementation of the program. This has been submitted to the Department and has received conditional acceptance pending endorsement from the AWWG.	Meat processing/all

Status	Project	Detail	Industry
Upcoming	***Workshop to aid the development of the Northern Australia Workforce Plan***	This project will involve delivery of a JSC Workforce Planning Workshop at the Developing Northern Australia Conference. The project is led by Skills Insight in collaboration with other JSCs.	VET/All
Upcoming	**Retail butchery and meat processing**	This project is 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 butchery and meat processing. A six-month Skill Review will be factored into this project for retail butchery to ensure outcomes meet the skills needs of industry and the delivery requirements of RTOs.	Meat processing
Upcoming	**Connecting training products with licensing and related requirements**	This project will identify and map any licensing, regulatory, and related requirements associated with training package products, focusing on when, how and where these requirements apply. The goal is to support clearer interpretation, improve stakeholder engagement, and lay the groundwork for a potential centralised information portal in future.	All
Upcoming	**Landscape design and construction research and skills review**	This project will assess current landscape design education and opportunities to improve delivery of construction and regulatory compliance expertise essential for professional practice. Through comprehensive stakeholder engagement, analysis and strategic mapping, we will explore and evaluate potential solutions and deliver an evidence-based report recommending the best pathway to equip landscape designers with registration-ready skills.	Agriculture, horticulture, conservation and ecosystem management
Upcoming	**Textiles clothing and footwear (MST) skills and occupation mapping**	This project is being undertaken to develop a framework of occupational roles, skill sets, career pathways, and training alignment across the textiles, clothing and footwear industry, addressing inconsistencies in occupational classifications, providing critical evidence for updating the MST Textiles, Clothing and Footwear Training Package, and supporting more effective targeting of workforce development policies.	Textiles, clothing and footwear
Upcoming	**Mapping of workplace training to pulp and paper manufacturing (PPM) qualifications**	This project will map existing workplace training modules to Pulp and paper manufacturing (PPM) training products, test the alignment through a gap analysis, and engage stakeholders to establish a clear pathway for formal skills recognition and workforce growth.	Pulp and paper manufacturing

Legend

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

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