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# AFAM ITAB

Agriculture, Food  
& Animal Management

April 2022

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AFAM travelled to the Hunter region at the end of March, to meet with industry stakeholders and participate in a workforce development roundtable in Newcastle. The theme of the roundtable was *Expanding opportunities for industry investment in skills development* and was part of the inaugural Hunter Future Proof Festival.

The roundtable provided an excellent opportunity for an industry-led information exchange. Industry representatives, ITABs and Training Services NSW staff discussed employment pathways and the development of a skills strategy for the region to underpin future jobs growth in existing and emerging industries.

AFAM will be continuing its engagement work in the [Central West](#) this week. It will be AFAM's first visit to the region and we are inviting industry representatives from agriculture, animal care and food processing to join us at a workforce development forum. We are currently engaging with employers and RTOs in the region. If you are in the Central West and would like to discuss your training and workforce needs, please [contact us](#) and see the story on this initiative below.

Best wishes,

Ben and Jess

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## AFAM NSW Engagement Activities

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## Sustaining the Nation” - NFF Conference



Earlier this month the AFAM team joined Skills Impact at the National Farmers Federation’s (NFF) “Sustaining the Nation” Biennial Conference. After 2 years of delays due to the pandemic, the event was an opportunity to shrug off zoom fatigue!

Speakers included the Hon. Scott Morrison, Prime Minister of Australia and the Hon. Anthony Albanese MP, Leader of the Opposition who both spoke of the need for greater skills and training for a more structured agricultural workforce and laid out their support for farmers across Australia.

Delegates were treated to panel debates on climate issues, migration and provision funding towards regional development precincts across Australia. All of these themes resonate with the NSW sectors which AFAM supports.

At the event, the NFF launched their “Time to Thrive – Stronger Regions for all Australians” election priority campaign which outlines five key commitments the NFF would like to see made during the federal election:

1. Funding support for the establishment of 20 Regional Development Precincts.
2. A fund to reward land managers who improve the health of their landscape.
3. A rural telecommunications fund to improve connectivity for remote Australians.
4. The fast-tracking of discussions to lock in 10 Ag Visa partner countries.
5. Reform to competition law to protect farmers from unfair practices.

AFAM thanks the National Farmers Federation and the team at Skills Impact for their ongoing support and connection to industry, we look forward to continuing the connections made at this and other events. For more information on the NFF please [click here](#) and for Skills Impact please [click here](#).

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## Regional Roundtables

Supporting opportunities for industry investment through skills development.

As part of our ongoing regional engagement priorities, AFAM attended a successful all industries roundtable in Newcastle, led by industry and Training Services NSW to discuss the workforce issues of the Hunter and Central Coast regions.

The AFAM team will be attending the Central West Industry Roundtable on the 28 April 2022 with other NSW ITABs to discuss:

- Current skills and workforce development projects
- Emerging skills needs
- Skills and employment gaps
- Industry collaboration opportunities
- Impacts of trainer and assessor shortages
- Sustaining the workforce.

If you are based in the Central West region and would like the opportunity to put

info.skillsimpact.com.au/m/1/29268109/02-b22116-cbe2ef59e76f463e9b117341e217a51f/1/369/c69e3df7-9f82-4a76-bd91-8e...  
If you are based in the Central West region and would like the opportunity to put forward issues that you think or believe require the departments attention, in relation to the above points, please contact us [here](#).

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## Emergency Financial Support for Flood Affected Businesses and Individuals

As flood recovery efforts continue, AFAM extends our thoughts to those impacted by the floods and will continue to provide updates on any new funding and support measures available to businesses and individuals.

The NSW government currently provides financial assistance available to [businesses](#) and [individuals](#) that have been affected by severe weather and flooding in NSW.

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## Smart and Skilled



## Smart and Skilled NSW Skills List – v12.3

### New Changes to the NSW Training services website

The NSW Department Education and Training has advised us that the migration of content from the Training Services NSW (TSNSW) and [Smart and Skilled](#) websites is now complete and the websites have been decommissioned, with redirects from these sites remaining in place for the foreseeable future.

This means that any existing links will automatically take you to where the content is now housed.

Training provider and employer-focused content is now on the [VET section](#) of [nsw.gov.au](#), with student-focused content on the [NSW Department of Education \(Skills NSW\) website](#).

Please note that the Smart and Skilled [Course Finder](#) landing page on the Smart and Skilled website, and all pages within the Course Finder, will redirect to the Skills NSW landing page. Visitors to the site can now use the Skills Compare tool to find the course they are looking for.

The new link to ITAB information and contact details can be found [here](#).

The following qualifications, ACM40321 Certificate IV in Animal Behaviour and Training and NWP40515 Certificate IV in Water Industry Operations were previously flagged in error as Skilling for Recovery priority qualifications in Version 12.3 of the NSW Skills List. The flag has now been removed. Read more about the [Smart and Skilled program](#).

## Skills Impact Industry Skills Report Released for Public Consultation





The national Industries Skills Report is the first of its kind. Developed collaboratively across 12 Industry Reference Committees, it attempts to identify common issues experienced across the Agribusiness, Food and Fibre Industries.

The full draft Industries Skills Report is available for review and feedback, along with a summary document of key observations and intelligence.

The full draft Industries Skills Report has been open for consultation since 8 April with feedback scheduled to close 9 May 2022.


For more information and to read the summary and report, please visit the [Skills Impact](#) website.

## VET in Secondary Schools: New NCVET Findings

**VET for secondary school students: a research synthesis**

MICHELLE CIRCELLI AND GITTA SIEKMANN  
National Centre for Vocational Education Research



**INTRODUCTION**

Vocational education and training (VET) in schools promises a seamless entry into apprenticeships, skilled work and further education options, with many best practice examples of this type of training delivered in schools identified around Australia (Clark 2015). Concerns about the stator perception of VET more generally, the perceived quality of delivery and assessment of VET in senior secondary education and its legitimacy as a post-school education and training pathway detract from these promises to a degree (Clarke 2014; Panel for the Education Council Review of Senior Secondary Pathways into Work, Further Education and Training 2020; Polemi et al. 2019; Zoller 2020). This synthesis identifies insights emerging from existing research on the delivery of VET to secondary students in Australia, insights that could assist in providing a meaningful consideration of and response to concerns such as those described. Our focus here is on nationally recognised VET qualifications delivered to secondary school students, those that contribute to their Senior Secondary Certificate of Education (SSCE) rather than the more general career education and work-experience activities that constitute vocational learning.

**HIGHLIGHTS**

- Participation in VET programs in school has remained relatively stable over the last 10 years, ranging from around 233 800 students in 2010 to 241 200 in 2020, with a peak of 237 100 in 2015. Measuring the full extent of participation is made difficult, however, due to the national definition and reporting scope of VET for secondary school students, which includes VET that does not directly contribute to a Senior Secondary Certificate of Education (SSCE).
- Undertaking a school-based apprenticeship or traineeship has been found to lead to higher rates of apprenticeship and traineeships or other types of employment post-school. The proportion of young people undertaking this type of VET program, however, has remained at less than 10% for the last five years.
- The quality of VET programs delivered as part of a SSCE is generally good, but persistent concerns remain about the quality of some programs, particularly those undertaken through third-party or adapting arrangements. Similar concerns apply to the quality of career advice.
- The short-term outcomes from VET programs delivered in schools are positive, with about 75% of students employed or in further education and training six to 12 months after completing their training, although the effectiveness of these programs in facilitating access to higher level qualifications post-school is questioned. These positive outcomes continue in the medium term, with about 80% of those who undertook VET programs at school employed, including working and studying, four to five years post-school completion.
- Limitations in the current data collections, however, make it difficult to measure the full investment in, quality of, and long-term outcomes from, VET programs delivered in schools.

VET in secondary school provides students with the opportunity to gain job-related skills; it also provides an opportunity for engaging and retaining those students who would normally have disengaged and withdrawn from education and training.

The new report found positive benefits for students undertaking VET programs. For example, a student undertaking a school-based apprenticeship or traineeship has been found to lead to higher rates of apprenticeship and traineeships or other types of employment post-secondary school.

Nationally, the participation in VET programs in school has remained relatively stable over the last 10 years, ranging from around 233 800 students in 2010 to 241 200 in 2020. To read the full report, please visit the [NCVER website](#).

## Industry Events and Programs

This three-day agricultural field day known as 'The Hunter region's No. 1 field day for industry, education and visitors' showcases a vast array of products and services.

From the latest in farming techniques and technology, solar energy to fencing construction through to craft, fun competitions, good food and wine products.

For more information, visit the [Tocal Field Day website](#).

**Tocal Field Day**  
29 April - 1 May 2022

**tocal field days**

The *31st National Vocational Education and Training (VET) Research Conference* provides an opportunity for industry representatives, practitioners, researchers and policymakers to discuss **VET's role in transforming the future. The theme will look at how VET** can continue to support Australia's economic recovery and respond to Australia's shifting future skill demands.

### National VET Research Conference

6 July - 8 July 2022 (online)

For more information including the full conference program and registration details visit the [NCVER website](#).



## National Training Package Projects

Skills Impact has several Training Package projects at different stages of development. The [Ag Horticulture Core Skills Project](#) has had drafts available for comment since **31 March with feedback scheduled to close 29 April 2022**. We welcome your feedback, please click through to the individual project pages for more details.





**[Responding and Assisting in Bushfires Project](#)**: draft units for post-bushfire vegetation clearing and clean-up operations, including chainsaw operations, available for validation and comment.



**[Sawmilling and Timber Processing Project](#)**: draft qualifications and units for timber and wood products operations and job roles available for validation and comment.

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## Other Training Package Projects Underway

### Available for validation soon

- [Permaculture, Organic Production & Composting Project](#)
- [Meat Processing, General, Quality and Safety Skills Project](#)
- [Pig and Poultry Farming Project](#)
- [Respect for Country Job Skills Project](#)

### Project being finalised

- [Australian Native and Bush Food Project](#)
- [Small Companion Animal Incident Management Project](#)
- [Trainers of Assistance Dogs Project](#)
- [Sugar Milling Project](#)
- [Water Allocation & Entitlement Skills Project](#)

### Published on training.gov.au

- [Pharmaceutical GMP Project](#)

For an update on these projects from Skills Impact, [click here](#).

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## NSW Grants, Opportunities and Scholarships

Training Services NSW is offering the following grants, opportunities and scholarships to employers and vocational learners. Follow the links to find out about more.

**Aboriginal Business Advisory Initiative:** support for existing Aboriginal owned and operated businesses to grow and diversify their business. [More details](#)

**Barrangirra:** to provide end to end support for Aboriginal and Torres Strait Islander learners through culturally appropriate mentoring to ensure successful retention and completion of training and improved post-training employment outcomes. [More details](#)

**Resources to Assist in Supervising Your Apprentice or Trainee:** a series of videos and resources are available. [More details](#)

**Free Training for Veterans:** to broaden their career opportunities and help transition to civilian life after service, veterans and their partners will have access to free training. [More details](#)

*Other Grants and opportunities:*

**Free Support to Help Create Mentally Healthy Workplaces:** SafeWork NSW has a range of programs, tools and resources available to help on the journey to create mentally healthy workplaces. [More details](#).

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## COVID-19 Support

Services NSW is working with federal, state and local government and the private sector to bring together all the COVID-19 support and services for businesses on the [Services NSW website](#).

TAFE NSW has developed [a website](#) that collates information and programs to assist small businesses in the recovery period from COVID-19.

The pandemic has brought about new challenges and your mental wellbeing is important. If you are feeling stress, anxious or negatively impacted by COVID-19, there are resources and services available to help on the [NSW government website](#).

### **COVID-19 Updates:**

Find COVID-19 related guides and stay up to date on the latest COVID-19 VET updates on the [Training Services NSW website](#).



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