



Skills Insight

**Improving skills
and training through
research and collaboration**

A YEAR IN REVIEW
2023 - 2024

Skills Insight acknowledges that First Nations peoples have been living on and caring for country for thousands of years.

This is respected in our values and the way we work.

JSC | Jobs and Skills Council
Agribusiness, Fibre, Furnishing, Food, Animal and Environment Care
An Australian Government Initiative

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Message from the CEO

Throughout 2023-24, Skills Insight has had the privilege of working with some of Australia's most essential industries – those that keep food on our plates, clothes on our backs, a roof over our heads, and care for our ecosystems, flora and fauna.

With your support we have established Skills Insight as one of ten new Jobs and Skills Councils (JSCs) and begun work to research and develop proposals to improve skills and training across the agribusiness, fibre, furnishing, food, animal and environment care industries.

Established by Skills Impact with the support of over 200 industry stakeholders, Skills Insight has a strong foundation. We have been able to build on the expertise and dedication of existing staff and their experience under previous versions of the skills system. A crucial step in establishing Skills Insight has been bringing across this team and its values to work with stakeholders in ways that are transparent, trustworthy, collaborative and respectful and to always strive to be adaptable, inquisitive, conscientious and accountable.

We have brought with us partnerships and relationships to inform and strengthen the work of the JSC, sharing a vision for people to have access to quality training and valued careers, and for the evolving skill needs of Australian industry to be met. In particular, we have formally engaged

partners, ForestWorks and MINTRAC, to support stakeholder engagement and to deliver specific projects related to the industries they support.

In this first year, we have commenced 14 projects and, to date, we have completed four. This has included investigative work to consult with you about challenges you're facing, as well as collaboration on training packages and training materials so that they reflect and support real-world skills and training needs. We have endeavoured to make connections across the skills system so that potential solutions reflect the needs of all involved and to be a voice for our stakeholders wherever possible.

We have undertaken research and consultations and captured them in our Workforce Plan, providing insights about Australia's skills system, as part of our mission to support industry, learners and their career development, and to improve skills ecosystem responsiveness to workforce challenges and opportunities.

Thank you to everyone who has engaged with us during our first year as a Jobs and Skills Council. Your contributions are crucial to everything we do, and we look forward to future collaborations.

Michael Hartman, CEO

Below: Skills Insight staff (early 2024)



Message from the Chair

The opportunity to be part of the new vision for VET in Australia has made for an exciting year.

The opportunity to be part of a new vision for vocational education and training (VET) in Australia has made for an exciting year.

It has been a welcome challenge to establish the necessary governance framework and networks to represent the interrelated but vast and diverse industries Skills Insight works with in its role as a Jobs and Skills Council.

Throughout 2023-24, Skills Insight staff have worked to establish a membership base of industry and association organisations who share our vision, mission and values, and wish to contribute to the Jobs and Skills Council program. Through participation in our Stakeholder Networks and Stakeholder Forum, members can contribute to the governance of Skills Insight, guiding our direction in

delivering services and outcomes. This kind of industry leadership in VET is vital to supporting the continued success of the agribusiness, fibre, furnishing, food, animal and environment care industries.

In establishing the JSC program, we have worked alongside the other nine JSCs to share knowledge and gain a holistic view of skills and training needs across the economy. We have also contributed to government initiatives in the skills system, including investigations into the development of a program of qualification reform to better support the different users of VET and their diverse needs. We are keen to continue to support government initiatives for systemic improvements and to empower our stakeholders to contribute to solutions across all parts of the skills system.

This year has been an opportunity to build connections with and amongst our stakeholders. These relationships will enable us to work together to understand and improve skills and training for all involved.

On behalf of the board, I would like to thank all our organisational Members, our Stakeholder Networks, Stakeholder Forum, and everyone who has volunteered their time and expertise to our work this year. Thank you also to Skills Insight's staff for their dedication to the development and improvement of national vocational skills and training.

Todd Loydell, Skills Insight Board of Directors Chair

Below: Skills Insight Board of Directors. From left: Duncan Fraser, Yorick Piper, Jenny Kruschel, Les Gordon, Cleofe Vinas-Wilson, Matthew Journeaux, Lisa Marty, Michael Bayer, Todd Loydell.



Industry Stewardship

“The VET sector is intrinsically linked to jobs and productivity. It supports Australian industry to be globally competitive. Industry leadership of the VET sector is vital.

Michael Hartman, CEO of Skills Insight



A core function of our JSC role is to act as a source of intelligence on workforce issues affecting the industries we work with and to provide strategic advice on skills and workforce needs and the effectiveness of VET system policies and standards.

In order to establish effective industry stewardship functions, a key priority in the first year was to establish our industry membership and to begin to develop Stakeholder Networks that represent the full breadth of the sectors we are responsible for.

Collecting insights that guide the development of workforce planning and the direction of JSC activities is essential. It is important these insights recognise the diversity of all our stakeholders, including small and niche industries and those based in rural, regional and remote communities, as well as First Nations people, people with a disability, migrants and women in non-traditional trades.

Industry coverage

We support a range of connected industries, made up of more than 70 sub-sectors.

These industries are crucial to Australia's communities, ecosystems and prosperity. They are connected by a complex value chain of skills and knowledge that contribute to Australia's food security and the production of essential items used to build and furnish our homes. They are also the group of industries that care for our animals, land and waterways, through skills in biosecurity, ecosystem management and animal health and welfare practices.

With such a diverse range of industry sectors, a key challenge during our first year of operation was the process to develop arrangements that would allow for effective industry stewardship and governance of JSC activities, which were representative of all the industries and sub-sectors we work with.

**300
members**

**13
industries**

**made up of
70
sub sectors**





Stakeholder membership

Skills Insight Jobs and Skills Council (JSC) has been designed as a member-based organisation, where members represent stakeholders, and through various structures, guide the direction of Skills Insight in delivering services and outcomes.

There are two types of membership:

Industry membership which is for enterprises and industry organisations including sole traders.

Associate membership which is for organisations who are part of the VET sector or research sectors, such as registered training organisations (RTOs), group training organisation (GTOs), state or territory industry training advisory bodies (ITABs) and other government agencies.

During our first year of operation, 300 Members chose to join us to support the vision and mission of the organisation.

[See appendix A for a full list of members](#)

[Learn more about Membership](#)

across
1,991
organisations

4,158
stakeholders
engaged

1,539
in regional,
rural & remote
areas

Projects & Research Activities

All Stakeholders input



Public consultations & validations



Feedback hub



Shape project submissions



Workforce Plan input



Organised meetings & workshops

Stakeholder Networks

Governance

Animal Care and Management

Aquaculture and Wild Catch

Broadacre cropping

Ecosystem management, conservation, landscaping and gardening

Forest management and harvesting

Furnishing and other manufacturing

Horticulture

Livestock farming

Meat, poultry, seafood processing

Pulp, paper, packaging, hygiene

Racing and breeding

Timber, wood processing and building solutions

Textiles, Clothing and Footwear

First Nations Workers Alliance

Racing Australia

National Farmers Federation

Australian Workers' Union

Manufacturing Division (CFMEU)

Australian Meat Industry Council

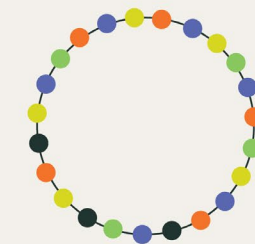
Australian Forest Products Association

Australasian Meat Industry Employees Union

Seafood Industry Australia

Stakeholder Forum

Governance



Each network will have one representative on the Stakeholder Forum to apply their governance skills to the JSC.

Stakeholder Networks

Working with our members we have established 23 Stakeholder Networks.

Thirteen networks are industry sector specific.

Ten leverage the existing networks of large employee or employer representative bodies and/or organisations with extensive cross-sectoral coverage.

Together, the Stakeholder Networks are made up of as many as 200 industry and association members. Each network has also nominated a representative and a proxy to help establish a Stakeholder Forum.

685
stakeholders
meetings

120
site visits &
workshops

55
in regional,
rural & remote
areas

Stakeholder Forum

The Stakeholder Forum is a key governance body. Alongside the Skills Insight Board, CEO and management team, representatives prioritise, oversee and provide advice on the areas of JSC operation under the grant agreement. It is made up of 23 representatives from the Stakeholder Networks, from organisations eligible for industry membership.

Members of the Stakeholder Forum may have expertise in one or more sectors, skills areas or matters of importance, such as respect for Country and climate change. Together, they represent all the industry sectors that Skills Insight supports.

The inaugural Stakeholder Forum meeting took place on 29 February. This meeting brought together members of the Forum, their proxies and representatives from government and other key industry bodies. It included an induction session and an introduction to JSC current priorities for Stakeholder Forum consideration including workforce planning, identifying priority work, current projects and updates. This initial process will be part of a broader effort to consider how best to represent the interests of all stakeholders via structures that support our work.



Above: Casey Bruton (ISACNT), Geoff Barbaro, Kerryn Ingham and Niall Smith

Right: Stakeholders and staff at the first Skills Insight JSC Stakeholder Forum Meeting

Industry	Representative	Proxy
Animal Care & Management	Rebecca Coventry Veterinary Nurses Council of Australia	Julie Fiedler Animal Emergency Incident Management
Aquaculture & Wild Catch	Jo-Anne Ruscoe Australian Barramundi Farmers Association	Peter Chessman Tassal
Broadacre Cropping	Kathy Rankin NSW Farmers	Paul Sloman Cotton Australia
Ecosystem Management, Conservation & Landscaping	Jenifer Ford Australian Association of Bush Regenerators Inc	Craig Hallam ENSPEC
Forest Management & Harvesting	Gayle Quin Timberlands Pacific	Tim Lester Australian Forest Contractors Association
Furnishing & Other Manufacturing	Melissa Baker Australian Glass and Window Association	Rachel Driessen G James
Horticulture	Virginia Solomon Permaculture Australia	Richard Shannon NFF Horticulture Council
Livestock Farming	Angela Bradburn Australian Pork Limited	Mark Grave Australian Wool Exchange Limited
Meat, Poultry & Seafood Processing	Mary Wu Australian Chicken Meat Federation Inc.	Cheyenne Slaats BigMeats
Pulp, Paper & Hygiene	Neil Louwrens Visy	Adrian Berton Essity
Racing and Breeding	Sharyn Lancaster Racing and Wagering WA	Maurice Logue Harness Racing NSW
Textiles, Clothing & Footwear	Edwina Walsh Assembled Threads	Catherine Cluning Drycleaning Institute of Australia
Timber and Wood Processing	Alicia Langfield National Timber & Hardware Association	Kersten Gentle Frame and Truss Manufacturers Association
Australasian Meat Industry Employees Union	Jimmy Cottrell-Dormer	TBC
Australian Meat Industry Council	Lyle Ward	Cheryl Wolens
Seafood Industry Australia	Veronica Papacosta	Julie Petty
Australian Forest Products Association	Amanda Bell	Clark Rodger
Australian Workers' Union	Jonathan Cook	TBC
Manufacturing Division (CFMEU)	TBC	TBC
National Farmers Federation	Ben Rogers	TBC
Racing Australia	Paul Eriksson	Karen Day

Workforce Planning

“Workforce planning aims to support the labour market in having the right skills, in the right places, at the right times to meet industry demand. Stakeholder insights, supported by evidence and data, help determine priorities and guide strategic actions.

*Niall Smith
Executive Manager: Research & Workforce Planning*



Workforce planning and industry stewardship work together in a continuous feedback loop. This process involves gathering industry intelligence and assessing its alignment with available evidence and data. This work is published in an annual Workforce Plan, which is shared with governments and other relevant organisations to outline strategic priorities and guide our JSC activities.

Workforce planning is a continual JSC process. It involves identifying, forecasting and responding to the current, emerging and future workforce challenges and opportunities, including industry skills needs.

The annual Workforce Plan guides our work as a JSC.

The Workforce Plan paves the way for the Department of Employment and Workplace Relations’ approval of projects to explore and recommend solutions to address skill issues. These may be training package or other projects that investigate potential solutions to skills and training challenges.

Skills Insight’s initial Workforce Plan was developed in 2023. It drew on insights provided by industry stakeholders, reports and intelligence from state based ITABs, Rural Research Development Corporations (RDCs), Cooperative Research Centres (CRCs), IBISWorld, and analysis of national data published by Jobs and Skills Australia, Australian Bureau of Statistics (ABS) and National Centre for Vocational Education Research (NCVER).

The 2024 edition is built on the initial Workforce Plan by integrating the latest stakeholder feedback, data releases and government strategies, including from the Australian Government White Paper on Jobs and Opportunities and Skills Priority List occupations. It considers significant industry events and trends that have emerged and key issues that may be the subject of further research/activities.

Thank you to all those stakeholders that provided feedback on the consultation drafts or on your industry skills needs more broadly. Your real-world insights are crucial to helping us work together to develop potential skills and training strategies and solutions.

[Read full report](#)

544,000
employed directly
in the industries
we support

1.6m
across the
agricultural
supply chain

Revenue
\$215b

**Contribution
to GDP**
\$66b

1. ABS. (2021). *Census of Population and Housing*. Australian Bureau of Statistics
2. IBISWorld. (2023). *Industry Reports*. Australian Industry Wizard [Web Page]. <https://www.ibisworld.com/products/industry-wizard/>

Strategic Priorities

The 2024 Workforce Plan outlined four key Workforce Planning Priorities to guide the strategies and planning of our JSC work.

They form the basis of proposed future projects, aiming to help address skills challenges and opportunities across the industries that Skills Insight supports.

These workforce planning priorities received the support of the JSC Stakeholder Forum at their inaugural meeting on 29 February 2024 and will be reassessed on an annual basis.



Improve data and evidence to inform delivery of sustained and inclusive full employment

- Support data improvement: Work with key agencies and partners to improve the evidence base, including national data assets, that inform forward workforce and human resource strategies and decision-making.
- Promote place-based approaches: Develop workforce planning methodologies wherein the power of national data collections may be complemented by nuanced, local data and information to address shortages and supply/demand issues.
- Holistic workforce planning: explore challenges from all angles, including how broader issues, often beyond the remit of JSCs, enterprises and the VET sector, contribute to jobs and skills issues in, for example, regional, rural and remote Australia.



Support workforce leadership and continuous capabilities development to help improve access to secure, fairly paid jobs

- Support industry skills and workforce leadership development.
- Support industry strategies to promote, and raise the profile of, careers, education and learning pathways.
- Support industry and VET sector decision-making skills for adopting innovations, including digital technologies.
- Promote upskilling opportunities for the current and prospective workforce.
- Promote succession planning, especially in small and niche industries with an ageing workforce.



Addressing skills needs and building our future workforce

- Support the appropriate skilling of the workforce by developing flexible training and education products and pathways that are industry-led and responsive to current and emerging trends.
- Promote re-skilling opportunities for the current and prospective workforce.
- Support industry in attracting skilled migrant and seasonal workers to address shortages.
- Support relationship building and collaboration between employers and training organisations, including to connect national training products with delivery of training 'on the ground.'
- Monitor the outcomes of skilling strategies and adapt strategies where necessary.



Overcoming barriers to employment and broadening opportunities

- Support industry to attract a diverse workforce, including by supporting work with priority cohorts to understand and address workforce imbalances.
- Develop resources to support training and assessment practices, including for workplace-based learning and training delivery in small or 'thin' regional, rural and remote markets.
- Support the delivery of foundation skills, including Language, Literacy, Numeracy, Digital (LLND) Skills, to increase training participation and retention, and enhance workforce capabilities for the adoption of new systems and approaches.

Conversations Across the Skills System

Alison Wall and Lisa Bale from Future Skills Organisation with Skills Insight's Diana McNaughton and Niall Smith at ITECA 2024



Skills Insight's Debbie Knight and Michelle Ingley-Smith at World Aquaculture 2023



Skills Insight's Geoff Barbaro presenting at World Aquaculture 2023



Mark Cody of Primary Industry Skills Council with Skills Insight's Michelle Ingley-Smith and Diana McNaughton at NAEN Conference



Reptile incursion activity with a saltwater crocodile for students studying the Certificate II in Animal Care. From left: Deahnn Johnson from Foundation Learning Centre, Diana McNaughton from Skills Insight, Dee (student), and Sebastian from Reptile Encounters



Skills Insight's Michele Barry and Michelle Ingley-Smith at the National Indigenous Empowerment Summit with Minister Brendan O'Connor



Skills Insight's Michelle Ingley-Smith presenting at the Trans-Tasman Lobster Conference 2023

A large animal rescue demonstration in Macclesfield with the Country Fire Authority



Collaborating with other JSCs

“By working collaboratively, JSCs have the unique opportunity to help shape Australia’s skills system by supporting all stakeholders in the skills system with workforce and training needs.

Michael Hartman, CEO of Skills Insight

Opening Plenary

JSC Panel:

Workforce Planning for Sector Priorities –
the Role of Apprenticeships and Traineeships

Facilitator: John Liddicoat, Octossure

JSC Panellists:

Lisa Bale, Future Skills Organisation; Peter Adams, Powering Skills Organisation; Paul Walsh, Industry Skills Australia; Jean Dyzel, Public Skills Australia; Brett Schimming, BuildSkills Australia; Dr Gavin Lind, Mining and Automotive Skills Alliance; Emma King OAM, HumanAbility; Andrew Cameron, Skills Insight; Karen McLaughlan, Manufacturing Industry Skills Alliance; Natalie Turmine, Service and Creative Skills Australia



Discover Your Career



2024 NAEN NATIONAL CONFERENCE

23-25 July 2024 Melbourne

Working with other JSCs is an integral part of Skills Insight's role as a JSC. A key mechanism for this is the JSC CEO Network Forum, a regular meeting of the JSC CEOs to discuss common priorities and opportunities for collaboration.

JSC CEO Network Forum

Throughout the year, Skills Insight CEO Michael Hartman actively participated in the JSC CEO Network Forum meetings, beginning with the inaugural session in August 2023. At this first meeting, the Hon Brendan O'Connor, Minister for Skills and Training, addressed the Forum and acknowledged the work done so far by JSCs and the challenges ahead.



Above: Michael Hartman speaking at the Australian Council of Trade Unions (ACTU) Congress

Forum discussions focused on:

- ongoing opportunities to collaborate and support industry
- the progress of key deliverables, including workforce plans, strategic plans, and activity schedules
- collaborative opportunities, capacity, and challenges, particularly during the establishment phase of JSCs
- support of the qualifications reform agenda
- the JSCs partnership with Jobs and Skills Australia (JSA)
- the strategic role of JSCs as system leaders and industry stewards
- the development of the JSC performance framework to provide clear accountability for JSCs, including the quality of stakeholder engagement and the impact JSCs are having on Australia's skill system.

Right: Inaugural JSC CEO Forum meeting. From left to right: Gavin Lind from Mining and Automotive Skills Alliance, Patrick Kidd from Future Skills Organisation, Anthea Middleton from Powering Skills Organisation, Paul Walsh from Industry Skills Australia, Sharon Robertson from Manufacturing Industry Skills Alliance, Rob Bonner from HumanAbility, Michael Hartman from Skills Insight, Brett Schimming from BuildSkills Australia, Natalie Turmine from SkillsEQuipped and Jean Dyzel from Public Skills Australia

Collaboration among JSCs

All ten JSCs participate in ongoing collaboration in their project work and training package updates. Regular meetings also take place via the Workforce Planning Forum and Communications JSC Network to share ideas, learnings and tools for working toward productive strategies. The JSCs are also sharing information about their investigations into qualification reform and other government initiatives.

JSC collaboration allows for a holistic approach to nationwide skills and training needs.

Michael Hartman, CEO of Skills Insight



Projects and Activities

“We work with a wide range of stakeholders to collaborate on potential solutions to workforce challenges.

Wayne Jones, Executive Officer JSC Contract Delivery at Skills Insight

Some projects are managed with the support of MINTRAC of ForestWorks, as part of their collaborative partnership with Skills Insight. You'll find these symbols next to projects they were involved with:



As part of the Livestock Project we visited a cattle property near Mansfield where hosts Emily, James and Clara McCormack treated us to a valuable couple of days. We were able to observe how the McCormacks work with horses and dogs to manage their cattle, how they digitally record calf weight using ear tags, and how they handle the livestock using low stress stockhandling techniques.

Exploring solutions to VET challenges

In our role as a JSC, Skills Insight has been excited to explore how we can support skills and training beyond the training packages. Our team have been busy meeting stakeholders across Australia, discussing the skills challenges they face in today's dynamic workforce and potential solutions for more effective skills and training outcomes.



Ag Trade Apprenticeship Project

Consultation took place throughout this project to collect input on the potential for a trade apprenticeship in agriculture to help attract new entrants and promote career pathways. A feasibility report was drafted outlining the insights provided by stakeholders and presenting advice for how an agricultural trade apprenticeship could be implemented. There is potential for future Skills Insight projects to work towards implementation pending evidence of continuing industry support and training delivery viability and DEWR approval.

A notable finding is the high importance ratings assigned by interested employers (93%) and training organisations (93%) to the attribute of "increasing the appeal of the ag industry as a place to work." Similarly, these groups also highly rate the ability of apprenticeships to "attract new entrants into ag industry careers."

AG TRADE APPRENTICESHIP FEASIBILITY REPORT

[Read the report](#)



Exploring Training Demand & Supply Challenges Project

Our team undertook site visits, focus groups and interviews around the country to investigate the challenges impacting uptake and delivery of formal VET training. Eleven industry areas from the seafood, agriculture, horticulture, and conservation and land management industries were selected as examples. A report outlining the findings of consultations is being developed for submission to DEWR in November 2024.



Connecting RTOs & Employers Research Project

The aim of this project was to investigate successful examples of collaboration between RTOs and employers in the racing and breeding industry to understand the variables contributing to their success. Interviews, site visits and round table consultations were held to collect industry insights, which have informed the development of a report submitted to DEWR in July 2024.

Successful training programs in the horse breeding sector often require significant investment and time to develop. The viability of these programs often depends on passionate industry champions who drive engagement, work with RTOs, Government and Industry to secure funding, and ensure the availability of resources.

CONNECTING RTOS & EMPLOYERS CONSULTATION REPORT

[Read full report](#)



From Training Package to Training Delivery Project

Skills Insight and Griffith University are working together to explore the different ways registered training organisations (RTOs) approach training packages to design curriculum or training programs. Interviews were undertaken with training providers, which have informed a report due for submission in October 2024.



Exploring solutions to VET challenges

In our role as a JSC, Skills Insight has been excited to explore how we can support skills and training beyond the training packages. Our team have been busy travelling around the country speaking to stakeholders about the challenges they face and potential solutions.



Qualification Reform

Skills Insight welcomes the opportunity to contribute to the Skills Ministers program of Qualification Reform. Our work so far includes two projects to trial the Qualification Reform Design Group's proposed purpose-led approach to qualification reform:

A categorisation project using a selection of existing qualifications to test the three purposes and overall approach. All JSCs have undertaken this work and are producing individual reports with insights and advice for the Design Group's.

A demonstration project to show how qualification reform could be achieved, being undertaken by some JSCs, including Skills Insight. The Skills Insight project will involve development of a template for a purpose three qualification, which will be tested using the existing Certificate II in Rural Operations.



Textiles, Clothing and Footwear Workforce Insights

Skills Insight and ForestWorks are undertaking a research project to collect information about the current textiles, clothing and footwear workforce and whether the national qualifications meet stakeholder needs. The project team are undertaking consultation, analysis and mapping of existing industry resources and strategies for skilling, upskilling and re-skilling opportunities.



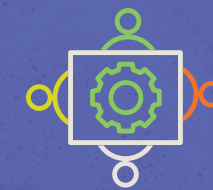
Wood Machining Research

Our project team consulted thoroughly with stakeholders from both the furniture manufacturing and sawmill operations industries about challenges with current wood machining qualifications and training options. These insights have been outlined in a report with recommendations on how to improve wood machining training programs to meet evolving industry demands.

120
survey
responses

**15 projects over
the past year**

77
workshops
& site visits



54
in person



23
online



3,286
items
of feedback

from
248
stakeholders

across
156
organisations

Training Package Projects

Training packages play a crucial role in supporting consistent VET training across the country, providing a record of the skills required to perform particular job roles.

Projects to review training packages are one way Skills Insight helps improve skills and training across the industries we work with. Consulting with stakeholders, we undertake work to update and develop nationally endorsed qualifications, skill sets, units of competency and their companion volumes, so they reflect the latest technology, practices and regulations, and function properly within the VET system.

Input from stakeholders across these projects makes for more accurate and better structured training packages, which support the training and assessment of learners, who can go on to contribute to a robust workforce.

Thank you to everyone who has been involved with these projects.

[Read more about training packages](#)

Ongoing Work to Review AHC Training Package

A strategic approach is being taken to reviewing units within the Agriculture, Horticulture, and Conservation and Land Management Training Package by their sector classification rather than their listing in qualifications. This work commenced under the previous SSO system and has continued with the JSC program to achieve an efficient and holistic review of the entire training package.



The Shearing and Wool Classing Project

in which qualifications, skill sets and units are being reviewed to support important skills for producing high quality wool. They have been updated to reflect emerging technology and compliance requirements and it is anticipated they will be available on the national training register in early 2025.



The Livestock Operations Project

during which the Certificate III in Feedlot Operations and 70 units of competency that support the skills to work in the livestock industry were reviewed to reflect the latest technologies, equipment and animal handling techniques. It is anticipated that the updated documents will be available on the national training register in early 2025.



The AHC Improvements Project

which updated qualifications and skills sets to include units reviewed in previous phases of the review of the AHC training package. The revised qualifications and skill sets were endorsed by the Skills Ministers on 23 April 2024 and published on the National Training Register on 1 May 2024 as part of AHC Release 10.



Rural Operations Project

The Certificate II in Rural Operations, which describes the foundational skills required for roles in rural and regional industries, is due for a review to see if it reflects the evolving skills needs of industry and learners. This project is currently paused while Qualification Reform work takes place and will resume when the new qualification framework is released.



Essential Meat Processing Skills Project

Consultation is taking place to revise the three Certificate II level meat processing qualifications and the units within them, so they can best support the attraction and development of new learners. The documents are due for the Consensus Gathering stage in early 2025 to confirm changes made in response to previous feedback with stakeholders.



Tree Felling Project

Consultation took place with stakeholders throughout this project to update three tree felling units to address difficulties accessing trees for assessment, while also supporting the safety and competence of learners. The updated units, along with associated qualifications, have been published on the national training register.

A future project to investigate the challenges in establishing pre-requisites for the tree felling units will build on the work undertaken during this project.

Insights from the DCSASCI Project

Collaboration to Improve Agricultural Skills and Training in India

The future agricultural workforce of India will be better supported thanks to work undertaken as part of the Developing Critical Agriculture Skills Courses in India (DCSASCI) Project.

Skills Insight had the privilege of contributing to the project and collaborating with the Agriculture Skills Council of India (ASCI) along with other key stakeholders to share expertise about supporting agricultural skills and training.

Skills Insight consulted with stakeholders in the agriculture industry to determine gaps and emerging skill needs, identifying five main skill areas and 20 national occupational standards, and mapping them to comparable Australian units of competency.

This provided the insights required for ASCI and core training partners to develop training materials for delivery to their Indian stakeholders.



Ongoing minor updates to training packages

Supporting Skills Pathways in Agricultural and Rural Fencing Package

As part of our work to maintain the training packages for the industries we work with, Skills Insight performs ongoing minor updates. This year, one of the more interesting updates was the creation of the Agriculture and Rural Fencing Skill Set. The skill set came about because the Fencing Industry Association (FIA) recognised a need for skills in agricultural and rural fencing.

The skill set was piloted with TAFE NSW in Orange, which provided evidence to support the training to become a national skill set included in the *AHC Agriculture, Horticulture, Conservation and Land Management Training Package*.

A nationally recognised Agricultural and Rural Fencing Skill Set will contribute to a more skilled, competent, and reputable workforce, ultimately driving positive outcomes for stakeholders across the fencing, agricultural and rural sectors.

Sherrie Mazur, Fencing Industry Australia

Training Support Materials

Skills Insight has welcomed the opportunity to provide additional support in areas where it is needed by revising and developing training support materials. The following two projects have allowed industry to define not just the required skills for certain work, but the methods for training learners, supporting consistent outcomes across the country.



Worker Safety Induction

The meat industry has been selected to explore potential models for a safety induction program for agriculture and related industries, as proposed by the Agriculture Workforce Working Group. Consultation is underway with stakeholders to develop a program to provide foundational capabilities in safety for workers entering the industry, supporting national consistency in safety skills across the industry.



Training Support Materials for Meat Safety Qualifications Project

The training support materials used to deliver the Certificates III and IV in Meat Safety Inspection were updated in consultation with stakeholders, so that they reflect the latest national standards for hygiene and animal welfare, as well as recent updates to the qualifications and changes in legislation requirements, technology and quality assurance practices. A digital version of the training support materials is available for free on the Skills Insight and MINTRAC websites.

On the Road for Project Consultations

Skills Insight's Diana McNaughton presenting at a workshop in Brisbane for the Connecting RTOs and Employers Research Project



Site visit at a wool farm, the shearers finishing shearing while the wool handler collects the fleece



Skills Insight's Debbie Knight and Charly Coxon at a site visit of an aquaculture farm with Peter Cheesman of Tassal, TAS



Skills Insight's Debbie Knight with Marty Phillips from MainStream Aquaculture during a site visit in QLD for the Exploring Training Demand and Supply Challenges Project



Apprentice cabinet maker during a visit to TAFE NSW Lidcombe Campus for the Wood Machining project



Skills Insight's Susie Falk with Training Package Developer Peter Miller on site at a cattle farm in Victoria



Skills Insight's Rebecca Ford (5 from right) and MINTRAC's Mark Wadsworth (3 from left) with stakeholders at the Perth Consultation workshop for the Essential Meat Processing Skills Project

Support for Government and JSA Initiatives

Making connections across the skills system is a key part of Skills Insight's role as a JSC, bringing our various stakeholders together to generate insights into skills and training opportunities and challenges. Participating in initiatives led by government departments and agencies, including Jobs and Skills Australia (JSA), is an important opportunity to support the voice of our stakeholders in projects and initiatives that impact careers, training and the workforce of their industries.



ANZSCO Review

Throughout 2023-24, Skills Insight has supported our stakeholders to provide input into the comprehensive review of the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Managed by the Australian Bureau of Statistics (ABS), the ANZSCO describes and categorises occupations within Australia and New Zealand, providing a framework for data that informs decision making at all levels of government in Australia.

Stakeholders contributed detailed information about how occupations are classified to Skills Insight’s submissions to rounds 1-3 of consultation. We will continue to engage with stakeholders and the ABS to produce a submission to the fourth and final round of consultation, which invites feedback on the ABS’s preliminary proposed changes to the ANZSCO.

CSOL

To define Australia’s skill needs in relation to the national migration strategy, JSA collected feedback on the occupations that should be considered for the Core Skills Occupations List (CSOL). The CSOL is one of the criteria for a new Skills in Demand (SID) visa for temporary employer sponsored migration. Skills Insight shared the draft CSOL for broad stakeholder consultation, identifying the occupations on the list that related to the industries we work with to support our stakeholders providing feedback.

Participation in the National Training Register Enhancement Project

Skills Insight has been working with DEWR to help develop and test a new National Training Register to better meet the needs of industry stakeholders, including RTOs.

This work has been ongoing for almost two years and testing is nearing completion. We will continue to be involved as further stages of the project unfold. It has been a privilege to provide input to the development of modern, responsive and transparent technology that will support the VET sector and underpin Skills Reform.

Jobs and Skills Australia Food Supply Study

Jobs and Skills Australia (JSA) commenced a study about the capacity and future workforce needs of Australia’s food supply chain. As the project involves many of the industries under the coverage of Skills Insight, we have been involved with the Steering Committee for this study and have helped organise roundtables and consultation sessions with JSA. Skills Insight has provided several submissions and participated in consultations, including creating a shared vision for the workforce, the issues with workforce data and information, demand and supply factors affecting workforce availability, education and training, regional migration and attraction and retention issues.



Federal Government White paper on Employment

The Federal Government White paper is the key guiding strategy and policy document for the Australian Jobs and Skills System. It is based on contributions from the Jobs and Skills Summit held in September 2022 and extensive consultation. Skills Insight's written submission to the initial consultation highlighted the importance of skills, education and training to labour productivity, work and labour markets, workforce inclusivity and improving labour market outcomes. Key issues identified include addressing ineffective leadership under the previous AISC-led system, critical underfunding of the Vet system, training supply not responding to industry demand, the move to less competency and workforce-based training, and the lack of balance across the jobs and skills system.

National Skills Passport Consultation

The ongoing National Skills Passport consultation is an outcome from the White Paper and is examining the potential to develop a business case for a skills and learning register system in Australia. Skills Insight identified some key considerations in the development of a business case, including the need to ensure effective value for users by including all experience and learning, not just formal education and training records; consideration of privacy and security issues, including cybersecurity; the need for (as a minimum) descriptors of the nature of verification of records; and the potential need to change the term 'passport' to ensure any system is not seen as a formal and official requirement for employment or study applications. This is the initial stage of a long-term consultation process.

National Indigenous Australians Agency consultation on the Remote Jobs and Economic Development Project

The NIAA sought views on the structure and coverage of a new Remote Jobs and Economic Development project to support the Closing the Gap initiatives. Skills Insight's submission regarding the Remote Jobs and Economic Development (RJED) program expressed our willingness to provide support for the program within the context of the Jobs and Skills Grant Program and with the guidance of First Nations leadership, and to raise matters for consideration by First Nations stakeholders contributing to this program development. The submission was made with the acknowledgement that Skills Insight is not a First Nations body and does not represent the views of First Nations people. However, as a Jobs and Skills Council we have a role to play in supporting First Nations jobs and skills development.

Victorian Animal care and Protection Bill review relating to VET delivery requirements

Skills Insight provided a submission to the Victorian Animal care and Protection Bill review expressing concerns that the requirements could be misapplied to vocational education and training. We explained the impacts this could have on administrative requirements for RTOs and workplaces with apprenticeships and trainees, who already are required to meet legal and industry standards relating to animal welfare.

Strategic Review of the Australian Apprenticeships Incentive System

Skills Insight participated in consultation to review the Australian Apprenticeships Incentive System, providing updates on industry concerns about support for apprentices and trainees.



Our NSW ITAB Role

The Agriculture, Food and Animal Management (AFAM) Industry Training Advisory Body (ITAB) collaborates with industry and registered training organisations to advise the NSW Government on training and skills needs.

This year, AFAM welcomed new members to its Industry Training Advisory Committees (ITACs) and worked closely with them and various other stakeholders to gather insights on skill needs,

industry challenges and workforce development opportunities. Their contributions were instrumental in shaping AFAM's initiatives and consultations.

As a member of the AgSkilled Steering Committee, AFAM contributed to the program's most successful year. Between July 2023 and June 2024, the program delivered 601 courses across 145 locations in NSW, with 2,536 participants and a 95% completion rate. A notable example was the Agriculture and Rural Fencing Skill Set. AFAM connected the Fencing Industry Association (FIA) with AgSkilled, leading to a collaboration with FIA and Skills Insight

that made the skill set nationally accredited. FIA partnered with TAFE NSW to deliver the training in Orange. This training covered WHS, fencing maintenance, and installation, attracting diverse participants and supporting national accreditation of the skill set.

AFAM was formed by a consortium led by Skills Insight and MINTRAC, enabling greater collaboration with the meat processing industry and the industries Skills Insight works with at a national level. This year, AFAM also developed a relationship with the new Jobs and Skills Council Manufacturing Industry Skills Alliance (MISA), which supports the national skills need of the food, beverage and pharmaceutical industries.



AFAM works with the following industries in NSW:

- Agriculture, horticulture and conservation and land management
- Animal care and management
- Meat processing (supported by MINTRAC, the Meat Industry National Training Advisory Council)
- Food, beverage and pharmaceutical
- Racing and breeding
- Aquaculture and wild catch



From left to right: Anita Campbell from Nursery & Garden Industry NSW & ACT, Frank Gasparre from Australian Association of Bush Regenerators, Jodie Dean from Landscape Association NSW-ACT, Michelle Ingley-Smith from Skills Insight, David Priem from TAFE NSW, Jess Ieary from AFAM, Jenny Zadro from Turf NSW and Sports Turf Association NSW, and Simon James from Parks and Leisure Australia NSW/ACT.

Our Members

Thank you to our industry and associate member organisations for sharing your passion and dedication to improving skills and training in the agribusiness, fibre, furnishing, food, animal and environment care industries.

More information about membership and how to apply is available on our website.

Aboriginal Sea Company	Training and Careers Hub	Australian College of Training	Australian Music Association
Access Skills Training	ARO Educational Services	Australian Eggs	Australian Organic Limited
Acuto Pty Ltd	Assembled Threads	Australian Fashion Council (AFC)	Australian Organics Recycling Association Ltd (AORA)
AG Institute Australia – WA Division	Assistance Dogs Australia	Australian Fodder Industry Association (AFIA)	Australian Pork Limited
AgForce Queensland	Assistance Paws Australia	Australian Forest Contractors Association (AFCA)	Australian Prawn Farmers Association
AKD Softwoods	Association of Independent Schools	Australian Forest Products Association (AFPA)	Australian Southern Bluefin Tuna Industry Association (ASBTIA)
Alfresco by DeZign	ATS - The Shooting Range Experts	Australian Furniture Association (AFA)	Australian Sports Turf Managers Association
AMIEU Australian Meat Industry Employees Union	Austral Fisheries	Australian Glass and Window Association (AGWA)	Australian Table Grape Association
AMIEU Australian Meat Industry Employees Union (QLD Branch)	Australasian Meat Industry Employees Union (AMIEU)	Australian Honey Bee Industry Council	Australian Technical Millers Association
Animal Emergency Incident Management Network ANZ (AEIMN)	Australasian Timber Flooring Association (ATFA)	Australian Institute of Animal Management (AIAM)	Australian Timber Trainers Association (ATTA)
Animal Health Australia	Australian Agricultural Training Pty Ltd	Australian Institute of Arboriculture	Australian Trainers Association
Animal Management in Rural and Remote Indigenous Communities (AMRRIC)	Australian Association of Bush Regenerators Inc (AABR)	Australian Jockeys Association	Australian Training Company
Animal Therapies Ltd	Australian Barramundi Farmers Association (ABFA)	Australian Livestock and Rural Transporters' Association	Australian Veterinary Association (AVA)
Animal Welfare League of South Australia	Australian Cabinet and Furniture Association (ACFA)	Australian Meat Industry Council	Australian Wool Exchange Limited
Appita Inc	Australian Certified Flooring Industry Training (ACFIT)	Australian Meat Processor Corporation (RRDC)	Australian Workers Union - National
Applied Vocational Training Pty Ltd (APPVOC)	Australian Chicken Meat Federation Inc. (ACMF)		
Arboriculture Australia	Australian College of Agriculture and Horticulture (ACAH)		
Arbortrim Australia Pty Ltd			
Arbre Forest Industries			

AUSVEG	Creative Blinds	Erica Honey Consulting	GrainGrowers
Barossa Fine Foods	Dairy Australia	Essity Holding Australia Pty Ltd	Greyhound Racing SA
Bee Prepared Training and Development	DeafBlind Victoria	Eva Burrows College	Gumnut Timber Products
BigMeats	Department for Education, Children and Young People (TAS)	Evergrow Productions	Hanrob Dog Training Academy
Biyamiti FBB	Department of Biodiversity, Conservation and Attractions (WA)	Farm Table	Harness Racing NSW
Blind Manufacturers Association of Australia (BMAA)	Department of Education (NSW)	Farmsafe Australia	Hawkeye Consultancy
Bonorong Wildlife Sanctuary	Department of Education (NT)	Federation TAFE (VIC)	Holmesglen Institute (VIC)
Both Ends of the Leash	Department of Primary Industries and Regional Development (WA)	Felicity Capelli Training and Assessing	Horse Safety Australia
Bresal Consulting	Design Institute of Australia	Firesticks Alliance Indigenous Corporation	Horses With Us
Bridgeworks Consulting	Designer Properties Australia (Designer Training Australia)	First Nations Workers Alliance	HQPlantations
Byron Region Community College Inc	Divine Creatures	Fisheries Research and Development Corporation (FRDC)	Humpty Doo Barramundi
Canberra Institute of Technology (CIT)	Drycleaning Institute of Australia	Floor Covering Institute of Australia Ltd (FCIA)	Hunter Pet Hotel
Canegrowers	DTM Timber	Food and Primary Skills Victoria	Huon Aquaculture Group Limited
Career Calling	Eastern Zone Abalone Industry Association	Food, Fibre and Timber Industries Training Council WA	HVP Plantations
Catholic Education Diocese of Wollongong	Education and Training Compliance Solutions	Foundation Learning Centre	Hydroponic Farmers Federation
Catholic Education Office Diocese of Bathurst	Elapid Environmental Fauna Consultants	Frame and Truss Manufacturers Association (FTMA)	Impact Solutions SA
Central Regional TAFE (WA)	Empower Dogs	FS Alliance	Industry Skills Advisory Council, NT ISACNT
Chamber of Commerce NT Local Jobs Program	Engineered Wood Products Association of Australasia Ltd	G James	Institute of Health and Nursing Australia
Charles Darwin University	ENSPEC	Getting to Zero (G2Z)	Integral-T Apparel Tech
Chillingworth Training Institute	Envu	Gladstone Training Services	Interlink Training
CHM Alliance Pty Ltd	Equestricare	Godfrey Hirst and Co Pty Ltd	Intuitive Training
Citrus Australia	Equine Assisted Therapy Australia	Good 2 Go Equine Dentistry	Ironwood Taree
Claremont Therapeutic Riding Centre		Goulburn Ovens Institute of TAFE (GOTAFE) VIC	Irrigation Australia
Combined Farriery Supplies		Grain Producers Australia	Just Dogs Grooming
Cotton Australia			JYE Marshall
CQUniversity			Kent Saddlery
			Kimberly-Clark Australia
			Landscape Industries Association of WA LIAWA

Landscape Queensland	National Security Screen Association	Pet Food Industry Association of Australia	SA Irrigation & Landscaping Pty Ltd	Tassal	ACT
Laundry Association Australia	National Timber and Hardware Association	Pet Industry Association of Australia (PIAA)	Seafood & Maritime Training	TFIA Business Services	Victorian Farmers Federation
Laundry Dry Cleaning Training (LDCT)	National Workplace Training	Pet Professional Accreditation Board	Seafood Industry Australia	The Animal Academy Pty Ltd	Victorian Forest Products Association
Learning Partners	NFF Horticulture Council	Peter MacCallum Cancer Centre	Seafood Industry Tasmania (TSIC)	The Australian Industry Group (AI Group)	Victorian Racing Integrity Board
LITA Training	Norske Skog	Plant Health Australia	Silverdale Farm	The College (AUS) Pty Ltd	Visy
Local Government Association of the Northern Territory	North Metropolitan TAFE (WA)	PRO-CSS Consultancy and Training	Skill 360	The Dog Whiskerer	WA Farriers Association
Longerenong College	Northern Illawarra Veterinary Hospital	Protected Cropping Australia	Skills Base Australia Pty Ltd	The Growth Epoch	WA Fishing Industry Council (WAFIC)
Manly Road Veterinary Hospital	Northern Land Council (NLC)	Qld Small Business Courses Pty Ltd	Sorbent Solaris	The Landscape Association	WA Standardbred Breeders Association (WASBA)
Manners 'n' More	Northern Territory Cattlemen's Association	Queensland Farmers' Federation	South Australian Forest Products Association	The Management Edge Pty Ltd	Warner Institute
Mars Wrigley	Northern Territory Farmers Association (NT Farmers)	Queensland Seafood Marketers Association	South Metropolitan TAFE (WA)	The Midfield Group	Western Australian Farmers
MAS National	NSW Farmers	Racing and Wagering WA	South Regional TAFE (WA)	Thoroughbred Breeders Australia	Workspace Training
Master Builders Group Training ACT	NSW Fishing Industry Training Committee LTD	Racing Education Centre	South West TAFE (Vic)	Thoroughbred Racing NT	
Master Landscapers of SA (MLSA)	NSW State Emergency Service - Hawkesbury Unit	Racing SA	Southern Training Organisation	Timber Queensland	
Matrix Enterprises WA Pty Ltd	NTHA Training	ReadCloud Ltd	Specialised Textiles Association (STA)	Timberlands Pacific	
Medicinal Cannabis Industry Australia (MCIA)	Nursery and Garden Industry Victoria (NGIV)	Regional Skills Training Pty Ltd	Steve Harrison Consultant	Townsville Catholic Education	
Meg Parkinson Associates	OneFortyOne Plantations	Response Group	Story Dogs	Tractor and Machinery Association of Australia	
Melbourne Fashion Hub	Online Education	Ricegrowers' Association of Australia	Swimming Pool & Spa Association	Training and Quality Management Services Pty Ltd (TQMS)	
Melbourne Polytechnic	Onsoble	Riding for the Disabled Association NSW	Swinburne University of Technology	Training4Horticulture	
Melons Australia	Opal Paper and Recycling	Ringers From The Top End	TAFE Directors Australia	VEG Education	
Michell Wool Pty Ltd	Orion Training and Performance Management	Rise Up Services & Consulting	TAFE NSW	Velisha Farms	
MTO Group Pty Ltd	PADS-Personal Assistance Dog Solutions	RMCG	TAFE Queensland	VET Development Centre VDC	
Murray Region Forestry Hub	Partners in Ag	Ron Fleming (self employed)	Tallebudgera Outdoor and Environmental Education Centre	Veterinary Advisory Services	
My Skills Australia	Peridis Publishing	RSPCA NSW	TasFarmers	Veterinary Behaviour Matters	
National Association for Sustainable Agriculture Australia (NASAA Organics)	Permaculture Australia	Rural Industries Skill Training (RIST)	Tasmania Forest Products Association	Veterinary Nurses Council of Australia (VNCA)	
National Food Institute	Perth Zoo		Tasmanian Divers Group	Veterinary Surgeons Board	