Annual Implementation, Promotion and Monitoring Plan 2024-25

Skills Insight

Version 1

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The *Annual Implementation, Promotion and Monitoring Plan 2024-25* provides a targeted overview of the activities to be undertaken as described below. These activities address skills and capabilities priorities described in the *Workforce Plan* and are supported by key stakeholders.

This *Annual Implementation, Promotion and Monitoring Plan 2024-25* only identifies activities that are not training package products.

To view all Skills Insight projects currently underway visit https://skillsinsight.com.au/projects/ .

Version history

This document will be updated as additional information becomes available, and when/if additional activities are added.

Version	Published	Comments
1	June 2025	Initial release Reflects projects approved in the Annual Activity Schedule 2024/25, executed 30 July 2024 – 07 April 2025.

Projects starting 2024-2025

Title	Descriptor	Activity Plan	Expected timeframe

Research on Pre-requisite Challenges and Solutions for Manual Tree Felling Units of Competency

This Implementation, Promotion and Monitoring activity is designed to conduct research on appropriate pre-requisite units in manual tree felling training packages to ensure both availability of training and occupational health and safety.

Title	Descriptor	Activity Plan	Expected timeframe
SKI_ANN_2425_002 **Research on Pre-requisite Challenges and Solutions for Manual Tree Felling Units of Competency** *This Skills Insight JSC project is being managed with the support of [ForestWorks](#) as part of their collaborative partnership with Skills Insight. ForestWorks has an enduring and strong connection working with the forestry, timber, paper, fibre and furnishing industries and have been engaged by Skills Insight to deliver this project in partnership.*	This activity aims to investigate and devise solutions to challenges related to establishing pre-requisite requirements for the FWP Forest and Wood Products Training Package units of competency in manual tree felling across various sectors and applications, including arboriculture, emergency services, vegetation and land management and forestry. It proposes to conduct further research and consider strategies for implementing pre-requisite requirements in response to Skills Insight's recent Tree Felling Project, which updated three units of competency to reduce barriers to training delivery. Introducing pre-requisites to the manual tree felling units received strong stakeholder support during the Tree Felling Project for safe training and skill development, however, this was a fast-tracked project to address the concerns around access to trees for assessment and therefore did not have scope for this additional work at the time. The objective is to ensure safety and skill development in manual tree felling operations by creating a clear and effective pathway for learners to acquire the essential skills and knowledge before enrolling in a tree felling unit, whether that is through the addition of pre-requisite requirements or alternative approaches. Skills Insight website: https://skillsinsight.com.au/project/pathway-to-tree-felling-skills/	Activity Plan: • Activity 1: Engage with Training Package Assurance Body and State Training Authorities • Activity 2: Consultation with Targeted Stakeholders and Data Collection • Activity 3: Analysis and Development of Draft Recommendations and Activity Plan • Activity 4: Stakeholder Review and Feedback • Activity 5: Finalisation of Recommendations and Activity Plan Report	Duration: Routine— 12 months To allow suitable time for targeted face-to-face consultation in rural and remote areas to better target stakeholders impacted by and/or interested in the outcomes of the project. Expected timeframe: 30 July 2024 - 31 July 2025

Title	Descriptor	Activity Plan	Expected timeframe

Supporting Partnerships for Tree Allocation for Training in Manual Tree Felling

This Implementation, Promotion and Monitoring activity is designed to determine appropriate tree allocation and sourcing protocols for manual tree felling training units.

Title	Descriptor	Activity Plan	Expected timeframe
SKI_ANN_2425_003 **Supporting Partnerships for Tree Allocation for Training in Manual Tree Felling** *This Skills Insight JSC project is being managed with the support of ForestWorks as part of their collaborative partnership with Skills Insight. ForestWorks has an enduring and strong connection working with the forestry, timber, paper, fibre and furnishing industries and have been engaged by Skills Insight to deliver this project in partnership.*	Stakeholder feedback and a detailed survey conducted among RTOs as part of the Tree Felling Project revealed widespread difficulties in obtaining the required number of trees for training delivery. Despite modifications to competency requirements to reduce the number of trees needed for assessments, the issue of limited tree availability persists, highlighting the need for additional solutions. The activity aims to: • Enhance the accessibility of trees for training and assessment purposes. • Promote sustainable resource management practices within and outside the VET sector. • Support the delivery of quality training in tree felling, ensuring the safety and competency of individuals. Skills Insight website: https://skillsinsight.com.au/project/tree-allocation-partnerships/	Activity Plan: • Activity 1: Stakeholder Engagement • Activity 2: Protocol Development for Tree Allocation • Activity 3: Pilot Test for Tree Allocation • Activity 4: Implementation Support • Activity 5: Monitoring and Evaluation	Duration: Complex— 15 months To allow sufficient time to engage with key stakeholders, develop a protocol, pilot test, implement support and monitor and evaluate progress. Expected timeframe: 30 September 2024 - 31 December 2025

Meat Safety Induction (Agribusiness Safety Induction Pilot) Stage 2

This Stage 2 implementation, promotion and monitoring activity is to fund the development and testing of the IT solution for immersive learning products for meat processing and abattoir safety training.

Title	Descriptor	Activity Plan	Expected timeframe
SKI_ANN_2425_008 **Meat Safety Induction (Agribusiness Safety Induction Pilot) Stage 2** *This Skills Insight JSC project is being managed with the support of MINTRAC as part of their collaborative partnership with Skills Insight. MINTRAC has a strong history working with the Australian meat processing industry on skills and training solutions and have been engaged by Skills Insight to deliver this project in partnership.*	During the first meeting of The Agriculture Workforce Working Group (AWWG), it was proposed that investigations take place into a safety induction program to be piloted in the meat processing industry. Research and consultation have taken place to plan the safety induction program and select an appropriate vendor to develop simulated learning modules. A process to film all the modules is now underway. Once filmed, they will undergo a review process, including collecting feedback from the project steering committee. As part of the final stage of this project, a report will be produced to outline findings and recommendations, including advice for potential implementation across other industries. Skills Insight website: https://skillsinsight.com.au/project/worker-safety-induction-pilot/	Activity Plan: Development of interactive content for WHS training Production of a report including findings and recommendations, and advice for potential implementation across other industries.	Duration: Routine — 12 months Expected timeframe: 03 February 2025 - 27 February 2026

Career mapping of the of the agricultural qualifications in the AHC Training Package, including a potential Agricultural Trade Pathway

This Implementation, Promotion and Monitoring activity aims to address skills shortages and training gaps in the agriculture sector by comprehensively identify and collate the pathways, job titles and connections to current qualifications that currently exist within this field.

Title	Descriptor	Activity Plan	Expected timeframe
SKI_ANN_2425_005 **Career mapping of the agricultural qualifications in the AHC Training Package, including a potential**	The recent Ag Trade Pathway report and consultations highlighted the importance of career mapping to develop the pathway. Pathway mapping is included as an Implementation Process Stage 1 activity in the Feasibility Report, which will be covered by the proposed scope of work in this proposal. Pathway mapping will help Skills Insight understand the number of occupations that can be included within a potential trade	Activity Plan: Career mapping for agricultural career pathways AHC training package qualifications	Duration: Complex— 15 months To allow sufficient time to engage with key stakeholders, develop a protocol, pilot test, implement

Title	Descriptor	Activity Plan	Expected timeframe
Agricultural Trade Pathway	pathway, and where other Purpose 1, 2 or 3 qualifications may still be needed. Skills Insight website: https://skillsinsight.com.au/project/career-pathways-for-agricultural-trades/	Potential Trade Pathways Synthesise stakeholder input Identify streamlining opportunities Investigate and describe vertical, horizontal and diagonal career moves	support and monitor and evaluate progress. Expected timeframe: 30 September 2024 - 30 June 2025

Poultry Farm Biosecurity Initiative

This Implementation, Promotion and Monitoring activity aims to utilise training education workshops to develop industry awareness of biosecurity threats.

SKI_ANN_2425_007 **Poultry Farm Biosecurity Initiative** *This Skills Insight JSC project is being managed with the support of MINTRAC as part of their collaborative partnership with Skills Insight. MINTRAC has a strong history working with the Australian meat processing industry on skills and training solutions and have been engaged by Skills Insight to deliver this project in partnership.*	In its 2022-2027 Chicken Meat Program Research Development and Extension Plan, AgriFutures identifies 'enhancing biosecurity, health and welfare' as one of the key priorities of the poultry industry. In response to this and other calls from industry for improved skills in prevention of biosecurity incursions, Skills Insight and MINTRAC are undertaking this project to deliver free workshops for chicken meat and egg producers around the country and online. Workshops will focus on the role of on-farm flock safety measures in safeguarding the biosecurity of the broader industry. Participants will come together to create or review their on-farm Biosecurity Management Plans. This gives industry in each region the opportunity to collaborate and share best practice, uplifting the biosecurity of the entire industry. Content for the workshops will draw on already existing resources. Insights gained from this project will be used to inform further work by Skills Insight in supporting biosecurity skills across the industries we serve.	Project outputs: The documenting of on farm Biosecurity Management Plans as undertaken by training workshop participants Ongoing minimisation of biosecurity incursions and reportable incidents Development of a training program that can be re-used across all agribusiness sectors with bio security risks at the conclusion of the project period Workshop attendance and competency assessment records	Duration: Short — 8 months Shorter project in response to industry calls for action Expected timeframe: 30 September 2024 - 30 June 2025

Title	Descriptor	Activity Plan	Expected timeframe
	Project activities have been impacted by the recent Avian Influenza incursions across Victoria, with industry prioritising a nationwide biosecurity response. For more information see the website. Skills Insight website: https://skillsinsight.com.au/project/flock-safe/	Knowledge uplift verified through competency assessment results Shift in biosecurity, awareness and preparedness A model for a program that can be duplicated across other industry sectors without needing JSC program funding as the program will have been designed and tested and available for use.	

Attraction and Retention of a Skilled Workforce

This Implementation, Promotion and Monitoring activity is a pilot that seeks to assist employers in attracting and retaining skilled workers through developing a comprehensive place-based strategy capable of utilisation across sectors in regional, rural and remote (RRR) Australia.

Title	Descriptor	Activity Plan	Expected timeframe
SKI_ANN_2425_009 **Attraction and Retention of a Skilled Workforce**	Attraction and retention of a skilled workforce is a key priority for the industries Skills Insight supports, as identified in our conversations with stakeholders, including our Stakeholder Forum. These industries are responsible for caring for our environments and animals, and produce the raw material required to feed, clothe and house the population. They also have a large proportion of their operations located in regional, rural and remote locations, presenting specific challenges in workforce attraction and retention. While there are many examples of successful strategies and resources available, businesses can find it challenging to navigate these to find the advice needed to support their specific attraction and retention needs. Skills Insight website: https://skillsinsight.com.au/project/attraction-and-retention-guidance/	Activity Plan: Collect information about current processes and strategies Industry needs analysis and advice Resource developed and made available.	Duration: Routine — 12 months Expected timeframe: 03 February 2025 - 27 February 2026

Title	Descriptor	Activity Plan	Expected timeframe

Employer Best Practice Guidance for Apprenticeships in Furnishings

This Implementation, Promotion and Monitoring activity will develop an Employer Best Practice Guidance publication to provide employers of furnishing apprentices with the resources to assist their apprentices to successfully complete their training

Title	Descriptor	Activity Plan	Expected timeframe
SKI_ANN_2425_010 **Employer Best Practice Guidance for Apprenticeships in Furnishings** *FurnishingWorks, a part of ForestWorks, is providing support for the management of this JSC project as part of their collaborative partnership with Skills Insight. ForestWorks has an enduring and strong connection working with the forestry, timber, paper, fibre and furnishing industries and have been engaged by Skills Insight to deliver this project in partnership.*	Furnishing is a manufacturing industry which is being supported by the Federal Government's Strategy to encourage onshore manufacturing. Much of the existing expertise will be offshore, and trainers, supervisors, mentors and other support for apprentices may need to come from migration sources. Regardless of source, they are likely to have very different learning backgrounds from the current and future generation of potential apprentices. These issues apply broadly across all Skills Insight's industries. Furnishing is a suitable industry for a pilot, given the previous work undertaken by the industry and the current Federal and State strategies encouraging growth of the industry. This is a pilot project based in furnishings, but potentially applicable to all other industries with suitable amendments. The initial pilot is being undertaken using selected Certificate III qualifications for the Furnishings industry within the MSF Training package.	Activity Plan: Development of best practice guidance An outline of best practice for supervision, mentoring and ancillary support, and information on cultural safety This will be made freely available to stakeholders and promoted through industry organisations and the Union.	Duration: Routine — 12 months Expected timeframe: 03 February 2025 - 27 February 2026

Community Based Aquaculture Training Tools

This Implementation, Promotion and Monitoring activity is aimed at improving community participation in aquaculture, especially in remote and northern Australia, through the development of culturally appropriate training materials.

Title	Descriptor	Activity Plan	Expected timeframe
SKI_ANN_2425_005 **Community Based Aquaculture Training Tools**	The Australian Government has clear policy directions emphasising the need for Food security for Australians, including seafood. Closing the Gap policies include aims to assist the growth of First nations Enterprises, including in aquaculture. This training needs to be culturally appropriate, and potentially community-led in partnership with industry. During recent stakeholder engagement, a Northern Territory community raised the need for aquaculture training to support their development of a black-lip oyster enterprise. Charles Darwin University Aquaculture Registered Training Organisation (RTO) recognises the tropical black-lip oyster Industry for Indigenous Coastal Communities is currently at a grow-out stage of development and in need of training, but indicated they were constrained from delivering the training because they had no culturally appropriate training materials to support it and did not have current capacity to develop such materials. Skills Insight then sought further input from across Australia from both First Nations enterprises establishing aquaculture operations, and potential RTOs that might deliver training. Several Communities across Northern Australia are actively pursuing the establishment of farms, as this industry is well suited to the dynamics of community life (i.e., operational flexibility), and good economic potential. These communities are now seeking vocational training for workers. Skills Insight website: https://skillsinsight.com.au/project/community-based-aquaculture-training-tools/	Activity Plan: Phase 1: community consultation across Australia with Aboriginal and Torres Strait Islander councils, community groups, businesses, industry groups, unions, corporations, registered training organisations and individuals. Phase 2: partner with Aboriginal and Torres Strait Islander communities, vocational education training organisations and universities in the development of culturally appropriate vocational training tools aligned to units of competencies within the seafood industry training package.	Duration: Complex— 18 months To allow sufficient time for appropriate engagement and co-design culturally appropriate vocational training tools. Expected timeframe: 30 September 2024 - 30 April 2026

Workshop to aid the development of the Northern Australia Workforce Plan

This Implementation, Promotion and Monitoring activity is for funding to cover the delivery of a JSC Workforce Planning Workshop at the Developing Northern Australia Conference being held in Cairns on 23-24 July 2025, with the workshop to be held on 24 July 2025.

Title	Descriptor	Activity Plan	Expected timeframe
SKI_ANN_	The Proposal is for delivery of a JSC Workforce Planning Workshop at the Developing Northern Australia Conference being held in Cairns on	Activity Plan:	Duration: Short— 5 months

Title	Descriptor	Activity Plan	Expected timeframe
Workshop to aid the development of the Northern Australia Workforce Plan	23-24 July 2025, with the workshop to be a preconference day on 22 July. The proposal is for the JSCs to use their expertise in Workforce Planning to assist the Office of Northern Australia and the Cooperative Research Centre for Developing Northern Australia (CRCNA) to deliver part of the recommended workforce plan through a workshop conducted at the conference. The workshop will be supported jointly by all JSCs, with Skills Insight to undertake a coordination role.	Deliver workshop and deliver report.	Expected timeframe: 07 April 2025 - 31 August 2025

MST Skills and Occupation Mapping

This Implementation, Promotion and Monitoring project will produce an accurate and forward-looking framework of occupational roles, skill sets, career pathways, and training alignment across the TCF sector addressing inconsistencies in occupational classifications, providing critical evidence for updating the MST Training Package, and supporting more effective targeting of workforce development policies.

Title	Descriptor	Activity Plan	Expected timeframe
SKI_ANN_2425_013 **MST Skills and Occupation Mapping** *TextileWorks, a part of [ForestWorks](#), is providing support for the management of this JSC project as part of their collaborative partnership with Skills Insight. ForestWorks has an enduring and strong connection working with the forestry, timber, paper, fibre and*	This submission proposes the development of a national Skills and Occupations Mapping Project for the Textiles, Clothing and Footwear (TCF) sector. It responds to Recommendation 1 of the 2025 TCF Workforce Insights Research Report and has been identified by industry stakeholders as a priority for workforce development. The objective is to produce an accurate and forward-looking framework of occupational roles, skill sets, career pathways, and training alignment across the TCF sector. The mapping will address the inconsistencies outlined above in occupational classifications, provide critical evidence for updating the MST Training Package, and support more effective targeting of workforce development policies, including skilled migration, occupational licensing, training funding, and RPL initiatives. International equivalents, such as Singapore's Skills Framework will be reviewed to help inform project development and implementation.	Activity Plan: Provide a framework of current and emerging job roles and associated skills. Map career pathways in the industry. Identify gaps in training content and delivery. Present a national TCF industry training profile.	Duration: Routine – 13 months Expected timeframe: 30 June 2025 – 31 August 2026

		Identify TCF skills that are transferrable across job roles and sectors.

Mapping of Workplace Training to PPM Qualifications

This Implementation, Promotion and Monitoring project will map existing workplace training modules to 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.

SKI_ANN_2425_014

Mapping of Workplace Training to PPM Qualifications

This Skills Insight JSC project is being managed with the support of ForestWorks as part of their collaborative partnership with Skills Insight. ForestWorks has an enduring and strong connection working with the forestry, timber, paper, fibre and furnishing industries and have been engaged by Skills Insight to deliver this project in partnership.

The PPM industry currently does not access nationally recognised training; employers are relying on unaligned industry based in-house training programs to skill their operational workforce. This leaves workers without formal nationally recognised training credentials and hinders their career mobility.

This project aims to address these issues by mapping the widely accepted internal industry-based training modules to the national training package, piloting an RTO-led gap analysis for employees at a select PPM manufacturing site. Forecasting future PPM learner demand through industry market research and engaging with industry and government to secure funding for a sustainable, accredited, industry relevant training pathway.

The outcomes will include:

- Building a critical mass of learners within the industry to enhance the financial viability for an RTO to maintain course accreditation and resources to continue delivering training after the cessation of this project

- Enabling existing workers to gain formal recognition of their skills

- Documenting a career pathway, supported by accredited training, learning materials and an RTO servicing the industry, to promote to new entrants to industry.

Activity Plan:

Mapping to align non-accredited training modules with national training standards

Engage a registered training organisation to work with one PPM manufacturing site

Conduct market to establish the potential learners

Build a business case for industry acceptance of formal training within the national training framework and ongoing training delivery

Engage with industry and state governments to source funding to deliver training across multiple sites nationally

Deliver Skills Analysis Final job and qualification report.

Duration:
Routine – 11 months

Expected timeframe:
30 June 2025 – 30 May 2026