Annual
Implementation,
Promotion and
Monitoring
Activity Plan



Annual Implementation, Promotion and Monitoring Activity Plan

The Annual Implementation, Promotion and Monitoring Activity Plan provides a targeted overview of the activities to be undertaken as described below. It includes non-training package activities, categorised as Implementation Support Projects, Research Projects, and Pilot Projects. These activities address skills and capabilities priorities described in the <u>Workforce Plan</u> and are supported by key stakeholders.

Skills Insight's <u>Annual Activity Plan webpage</u> provides an overview of all activities outlined in both the Annual Implementation, Promotion and Monitoring Activity Plan and the Annual Training Product Development Plan. 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	September 2025	Initial release of restructured document.	
		This version reflects projects approved in the Annual Activity Schedule 2025-2026, executed 21 August 2025.	
		Changes have also been made to the following projects based on Activity Schedule variations:	
		 SKI_ANN_2425_001 - Blinds and Screens (MSF) Title updated to Window Furnishings and Shade Sails Project Description revised to reflect the one contained in the rescoped submission. End date revision from 30/10/2025 to 30/04/2026 SKI_ANN_2425_002 - Research on Pre-requisite Challenges and Solutions for Manual Tree Felling Units of Competency End date revision from 31/07/2025 to 05/01/2026 SKI_ANN_2425_003 - Supporting Partnerships for Tree Allocation for Training in Manual Tree Felling End date revision from 31/12/2025 to 30/04/2026 SKI_ANN_2425_005 - Career mapping of the agricultural qualifications in the AHC Training Package, including a potential Agricultural Trade Pathway End date revision from 29/08/2025 to 30/01/2026. 	

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2025-2026 Activity Schedule

Title Descriptor Activity Plan

SKI_ANN_2526_001 Landscape Design Skills Review

Start date: 29 August 2025

Expected completion date: 29 June 2026

This Implementation, Promotion and Monitoring Skills Review project will examine the skills required for professional landscape design practice, considering jurisdictional differences in service delivery and the diverse practice models across the industry. It will assess how current qualifications align with regulatory and operational contexts and gather stakeholder input on the potential need for standalone landscape design qualifications. The findings may inform the scope and direction of any future training package projects.

Project webpage coming soon.

Planning and Methodology

- Develop detailed research plan and methodology, outlining stakeholder engagement approaches, datacollection and analysis methods
- Finalise tools, templates and datacapture mechanisms

Research and Engagement

 Conduct desktop research, workshops and stakeholder meetings

Analysis and Drafting

- Collate and analyse findings with SME working-group support
- Publication of the draft interim report Stakeholder Review and Feedback
- Publish the interim report on the project website for comment

Review and Incorporation of Feedback

- Gather additional input through followup consultation, as required
- Revise the report based on stakeholder feedback

Finalisation and Submission

• Finalise the report and submit to DEWR

SKI_ANN_2526_002
Connecting Training
Products with Licensing
and Related
Requirements

Start date: 29 August

2025

Expected completion date: 30 April 2026

This pilot project will identify and map licensing, regulatory, and related requirements associated with training package products, focusing on when, how and where these requirements apply. The goal is to support clearer interpretation, improve stakeholder engagement, and lay the groundwork for a potential centralised information portal in future.

The Animal Care and Management (ACM) Training Package has been selected as the first training package to pilot this approach due to its diverse occupational coverage and strong relevance to a broad range of licensing, regulatory, and operational requirements.

Project webpage coming soon.

Phase 1: Project setup

- Develop spreadsheet structure and data categories
- Record existing known licensing and regulatory information against ACM training package components
- Identify regulatory/licensing bodies and key stakeholders (including industry Associations)

Phase 2: Research and Engagement

- Engage with relevant stakeholders and undertake desktop research activities to identify and record applicable licensing, regulatory, registration, and related requirements
- Engage with relevant authorities (national/state/local) to verify and clarify requirements where required

Phase 3: Mapping and Data Consolidation

 Populate mapping spreadsheet with validated information

Title	Descriptor	Activity Plan
		 Prepare summary report outlining methodology, findings, and recommendations
		 Identify potential improvements for broader rollout Phase 4: Review, Finalisation and Submission
		 Conduct internal quality assurance and consistency checks
		 Desktop publish final mapping document
		 Capture and record feedback from end users and stakeholders relevant to broader roll-out
		 Final project wrap-up and submission.

2024-2025 Activity Schedule

Descriptor

SKI_ANN_2425_002 Research on Prerequisite Challenges and Solutions for Manual Tree Felling Units of Competency

Start date: 30 September

2024

Title

Expected completion date: 5 January 2026

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.

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.

More information is available on the project webpage.

ForestWorks is providing support for the management of this JSC project as part of their collaborative partnership with Skills Insight.

Activity Plan

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

SKI_ANN_2425_003 Supporting Partnerships for Tree Allocation for Training in Manual Tree Felling

Start date: 30 September 2024 Expected completion date: 30 April 2026 This Implementation, Promotion and Monitoring activity is designed to determine appropriate tree allocation and sourcing protocols for manual tree felling training units.

Stakeholder feedback and <u>a detailed</u> <u>survey conducted among RTOs as part of the Tree Felling Project</u> revealed widespread difficulties in obtaining the required number of trees for training delivery.

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.

More information is available on the project webpage.

ForestWorks is providing support for the management of this JSC project as part of

- 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

their collaborative partnership with Skills Insight.

SKI_ANN_2425_005
Career mapping of the agricultural qualifications in the AHC Training Package, including a potential Agricultural Trade Pathway

Start date: 30 September 2024 Expected completion date: 30 January 2026 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.

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 pathway, and where other Purpose 1, 2 or 3 qualifications may still be needed.

More information is available on the project webpage.

Activity Plan:

- Activity 1: Activity planning, liaison with National Career Institute and establishment of Steering Committee
- Activity 2: Investigate and report on the occupational job titles and career pathway mapping
- Activity 3: Develop career pathway mapping documents and commence broad consultation/consensus
- Activity 4: Develop strategies, implementation plans and resources that can be used by industry associations and careers advisors to promote the agriculture qualifications and pathways.
- Activity 5: Finalise mapping and report of other findings

SKI_ANN_2425_006 Community Based Aquaculture Training Tools

Start date: 30 September 2024 Expected completion date: 30 April 2026 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.

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.

in partnership with community members and training providers this project will develop culturally appropriate national VET training tools to improve training outcomes for priority cohorts including First Nations people in the seafood industry, focusing on the immediate practical and

- 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.

Title	Descriptor	Activity Plan
	knowledge skills needs to operate an aquaculture farm.	
	More information is available on the project webpage.	
SKI_ANN_2425_007 Poultry Farm Biosecurity Initiative Start date: 30	This Implementation, Promotion and Monitoring activity aims to utilise training education workshops to develop industry awareness of biosecurity threats.	Activity Plan: Initial research and planning Development of lesson plans Organisation of workshops Delivery of pilot workshops
September 2024 Completion date: 30 June 2025	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.	Full scale workshop deliveryPost-workshop check-insProject reporting submitted
	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.	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
	More information is available on the project webpage. MINTRAC is providing support for the management of this JSC project as part of	 Workshop attendance and competent assessment records Knowledge uplift verified through competency assessment results Shift in biosecurity, awareness and preparedness

SKI_ANN_2425_008 Meat Safety Induction (Agribusiness Safety Induction Pilot) Stage 2

Start date: 1 November 2024

Expected completion date: 31 August 2025

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.

their collaborative partnership with Skills

Insight.

During the <u>first meeting</u> 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

Activity Plan:

use.

preparedness

 Development of interactive content for WHS training

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

 Production of a report including findings and recommendations, and advice for potential implementation across other industries.

Title Descriptor Activity Plan

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.

More information is available on the project webpage.

MINTRAC is providing support for the management of this JSC project as part of their collaborative partnership with Skills Insight.

SKI_ANN_2425_009 Attraction and Retention of a Skilled Workforce

Start date: 3 February 2025

Expected completion date: 27 February 2026

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.

In consultation with relevant stakeholders, Skills Insight is undertaking a desktop research project to develop guidance for small to medium business to support the attraction and retention of employees across regional, rural and remote (RRR) areas. The aim is to produce a centralised, web-based collection of tools and resources that will highlight opportunities for workforce development, together with case studies of successful place-based initiatives, empowering industry in regional, rural and remote areas to attract, retain and re-attract workers across all sectors.

More information is available on the project webpage.

Activity Plan:

- Collect information about current processes and strategies
- Industry needs analysis and advice
- Resource developed and made available.

SKI_ANN_2425_010 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

- Development of best practice guidance
- An outline of best practice for supervision, mentoring and ancillary support, and information on cultural safety

Title Descriptor **Activity Plan** Start date: 3 February to assist their apprentices to successfully • Final guidance will be made freely complete their training available to stakeholders and **Expected completion** promoted through industry date: 27 February 2026 Furnishing is a manufacturing industry organisations and the Union. 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. The overall goal of this project is to assist employers to understand their role in providing learning and practice opportunities as part of the training of new workers, to improve retention and completion rates. 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. Project webpage coming soon. Furnishing Works, a part of Forest Works, is providing support for the management of this JSC project as part of their collaborative partnership with Skills Insight. SKI ANN 2425 011 **Activity Plan:** This Implementation, Promotion and **Transforming Ag** Monitoring activity will determine industry Planning, initiation and establishment Training: Developing a requirements for an agricultural trade Research **National Apprenticeship** apprenticeship and the nature and scope • Report drafting & review Concept of a proposed qualification. Broad consultation Broad consultation & feedback review The activity follows on and incorporates **Start date:** 3 February Finalisation & submission 2025 insights described in Skills Insight's Ag

Expected completion date: 30 June 2026

The activity follows on and incorporates insights described in Skills Insight's Ag Trade <u>feasibility study</u> report, which informed how an apprenticeship could be realised. The activity aims to undertake the first stages of the development of an Ag trade concept at Cert III level that could deliver apprenticeships across various agricultural occupations. (The qualification concept, at a later date, will still be required to go through the

Title	Descriptor	Activity Plan
	TPPDEPP process as a separate TP development project).	
	More information is available on the project webpage.	
SKI_ANN_2425_012	This Implementation, Promotion and	Activity Plan:
Workshop to aid the development of the	Monitoring activity is for funding to cover the delivery of a JSC Workforce Planning	 Deliver workshop and deliver report
Northern Australia Workforce Plan	Workshop at the Developing Northern Australia Conference being held in Cairns on 23-24 July 2025, with the workshop to	
Start date: 7 April 2025 Completion date: 31	be held on 24 July 2025.	
August 2025	The proposal is for the JSCs to use their expertise in Workforce Planning to assist	

SKI_ANN_2425_013 MST Skills and Occupation Mapping

Start date: 30 June 2025 Expected completion date: 31 August 2026 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.

the Office of Northern Australia and the Cooperative Research Centre for

deliver part of the recommended workforce plan through a workshop conducted at the conference.

coordination role.

Developing Northern Australia (CRCNA) to

The workshop will be supported jointly by all JSCs, with Skills Insight to undertake a

This activity 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 mapping will address the inconsistencies 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

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

Title Descriptor Activity Plan

reviewed to help inform project development and implementation.

Project webpage coming soon.

TextileWorks, a part of ForestWorks, is providing support for the management of this JSC project as part of their collaborative partnership with Skills Insight.

SKI_ANN_2425_014 Mapping of Workplace Training to PPM Qualifications

Start date: 30 June 2025 Expected completion date: 1 June 2026 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.

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.

Project webpage coming soon.

ForestWorks, is providing support for the management of this JSC project as part of their collaborative partnership with Skills Insight.

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.

Activity outcomes:

- 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.

2023-2024 Activity Schedule

Title	Descriptor	Activity Plan
SKI_ANN_2324_005 AWWG Meat Safety Pilot Start date: 30 November 2023 Completion date: 30 June 2025	To undertake a Meat Safety Induction project and develop meat safety induction materials More information is available on the project webpage. MINTRAC is providing support for the management of this JSC project as part of their collaborative partnership with Skills Insight.	 Activity Plan: Activity 1: Research, Consultation and Collation of Existing Resources Activity 2: Design and Validation Activity 3: Materials production and program finalisation and release
SKI_ANN_2324_006 Low Enrolment Research Start date: 30 November 2023 Completion date: 31 October 2024	To document factors that currently constrain, and will potentially enable, training delivery for people in rural, regional and remote Australia. More information is available on the project webpage. This project was developed in collaboration with Griffith University.	 Activity Plan: Activity 1: Development and literature review Activity 2: Broad data collection and consultation Activity 3: Analysis and review of findings Activity 4: Finalisation and submission of report
SKI_ANN_2324_007 National training and assessment materials for the AMP TP Start date: 30 November 2023 Completion date: 30 June 2024	To update the training and assessment materials for Certificate III and IV in Meat Safety and Quality Assurance to consider changes in the AS 4696 Hygienic Production and Transportation of Meat and Meat Products for Human Consumption. More information is available on the project webpage. MINTRAC is providing support for the management of this JSC project as part of their collaborative partnership with Skills Insight.	 Activity Plan: Activity 1: Develop Scope of Work and Project Plan. Activity 2: Establish Subject Matter Expert Working Group (SMEWG). Activity 3: Conduct SMEWG meetings as required. Activity 4: First draft of revised ante and postmortem Training and Assessment Support Materials. Activity 5: Distribution of revised ante and postmortem Training and Assessment Support Materials to SMEWG members for comment. Activity 6: Incorporate SME feedback and identify opportunities for the development of technology-based materials for future development. Activity 7: Editing and proof-reading of all other Meat Safety and QA Training and Assessment Support Material. Activity 8: Finalise training materials for Certificate III and IV Meat Safety and QA Training and Assessment Support Material, and a proposal for future development of technology-based materials.

SKI_ANN_2324_008 RGR PILOT - Methods to connect employers with RTOs To address the current challenges faced by the racing and breeding industry in accessing vocational training through RTOs and aims to identify barriers and provide insights and possible solutions to remove those barriers. Activity Plan: • Activity Plan: • Activity Plan: • Activity 1: Plan: stakeholder consultation structure in sights and possible solutions to remove those barriers.

More information is available on the project webpage.

- Activity 1: Planning establishing stakeholder cohort, developing consultation strategy
- Activity 2: Round table consultations
- Activity 3: Analysis and recommendations
- Activity 4: Review of findings
- Activity 5: Finalisation and submission

SKI_ANN_2324_009 Training product translation: best practices in learning resource development

Completion date: 30

2023

June 2024

Start date: 1 March 2024

Completion date: 31 October 2024 To conduct research into how training packages are access, read, interpreted and translated into workforce skills.

More information is available on the project webpage.

This project was developed in collaboration with Griffith University.

Activity Plan:

- Activity 1: Development and literature review
- Activity 2: Broad data collection and consultation
- Activity 3: Analysis and review of findings
- Activity 4: Finalisation and submission of report

SKI_ANN_2324_010 Research and analysis of the Textiles, Clothing and Footwear Industry

Start date: 30 April 2024

Completion date: 30 April 2025 This Implementation Promotion and Monitoring activity is to conduct high level research into the Textiles, Clothing and Footwear Industry in Australia. It will inform further workforce development initiatives such as training package development and other Implementation promotion and monitoring activities to support future skills and training needs for the sector.

More information is available on the project webpage.

TextileWorks is providing support for the management of this JSC project as part of their collaborative partnership with Skills Insight.

Activity Plan:

- Activity 1: Initial planning
- Activity 2: Desktop research
- Activity 3: Industry surveys (Training Package Release 5 industry review and feedback)
- Activity 4: Nationwide stakeholder forums and focus groups
- Activity 5: Analysis and reporting
- Activity 6: Broad consultation and data analysis of research methods
- Activity 7: Validation, and finalisation and submission of report

SKI_ANN_2324_011
Qualification Reform
demonstration project —
testing a Purpose 3
qualification model with
Certificate II in Rural
Operations

Start date: 1 April 2024 Completion date: 30 September 2024 To test the Qualification Reform Design Group's purpose-driven quality design principles for qualification development in relation to the Certificate II in Rural Operations.

More information is available on the project webpage.

- Activity 1: Planning and development
 - Review and analyse Qualification Reform Design Group Advice to Skills Ministers
 - Review and analyse workforce function analysis outcomes from AFP_ANN_2324_002 Rural Operations—Certificate II project
 - Develop qualification concept template
 - o Establish Steering Committee

Title	Descriptor	Activity Plan
		 Activity 2: Submit interim report Activity 3: Review and consultation Make any necessary adjustments to approach based on QRDG feedback from interim report Test concept template using rural operations outcomes to create sample Certificate II Rural Operations Create information packs for Steering Committee, to explain concept and application of rural operations to proposed template Steering Committee meeting Targeted working group sessions with Steering Committee members/other key stakeholders to refine template and concept qualification – in person and online (as time/stakeholder availability permits) Activity 4: Finalisation and submission Steering Committee meeting to finalise concept template and tested qualifications Complete Final Report Proofreading, formatting and quality checks Submit final report and supporting materials