PUBLIC SAFETY

Annual Update to Industry Skills Forecast and Proposed Schedule of Work 2020

IRC Skills Forecast and Proposed Schedule of Work (ISF) are required once every three years. In the intervening years SSOs will report on the research questions listed below.

SSOs can also include additional cases for change to training packages as necessary. This will require evidence on why additional proposal(s) should be considered during an intervening year between the full ISFs (see item 4).

It is important that SSOs work with IRCs and other relevant stakeholders to provide _evidence_ demonstrating to the AISC the veracity of claims. Where possible, _statistical data_ should be used as an evidential basis.

SECTION A

1. Inform the AISC of any new industry workforce, skills developments or trends to emerge since the submission of a full ISF.

The Public Safety sector has faced significant change on a number of fronts recently, and this has implications for skill development and workforce management in a range of areas.

Bushfire and Prescribed Burning

Since the 2009 Bushfire Royal Commission recommendations were published, all states and territories have implemented several significant changes. Interoperability between agencies and jurisdictions has increased through coordinated control centres and improved warnings systems.

Bushfires, like other disasters, are managed through four stages: preparation, response, relief and recovery. The 2019/2020 summer southern fire season in Australia has already seen long drawn out campaigns with interstate and international firefighters deployed into Queensland, New South Wales, Victoria and South Australia. There is now one Federal Royal Commission and three state led inquiries underway addressing how the four stages were managed, with an emphasis on national coordination.

The inquiries will also be focussing on the use of indigenous burning practices in bushfire mitigation. Currently, there are no national packages for the application of traditional knowledge in reading country and use of fire to maintain landscapes and ecosystems to provide cultural, social, economic and environmental benefits to Traditional Owners. While there are some units of competencies and pilot programs available, a stronger commitment from industry to incorporate traditional indigenous knowledge would be highly beneficial. Furthermore, bushfire mitigation requires an all-tenures approach, and private landholders could benefit from training

to enable them to undertake burning as part of a larger landscape response to bushfire mitigation.[1]

Aviation and Public Safety

The recent bushfire disasters in Australia have highlighted the significant role aviation plays in emergency management. The fire, emergency services and rescue organisations perform a significant role in supporting prevention, response and rescue operations in activities such as crew transport; extraction of residents and/or emergency personnel in danger; visual and electronic reconnaissance; prescribed burning and fire suppression. Maintaining this capability requires appropriately trained personnel to fulfil the multiple roles required.

For the fire and emergency services' sector a collaborative approach between state and territory agencies is imperative to support aviation and emergency response. The Aviation Roles in Fire and Emergency Management report prepared by the Australasian Fire and Emergency Service Authorities Council (AFAC) and the National Aerial Firefighting Centre (NAFC) in 2018 flagged aviation-related roles as critical to the ability of emergency response agencies to response to all hazards. The report identified sector priorities for the future including: a continuing commitment to skill development which maintains the highest quality standards in safety; and the need to balance increasing demand for skill specialisation while also maintaining opportunities for transferability of staff between aviation-related roles as well.

Given the recent bushfire disasters across Australia, and the magnitude of their impact, maintaining a national role-based training framework is a significant industry priority for the fire and emergency services. AFAC and NAFC are working with Australian Industry Standards on the development of the aviation roles required to meet the expanding role of aviation in an all-hazards, all-agencies environment of emergency management as outlined in the PUA Public Safety Aviation Case for Change. Once completed this project will confirm the aviation support and other additional aviation support tasks, the skill sets and the proposed training development pathways for fire and emergency services' personnel. This work will support other fire and emergency services' initiatives such as the Emergency Management Professionalisation Scheme (EMPS) which seeks to ensure high standards in leadership and incident management roles as well.

The NAFC, formed by the Australian States and Territories in 2003, provides the cooperative framework necessary for a national response to bushfire response. It achieves this by facilitating the coordination and procurement of a fleet of highly specialised firefighting aircraft that are readily available for use by State and Territory emergency service and land management agencies across Australia. NAFC also plays a key role in ensuring the sharing of aerial firefighting resources between emergency service and land management agencies throughout Australia, and in the development of national protocols and systems for aerial firefighting. While a national collaborative training framework exists, the outcomes of this project will assist with developing a national training framework that adopts an all-hazards approach to emergency management and which can meet the needs of the wide range of changing and challenging aviation, fire and emergency response personnel.

The role aviation plays in the broader fire and emergency management industry will place increasing demands on the recruitment and specialist training of personnel. The recent bushfire

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[1] National Royal Commission Into Black Summer Bushfires – Terms of Reference. Prime Ministers Office. January, 2020.

disasters in Australia bring a further level of urgency to these efforts because they signal an increase in activity that is believed will continue.

Volunteers and Public Safety

The recent bushfire season highlighted the critical role played by volunteers across the emergency management sector. The extent and duration of these events also require Public Safety organisations to look forward and consider the effects that climate change and shifting volunteer demographics will have on future capability needs. These bushfires demand that we explore both volunteer future training needs and structural arrangements that can be made more flexible to ensure training is available and accessible to volunteers, flexible and fits local community risk profiles. Training needs to meet community and brigade needs and be designed to make maximise use of the time volunteers freely give.

For some time, recruitment and retention of volunteers has been identified as a high priority issue within Public Safety and in many other sectors. It is predicted emergency situations in Australia are likely to be bigger in scale, impact more regions and will be longer in duration. In this context, maintaining access to a large and effective volunteer workforce will be even more important for both the Public Safety sector and the Australian community. Many volunteers juggle their responsibilities with the competing demands of paid work and/or business concerns, and this must be factored into future planning. Industry stakeholders cite many barriers in the provision and delivery of training to further skill development amongst the volunteer labour force in emergency management including:

- Personal and individual costs (it takes time and money to train, or to become trainers)
- A lack of understanding/recognition of the role of volunteers
- A lack of motivation for volunteers to complete personal training
- Shortage of trainers and the unmet demand for training
- Lack of online training and other interactive methodologies
- Access to training and the distance required to travel to complete compliance
- Lack of funding within agencies to adequately support quality training outcomes and compliance through their ERTOs

A high proportion of volunteers are self-employed and have been identified as more likely to assist in disaster management during business hours than employed volunteers, often to the detriment of their own business and/or farming interests.[2] The Bushfire CRC report 'Enhancing Volunteer Recruitment and Retention' indicated as early as 2011 that fire agencies faced challenges in ensuring that volunteers could access the full suite of fire-relevant training including non-operational activities. In 2020 and beyond, attaining consistency in the training provided by public safety and emergency management agencies to volunteers will remain a high priority.[3]

Tree Safety

The permanent SES workforce and its volunteers have identified gaps within their knowledge and skills as it relates to the safe felling of trees at emergency incidents. Building upon work undertaken in 2020 through the Tree Safety project, the SES sector has identified the need to develop new competencies to address skills and knowledge for the safe and effective removal of

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[2] Recruiting and Retaining Volunteer Firefighters in Australasia – An Integrative Summary of Research (Synopsis): Report Number 2:2011 (2011) Bushfire CRC.
[3] Australian Industry Standards (2018) Public Safety IRC Skills Forecast Survey.

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trees using felling techniques such as scarfing and boring, and the use of equipment such as wedges. Placement of a felled tree during emergency operations may have additional complications to standard felling due to proximity to structures, utilities and emergency service personnel.

Hydrogen and Public Safety

The continuing international focus on renewable energy and the exploration of sustainable fuel sources has implications for the way energy and fuel is used across a wide range of industries. In 2019 the International Energy Agency (IEA) released a landmark report on the increasing use of hydrogen-based technology internationally and has made seven major recommendations regarding the shift to use hydrogen as a sustainable energy/fuel source across a range of different industries.[4] Activities which involve the use of hydrogen pose some explicit public safety risks, and therefore require specific measures to ensure this risk is appropriately managed and contained. The chemical composition of hydrogen means that heating, or reactions with air, halogens or strong oxidants can all significant increase the risk of an explosion hazard. The IEA is the key intergovernmental organisation established in the framework of the OECD so their predictions that the use of hydrogen will continue to grow as a sustainable fuel use, energy technology have significant weight. In Australia, workforce development strategies must be developed in readiness for this transition.

In 2019, the COAG Energy Council released Australia's National Hydrogen Strategy and this identifies the maintenance of a safe environment for the community and emergency services personnel is paramount and that more work needs to be done in skills development in this field. Appropriate training for emergency services will be required so hydrogen-related technology and the risks associated with its more widespread use are understood across a wider range of public safety roles.[5]

It is anticipated the COAG Energy Ministers will request the Australian Industry and Skills Committee and Public Safety Industry Reference Committee to update the training packages for hydrogen safety. This will include the Public Safety Training Package which contains training materials and guidelines for managing emergencies. This training package may be updated by creating or importing hydrogen-related units, drawing on work by the International Association for Hydrogen Safety (HySafe) and the US Center for Hydrogen Safety. To enable this process, COAG Energy Ministers are expected to write to the Chair of the Skills Council, which directs the work of the Australian Industry and Skills Committee.[6]

Surf Lifesaving

Surf Life Saving Australia is a community cause committed to reducing coastal drownings. Over the summer season, up to March 2020 over 4,135 rescues were performed and first aid administered on 17,012 occasions. Surf Life Saving NSW (SLSNSW) has members across 129 Surf Life Saving Clubs (SLSCs) and 11 Branches who perform thousands of rescues, preventative actions and first aid treatments each year. With over 75,000 members in NSW alone, it is one of the largest volunteer organisations of its type in Australia. In 2020 Surf Life Saving will be reviewing its Public Safety Certificate II qualification in Aquatic Rescue.[7]

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[4] International Energy Agency 2019 World Energy Outlook IEA Paris.
[5] Australia's National Hydrogen Strategy, COAG Energy Council, Commonwealth of Australia, 2019
[6] IBID.
[7] Request from Surf Life Saving NSW to AIS to include in Public Safety Annual Update to the AISC

2. Qualification utilisation:

Identify circumstances in which employers:

- employ people with VET qualifications
- do not employ people with VET qualifications

Defence: Each military service provides enterprise education and training for employees to become proficient in the relevant occupational role which may or may not have a vocational outcome. APS occupations are benchmarked against qualifications relevant to their role and APS Level.

Police: Police provides education and training for employees. After recruitment, police members may undertake education and training in Police Training Package qualifications. In most cases, police fund education and training activity. The career and job role is the primary focus of police training and therefore the policing industry balances generic skills (i.e. leadership) with role-specific requirements (i.e. operational skills).

Public Safety: This is largely dependent on the sector, role and position. Generally; the higher the position/responsibilities the higher the required qualification, particularly if there is a legal requirement for the qualification.

Qualification utilisation by occupational group

The largest occupational group Community and Personal Service Workers, primarily comprising Police, Security Officers and Guards, Defence Force Members and Fire and Emergency Workers, make up more than half (51.9%) of the Public Safety workforce. For this group, 52.2% hold a VET qualification which is more than twice the share that hold a tertiary qualification (20.0%). Clerical and Administrative Workers and Managers make up about equal portions of 23.9% of the workforce but have contrasting qualification profiles. Clerical and Administrative Workers are slightly more likely to hold a VET qualification than Managers (40.6%|37.1%) but half as likely to hold a tertiary qualification (21.1%|43.4%) and twice as likely to hold no qualifications (38.3%|19.5%). Professionals within Public Safety make up 10.2% of the industry and are greatly varied, from Air Transport Professionals to Training and Development Professionals and ICT Specialists. Just over a quarter of this group hold VET qualifications (27%) and nearly 60% hold tertiary qualifications. Technicians and Trades Workers are the most likely occupational group to hold VET qualifications (73.1%) comprised mainly of Mechanics, Electricians and Engineers. Each of the remaining groups comprise approximately 3% of the workforce and hold qualifications outside the PUA, DEF or POL Training packages.

Utilisation of qualifications by occupational groups (Public Safety)

Source: Census 2016

3. Are employers using training outside the national system and if so, why?

The following are a list of current accredited courses that relate to Public Safety and Police. These courses are not necessarily undertaken by employees within the industry.

Accredited course	2015	2016	2017	2018
10283NAT - Certificate IV in Crime and Justice Studies	0	0	750	1036
30903QLD - Certificate IV in Fire Systems Compliance	5	29	14	24
22459VIC - Course in the Australasian Inter-service Incident Management System (AIIMS)	0	0	0	513

Defence: Some Defence training occurs outside the national system. Military personnel are

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trained to meet Australian Defence Force capabilities as opposed to vocational roles in civilian sectors. Where Defence training maps to accredited training in the national system, students are awarded a statement of attainment towards and/or a full qualification through recognition and/or assessment pathways. The qualifications in the national system in the DEF Defence Training Package have been developed to address occupational skills that apply to multiple services in Defence and may be applicable to industries providing services to Defence where an accredited outcome is required.

Police: Although all police jurisdictions deliver training, not all police academies are Registered Training Organisations. Jurisdictions deliver training to their staff based on operational requirements. The core business of policing is protecting life and property, investigating and preventing crime, and maintaining public law and order. All training within police is focussed on its core business. Not all policing roles and capabilities have associated Police Training Package qualifications in the Vocational Education and Training system. Police make use of a variety of in-house training and higher education over and above the VET system where appropriate.

Through an industry-led design and development process, the qualifications in the Police Training Package reflect the skills required to work in both general policing roles and specific operational areas. Policing education and training materials require recognition of the risks pertaining to the environment within which policing operates.

Within policing, consistent training and education facilitates reliable service delivery to communities, enhancing interoperability and improving cross-jurisdictional responses.

Public Safety: Unless there is a legal requirement to have a certain qualification, employers are utilising training providers that provide professional development training rather than accredited training. These decisions are impacted on by time and budget. It is more effective and efficient to send an employee on a 1-2 day workshop that is focussed on operational requirements of the role than it is to pay for a full qualification that can take up to 2 years to complete and may contain skills not required within the occupation. The public safety sector, previously excluded from government funded training will benefit tremendously from being able to access funding to train their staff, similar to all other sectors. Excluding the public safety sector workers from accessing funding based on the fact that they are working for government agencies is exclusionary and discriminatory.

4. Identify qualifications with low and no enrolments. Provide reasons and evidence for the need to retain/delete these qualifications.

Enrolments in both DEF and POL Training Package qualifications (and RTOs using these qualifications) are largely exempt from AVETMISS reporting.

While there are PUA qualifications and units with no enrolments over the four-year period, these materials have recently been updated to improve their relevance to industry. Enrolments in these materials will continue to be monitored and considered in future projects.

Qualification enrolments by state/territory

The most obvious feature of the graph below is the dramatic 'U' shaped results in Queensland. The decline is largely due to a substantial drop in the Certificate II and III in Firefighting

Operations in the State which fell almost 92% since 2015. The marked increase can be largely attributed to a massive increase in Certificate II in Public Safety (Aquatic Rescue), where enrolments more than tripled between 2017 and 2018 in the State.

While enrolments in PUA qualifications have experienced a decline in recent years, PUA Unit enrolments have risen substantially. A large portion of this increase can be attributed to only four emergency units (1.7% of all PUA units), which accounted for 61% of all PUA unit enrolments growth from 2015. Overall, units were three times more likely of being delivered outside of a nationally recognised program in 2018 than inside one. This ratio has increased since 2015 when it was less than double.

Qualification enrolments by State/Territory

Source: NCVER VOCSTATS

5. Reasons for non-completion of qualifications and skill sets (including micro-credentials). Where students complete qualifications or skill sets, what was the purpose of undertaking them (e.g. finding employment, upskilling)?

Data on reasons for non-completion are unfortunately not available at the qualification and Skill Set level in Total VET Activity data. Our analysis relates to the study reason of students that passed, failed or withdrew from units of competency.

Being a requirement of one's job was the primary reason given by nearly 70% of all PUA students enrolled in 2018. This reason was also the most significant determinant in success with more than 99% of those who chose it passing their subject. Upskilling and developing one's existing business also had high pass rates (94.7% and 95%, respectively) whereas starting one's own business, changing courses and finding a job were associated with having the high failure rates (20%, 10.7% and 9.3%, respectively)

Study reason	Passed	Failed	Withdrawn
It was a requirement of my job	73631	436	259
Other reasons	11603	425	291
I wanted extra skills for my job	8221	171	291

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For personal interest or self-development	4257	219	175
To get a job	3632	391	204
To get a better job or promotion	1302	33	136
To develop my existing business	568	17	13
To get into another course of study	562	77	80
To try a different career	528	16	32
To start my own business	77	21	7

6. Identify, where possible, opportunities for use of cross-sector units developed by the AISC.

The following currently endorsed Cross Sector units may be suitable for use in some Public Safety qualifications, but not those for emergency, defence and policing contexts, where decision making can lead to a loss of life and property:

- BSBXCM301 - Engage in workplace communication
- BSBXCM401 - Apply communication strategies in the workplace
- BSBXCM501 - Lead communication in the workplace
- BSBXDB301 - Respond to the service needs of customers and clients with disability
- BSBXDB502 - Adapt organisations to enhance accessibility for people with disability
- BSBXTW301 - Work in a team
- BSBXTW401 - Lead and facilitate a team

7. If there are jobs that have experienced changes in skill requirements, provide evidence for these changes and their impact.

Digital transformation within the industry has seen significant changes to skill requirements across all sectors. The use of drones, electronic recording devices and centralised coordination of information during emergencies and major events has seen a diversification of emerging technologies and a significant increase in the amount of electronic data collected. This has seen a shift in the foundation skills of many roles now requiring operators to be trained in the use of specialised equipment, correct handling and storage of data and in some roles, analysis of the collected data.

The proliferation of social media use amongst the Australian population has resulted in additional requirements for employees to have knowledge on the rights and responsibilities regarding the use of devices and the information shared publicly on social media platforms. More than ever before, employees in certain roles are now expected to respond to posts that incite hateful, racist or violent acts, report 'fake news' during emergencies and the publication of private and confidential material without consent.

8. Identify barriers to employers hiring apprentices and trainees. Are employers using alternative pathways/labour strategies to address these barriers?

Defence: Some trade qualifications within Defence are delivered via an Apprenticeship pathway.

Police: Due to regulatory requirements, Police do not use apprentices or trainees.

Public Safety: Employment of apprentices and trainees is at the discretion of each jurisdiction. According to NCVER statistics, there were 124 Australian Apprenticeship commencements in the last year. The majority were employed in the government sector, with a smaller representation in the private sector.

9. Other relevant activities.

The recent bushfire events may result in a review of enterprise and accredited training for some Public Safety Training Packages through a Case for Change process.

SECTION B

ONGOING STAKEHOLDER CONSULTATION

An extensive consultation process has been undertaken in the development of the Annual Update of the Skills Forecast and Proposed Schedule of Work.

Stakeholders involved in the consultation process:

- **12** IRC Members
- **833** AIS PUA Public Safety Training Package subscribers
- **8** State Training Authorities

Ongoing Consultation

The AISC seeks to ensure SSOs undertake broad and meaningful (e.g. face-to-face) industry consultation, including rural, regional and remote stakeholders.

Provide details of employers and businesses for each sector and state that SSOs have met with as part of:

1. ongoing engagement and validation with industry and stakeholders
2. collection of industry intelligence
3. promotion of the VET system
4. cultivating and maintaining networks and partnerships with industry including engagement in rural and regional areas.

Entity Name	Sector	State	Rural/Regional/Remote (RRR)	Activity

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ACT Parks and Conservation Service	Lands, parks and wildlife	State	Rural/Regional/Remote	1,4
Air Services Australia	Aviation	National		1,4
Australasian Fire and Emergency Service Authorities Council (AFAC)	Emergency Services	National	Rural/Regional/Remote	1,2,3,4
Australia New Zealand Council of the Police Profession (ANZCoPP)	Emergency Services	National and International	Rural/Regional/Remote	1,2, 3, 4
Australia New Zealand Policing Advisory Agency (ANZPAA)	Emergency Services	National and International	Rural/Regional/Remote	1,2,3,4
Australian Capital Territory Emergency Services Agency	Emergency Services	State	Regional	1,2,4
Australian Capital Territory Fire and Rescue	Emergency Services	State	Regional	1,2,3,4
Australian Council of State Emergency Services (ACSES)	Emergency Services	National		1
Australian Emergency Care Providers (AECP)	Emergency Services	National		1
Australian Federal Police (AFP)	Emergency Services	National		1,2
Australian Government	Government	National	Rural/Regional/Remote	1,2,4

Department of Agriculture and Water Resources				
Australian Government Department of Primary Industries and Resources	Government	National	Rural/Regional/Remote	1,2,4
Australian Institute for Disaster Resilience	Emergency Management	National		1,2
Australian Maritime Association	Maritime	National		1
Australian Maritime Search and Rescue	Aquatic Search and Rescue	National	Regional/Remote	1,2,3,4
Australian Professional Ocean Lifeguard Association Inc.	Aquatic Search and Rescue	National	Regional	1,2,3,4
Australian Red Cross	Advocacy	National		1,2
Australian Road Rescue Organisation	Emergency Services	National		1,2
Australian Services Union	Emergency Services	National		1,2
Biosecurity Queensland, Department of Agriculture and Fisheries	Government	State	Rural/Regional/Remote	1,2,3,4

Animal Health Australia	Bio-security	National	Rural/Regional/Remote	1,2,4
Commonwealth Aviation Safety Authority (CASA)	Aviation	National	Rural/Regional/Remote	1,2,4
Community and Public Sector Union	Emergency Services	National		1,2
Community Services and Health Industry Training Board	ITAB	State		1,2,3
Country Fire Authority (CFA) - VIC	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Country Fire Service - SA	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
CQ University	Education	Multi-state	Regional	1
Darwin High School	Education			3
Defence Force Welfare Association	Defence	National		1
Department of Agriculture and Fisheries - QLD	Government	State	Rural/Regional/Remote	1,2,4
Department of Agriculture and Food - Western Australia	Government	State	Rural/Regional/Remote	1,2,4
Department of Agriculture and Water Resources	Government	National	Rural/Regional/Remote	1,2,4

Department of Biodiversity, Conservation and Attractions - Western Australia	Government	State	Rural/Regional/Remote	1,2,4
Department of Defence	Government	National	Regional/Remote	1,2,3,4
Department of Economic Development, Jobs, Transport and Resources	Government	National	Rural/Regional/Remote	1,2,4
Department of Environment, Land, Water and Planning – VIC	Government	State	Rural/Regional/Remote	1,2,4
Department of Environment, Water and Natural Resources – NSW	Government	State	Rural/Regional/Remote	1,2,4
Department of Environment, Water and Natural Resources – SA	Government	State	Rural/Regional/Remote	1,2,4
Department of Fire and Emergency Services - WA	Government	State	Rural/Regional/Remote	1,2,4
Department of Industry – Mines Safety Operations - NSW	Government	State	Rural/Regional/Remote	1,2,4
Department of National Parks, Sports and Racing,	Government	State	Rural/Regional/Remote	1,2,4

Queensland Parks and Wildlife Services				
Department of Parks and Wildlife - WA	Government	State	Rural/Regional/Remote	1,2,4
Department of Planning and Environment	Government	National	Rural/Regional/Remote	1,2,4
Department of Primary Industries - NSW	Government	State	Rural/Regional/Remote	1,2,4
Department of Primary Industry and Resources	Government	National	Rural/Regional/Remote	1,2,4
Education Services Australia	Education	National		1
Emergency Management Australia (EMA)	Emergency Management	National	Rural/Regional/Remote	4
Emergency Service – TAS	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Emergency Services Telecommunications Authority - Victoria	Emergency Management	National	Rural/Regional/Remote	4
Environmental Health Professionals Australia	Bio-security	National		1
Fire & Rescue – ACT	Emergency Services	State	Rural/Regional	1,2,3,4

Fire and Emergency Services – QLD	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Fire and Rescue – NSW	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Fire and Safety Australia Pty Ltd	Education	National	Regional	1,2,3,4
Fire Brigades - NSW	Emergency Services	State	Rural/Regional/Remote	1,4
Forestry – SA	Government	State	Rural/Regional/Remote	1,2
Forestry Corporation of New South Wales	Government	State	Rural/Regional/Remote	1,2
Forestry Tasmania	Government	State	Rural/Regional/Remote	1,2
Geoscience Australia	Government	National	Rural/Regional/Remote	1
HQ Plantations Pty Ltd	Public Safety	State	Rural/Regional	1
Industry Skills Advisory Council NT (ISACNT)	ITAB	State	Rural/Regional/Remote	1,2,3,4
Life Saving Victoria	Aquatic Search and Rescue	State	Regional	1,2,3,4
Marine Rescue NSW	Aquatic Search and Rescue	State	Regional/Remote	1,2,3,4
Melbourne Water	Water	State	Rural/Regional/Remote	1

Metropolitan Fire Brigade Melbourne	Emergency Services	State		1
Metropolitan Fire Brigade -SA	Emergency Services	State	Rural/Regional/Remote	1,4
Mines Rescue	Resources	State	Regional/Remote	1,2,3,4
Moorabbin Fire Services	Emergency Services	State		1,2,3
National Aerial Firefighting Centre	Emergency Management	National	Regional/Remote	1,2,3,4
National Parks and Wildlife Service - NSW	Lands, parks and wildlife	State	Rural/Regional/Remote	1,4
National SES Volunteers Association	Emergency Services	National	Rural/Regional/Remote	1,4
New South Wales State Emergency Service	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Northern Territory Emergency Services	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Northern Territory Police, Fire and Emergency Services	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
NSW Fire and Rescue	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
NSW Nurses and Midwives' Association	Health	National		1

NSW Police Force	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
NSW Rural Fire Services	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
NTPFES College	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Office of Emergency Management - NSW	Emergency Management	State	Rural/Regional/Remote	1,2,3,4
Office of Environment and Heritage – NSW	Government	State	Rural/Regional/Remote	1,2,4
Parks and Wildlife Services -TAS	Lands, parks and wildlife	State	Rural/Regional/Remote	1,4
Parks Australia	Lands, parks and wildlife	National	Rural/Regional/Remote	1,4
Parks Victoria	Lands, parks and wildlife	State	Rural/Regional/Remote	1,4
Plant Health Australia	Bio-security	National		
Police Federation of Australia	Emergency Services	National		1
Primary Industries and Regions - SA	Government	State	Rural/Regional/Remote	1,4
Public Service Association NSW	Emergency Services	National		1

Royal Life Saving Australia	Emergency Services	National		1,2,3
Rural Fire Service Association – NSW	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Safe Work Australia	Public Safety	National		1
School of Isolated and Distance Education	Education	State	Rural/Remote	3
South Australia Police	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
South Australian Country Fire Service	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
South Metropolitan TAFE	Education	State		1,2,3
Surf Life Saving - NSW	Aquatic Search and Rescue	State	Regional/Remote	1,2,3,4
Surf Life Saving Australia	Aquatic Search and Rescue	National	Regional/Remote	1,2,3,4
Surf Life Saving NSW	Aquatic Search and Rescue	State	Regional/Remote	1,2,3,4
Surf Life Saving Queensland	Aquatic Search and Rescue	State	Regional/Remote	1,2,3,4
Surf Life Saving South Australia	Aquatic Search and Rescue	State	Regional/Remote	1,2,3,4
Surf Life Saving Western Australia	Aquatic Search and Rescue	State	Regional/Remote	1,2,3,4

TAFE QLD	Education	State		1,2,3
Tasmania Department of Primary Industries, Parks, Water and Environment	Government	State		1
Tasmania State Emergency Service	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Tasmanian Fire Service	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Telstra	Communications	National	Rural/Regional/Remote	1
United Firefighters Union of Australia	Emergency Services	National		1
Victoria Police	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Victoria State Emergency Service	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Volunteer Firefighters – TAS	Emergency Services	State	Rural/Regional/Remote	1,2,3,4
Water Police - QLD	Emergency Services	State	Regional/Remote	1,2,3,4
Western Australia Police	Emergency Services	State	Rural/Regional/Remote	1,2,3,4

SECTION C

PROPOSED NEW WORK - DEFENCE

2020-21

Defence Range Control Officer

Defence has proposed a project to revise the Diploma of Range Control and Management, and the Range Control Skill Set to ensure the skills and knowledge requirements outlined in the qualification address changes in provision of base services for the management of training areas and ranges. This review includes six associated Units of Competency.

2021-24

Defence Cyber Security – Development

The 2016 Defence White Paper has directed that the Australian Defence Force (ADF) strengthen the Defence cyber workforce and systems to deter and defend against the threat of cyber-attack. This includes a proposed cyber security capability including the provision of additional staffing and creation of a joint cyber security training unit. In addition, each of the Services (Navy, Army and Air Force) will increase their number of cyber security personnel as well as potentially developing single service training options.

There is an identified requirement for the development of additional qualifications at AQF Levels 4 and 5 that address the requirements of an ADF joint cyber security capability. This includes development of new Units of Competency and Skill Sets aligned to specific cyber security capabilities.

2020-21 PROJECT DETAILS

DEFENCE RANGE CONTROL SUPERVISOR

Description

Defence has proposed a project to revise the Diploma of Range Control and Management and the Range Control Skill Set to ensure the skills and knowledge requirements outlined in the qualification address changes in provision of base services for the management of training areas and ranges. This review includes six associated Units of Competency.

Access control and maintenance of many Defence training areas and ranges are tendered to Defence via base services contracts. The supervision of staff and contractual oversight is undertaken by senior military personnel. This role is unique within Defence and requires in-depth knowledge of weapon systems, environmental factors, staff and contract management.

Rationale

Defence has identified the need to undertake a review of the Diploma of Range Control and Management and the Range Control Skill Set to address recent changes to the provision of base services relating to management of Defence training areas and ranges. This review will ensure

the skills and knowledge requirements outlined in the qualifications address current occupational requirements for range control supervisors. It includes the review of six associated Units of Competency.

Enrolments in these qualifications may be exempt from AVETMISS reporting.

Ministers' Priorities Addressed

- The project may propose removal of obsolete and superfluous qualifications from the National Register
- The project will ensure information is made available about range control supervisor training delivery to training providers
- The project will support individuals transferring skills across the Defence industry
- The project does not propose creation of Units of Competency that can be owned and used by multiple industry sectors, due to the discrete and targeted nature of the required skills and knowledge
- The project may propose the development of additional Skill Sets for the DEF Defence Training Package
- The project does propose the incorporation of existing accredited course materials into the DEF Defence Training Package

Consultation Plan

- undertake consultation on the IRCs behalf with all State Training Authorities and other key national stakeholders
- seek public feedback and input into development of material through the project's duration
- communicate to enterprises, State/Territory Training authorities, State/Territory Industry Training Advisory Bodies, Peak Bodies, Registered Training Authorities (RTOs) and other interested parties, of the establishment of the project
- conduct initial consultation with stakeholders to identify and invite key representatives to establish the Technical Advisory Committee (TAC) and posting information about the project on the AIS website and newsletter
- conduct face to face consultation and engagement sessions as required
- conduct TAC meetings to explain the process and gather comments/feedback
- communicate the process of drafting, identified Training Package materials (Qualifications/Units of Competency), verify and validate this material with stakeholders through email, the AIS website and the AIS newsletter for wider stakeholder involvement, throughout the review process
- continue communication on the project via the AIS website and newsletter

Scope of Project

The project will review one existing qualification, one existing skill set and six existing Units of Competency and is planned to be undertaken from July 2020, with a Case for Endorsement planned for submission by October 2021.

Training Package

DEF Defence Training Package Release 5.0

Qualifications

One existing qualification to be reviewed:

- DEF50717 Diploma of Range Control and Management

Units of Competency

- Six existing Units of Competency to be reviewed: Refer to Table A

Skill Sets

One existing Skill Set to be reviewed:

- DEFSS00019 Range Control Skill Set

PROPOSED NEW WORK - POLICE

2020-21

Police Protection

Police propose to review the *Advanced Diploma of Police Witness Protection* and *Advanced Diploma of Police Close Personal Protection* to ensure the skills and knowledge requirements outlined in the qualifications continue to address current occupational requirements, changes in technology and job standards. This review includes nine associated Units of Competency.

IRC Minor Change Process

Police have identified two qualifications requiring minor changes; *POL58115- Diploma of Police Search and Rescue Coordination (Marine/Land)* and *POL60419- Advanced Diploma of Police Search and Rescue Management*. These will be undertaken through an IRC Minor change process and will be included in the next release of the Training Package. Where imported Units of Competency are identified as either deleted or superseded, the IRC may elect to revise the affected qualification(s) through the IRC Minor Change process.

2021-24

Digital Literacy and Data Analytics

Technological advancement has increased the use of technology for routine policing tasks and complex investigative procedures. Emerging technology such as Artificial Intelligence and facial recognition will likely change processes. Even with current technology, information security is critical to ensure safety of the public and police, maintain trust within the community and ensure integrity of evidence. The amount of data collected from new technologies is immense and the skills required to analyse and utilise the data produced by these technologies is emerging as a foundational skill for police.

Interpersonal Skills and Mental Wellness

Police are increasingly required to engage with complex incidents and are required to rapidly assess a situation and adapt accordingly. This requires a high level of flexibility from police to be able to manage changing situations, recognise and respond appropriately and adapt communication styles and techniques to effectively engage with vulnerable people and culturally diverse groups.

Management of Crashes Involving Autonomous, Electric and Hybrid Vehicles

Rapid technological advances in vehicle design, alternative fuels and automation results in new risks to emergency services personnel and the public. Emergency services personnel will require training to manage road crashes involving a greater variety of vehicle types, including ensuring members of the public are not exposed to danger.

2020-21 PROJECT DETAILS

POLICE PROTECTION

Description

Police propose to review the '*Advanced Diploma of Police Witness Protection*' and '*Advanced Diploma of Police Close Personal Protection*' to ensure the skills and knowledge requirements outlined in the qualifications continue to address current occupational requirements, changes in technology and job standards. This review includes nine associated Units of Competency.

Rationale

The provision of effective police protection services is essential to reassuring and protecting the community. Police Protection officers support the safety and security of individuals who may be under imminent threat or danger and provide reassurance and confidence to the judicial system and relevant international and domestic stakeholders.

Emerging jurisdictional models for delivery of police protection training ", have identified a need to review the *Advanced Diploma of Police Witness Protection*' and '*Advanced Diploma of Police Close Personal Protection*. The project will consider updates to the material to ensure it is fit for purpose and continues to represent job roles and operational policing requirements.

Enrolments in these qualifications may be exempt from AVETMISS reporting.

Ministers' Priorities Addressed
- The project does not propose the removal of obsolete and superfluous qualifications from the National Register
- The project will ensure that information is made available about police protection training delivery to relevant training providers
- The project may support individuals transferring skills across the Police industry
- The project does not support creation of Units of Competency that may be owned and used by multiple industry sectors
- The project does not propose the development of additional Skill Sets for the POL Police Training Package
- The project does not propose the incorporation of existing accredited course materials into the POL Police Training Package

Consultation Plan
- AIS will undertake consultation, on behalf of the IRCs, with all State Training Authorities and other key national stakeholders

- ANZPAA will consult police subject matter experts to seek input into development of material through the project's duration
- AIS will communicate to enterprises, State/Territory Training authorities, State/Territory Industry Training Advisory Bodies, Peak Bodies and other interested parties, of the establishment of the project
- post information about the project on the AIS website and newsletter
- ANZPAA will conduct face to face consultation and engagement sessions as required with police and relevant RTOs
- ANZPAA will conduct meetings to explain the process and gather comments/feedback
- AIS will continue communication on the project via the AIS website and newsletter

Scope of Project

The project will review two existing qualifications, including nine existing Units of Competency and is planned to be undertaken from July 2020, with a Case for Endorsement planned for submission by July 2021.

Training Package

POL Police Training Package Release 5.0

Qualifications

Two existing qualifications to be reviewed

- POL60519 Advanced Diploma of Police Witness Protection
- POL60119 Advanced Diploma of Police Close Personal Protection

Units of Competency

▹ Nine existing Units of Competency to be reviewed: Refer to Table A

Skill Sets

Nil

PROPOSED NEW WORK - PUBLIC SAFETY

2020-21

Emergency Tree Operations

Public Safety propose to develop new competencies to address skills and knowledge for the safe and effective removal of trees at emergency incidents using felling techniques. Felling introduces additional risks that are not addressed through existing Public Safety Training Package material. This project includes three units and one Skill Set.

2021-24

Digital Literacy

Exponential advances in new technologies provide enormous challenges and opportunities for training and skill development. The rapid pace of technological development means that the

implications and applications of much emerging technology continues to be discovered including: 3D printing; Internet of Things (IoT); remotely piloted aircraft (drones); artificial intelligence (AI); augmented reality; blockchain; cyber security; robotics; geospatial mapping; and monitoring of global information systems. To maximise opportunities and participate in these new technologies requires fundamental shifts in corporate awareness of exactly what those opportunities are. New Skill Sets in digital literacy will be required in the Public Safety Training Package.

Remotely Piloted Aircraft

Advances in remotely piloted aircraft technology continue to radically alter the skills that will be needed in the future. The demand for aerial intelligence and the gathering of vast amounts of data from this type of surveillance and monitoring has grown and will continue to expand. An increase in the use of remotely piloted aircraft across all public safety sectors has identified differences in the manner in which data is recorded, analysed, stored and processed. New Skill Sets in aerial intelligence will be required in the Public Safety Training Package.

Fire Safety in Building and Construction

Safety is emerging as a significant issue of concern in residential building and construction and recent building fire and evacuation events have highlighted a need to recognise dangerous implications of safety breaches and reduce the risks associated with future building and construction projects. There is an opportunity to build the capability of fire safety personnel to work with building practitioners in the design phase of building and construction to ensure Building fire safety requirements consistently meet the requirements of the National Construction Code.

Renewable Energies First Responders

The COAG Energy Council in their report, 'Australia's National Hydrogen Strategy' highlights that the maintenance of a safe environment for the community, emergency services and industry is paramount. Appropriate training for emergency services on how to deal with a hydrogen-related incident is essential to minimise the risk to themselves, others, and property and equipment. It is anticipated that the COAG Energy Ministers will request the Australian Industry and Skills Committee and Public Safety Industry Reference Committee to update the training packages for hydrogen safety. This will include the Public Safety Training Package which contains training materials and guidelines for managing emergencies.

2020-21 PROJECT DETAILS

EMERGENCY TREE OPERATIONS

Description

The Public Safety IRC propose to develop new competencies to address skills and knowledge for the safe and effective removal of trees at emergency incidents using felling techniques. Felling introduces additional risks that are not addressed through existing Public Safety Training Package material. This project includes three units and one Skill Set

Rationale

Building upon work undertaken in 2020 through the Tree Safety project, the SES sector has identified the need to develop new competencies to address skills and knowledge for the safe

and effective removal of trees at emergency incidents using felling techniques. Utilising the capability achieved through the competencies recently developed covering assessment, planning and implementation of work plans to stabilise and remove trees during emergency operations, the new competencies will be focused on emergency operations where a tree is still standing, or predominantly in place, but needing to be felled.

Felling introduces additional risks not addressed through the competencies recently developed which will require the use of techniques such as scarfing and boring, and equipment such as wedges. Placement of a felled tree during emergency operations may have additional complications to standard felling due to proximity to structures, utilities and emergency service personnel.

Ministers' Priorities Addressed

- The project does not propose removal of obsolete and superfluous qualifications from the National Register
- The project will ensure information is made available about emergency tree operations training delivery to training providers
- The project may support individuals transferring skills across the Public Safety industry
- The project proposes creation of Units of Competency that can be owned and used by multiple industry sectors
- The project proposes the development of additional Skill Sets for the PUA Public Safety Training Package
- The project may propose the incorporation of existing accredited course materials into the PUA Public Safety Training Package

Consultation Plan

- undertake consultation on the IRCs behalf with all State Training Authorities and other key national stakeholders
- seek public feedback and input into development of material through the project's duration
- communicate to enterprises, State/Territory Training authorities, State/Territory Industry Training Advisory Bodies, Peak Bodies, Registered Training Authorities (RTOs) and other interested parties, of the establishment of the project
- conduct initial consultation with stakeholders to identify and invite key representatives to establish the Technical Advisory Committee (TAC) and posting information about the project on the AIS website and newsletter
- conduct face to face consultation and engagement sessions as required
- conduct TAC meetings to explain the process and gather comments/feedback
- communicate the process of drafting, identified Training Package materials (Qualifications/Units of Competency), verify and validate this material with stakeholders through email, the AIS website and the AIS newsletter for wider stakeholder involvement, throughout the review process
- continue communication on the project via the AIS website and newsletter

Scope of Project

The project will develop three new Units of Competency and one new Skill Set and is planned to be undertaken from July 2020, with a Case for Endorsement planned for submission by July 2021.

AUSTRALIAN
INDUSTRY
STANDARDS

Training Package

PUA Public Safety Training Package Release 4.0

Qualifications

Nil

Units of Competency

- Three new Units of Competency to be developed:

    - PUASES996 Apply techniques to control risk felling trees in emergency operations
    - PUASES995 Use specialised equipment to fell trees in emergency operations
    - PUASES994 Determine placement of a felled tree during emergency operations

Skill Sets

- One new Skill Set to be developed:

    - PUASS99999 Emergency Tree Operations