



AUSTRALIAN
INDUSTRY
STANDARDS

SKILLS FORECAST 2018

PUBLIC SAFETY

INDUSTRY REFERENCE
COMMITTEE



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INDUSTRY
STANDARDS

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EXECUTIVE SUMMARY

The AISC has assigned responsibility for the Public Safety, Defence and Police Training Packages to the Public Safety Industry Reference Committee.

The Public Safety industry employs more than 170,000 people full-time, 22,000 people in standby/reserve positions and approximately 259,000 volunteers. The industry has an estimated annual revenue of \$53.34 billion, adding \$31 billion to the Australian economy in 2016-17. Australia's Public Safety industry is diverse and comprises police, fire and rescue services, maritime rescue, emergency services, emergency management agencies, biosecurity agencies, the Australian Defence Force, intelligence organisations, and associated administrative and support functions.

The Public Safety IRC have identified a range of industry challenges facing public safety agencies and enterprises, including financial and economic factors, strategic issues, and the increasing use of new technologies across industry sectors. The emergence of automated cars and increasing adoption of electric and hybrid vehicles pose an increasingly significant risk to public safety agencies, particularly emergency responders.

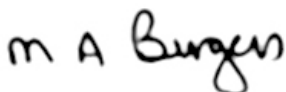
The Australian Defence Force plans to enhance the skills of Military Justice System practitioners, develop professionalisation pathways for Defence Force Recruiters, and review and further develop Defence's Explosive Ordnance capabilities. Defence is continually reviewing skills across a wide range of Defence occupations and roles including a focus on national cybersecurity capabilities.

Australian Police will address emerging challenges to policing practices through improved investigation, management, negotiation and intelligence skills and ensuring those skills align to the Australia New Zealand Policing Profession Framework.

National biosecurity agencies will further develop biosecurity response capabilities through development of skills for the provision of timely and accurate information to public safety agencies, media organisations and the public during a biosecurity response operation.

As the Public Safety industries address these challenges, it is critical that Australian Public Safety, Defence and Police agencies prepare for the rapid changes and a growing need to anticipate skilling issues.

Mark Burgess



Public Safety IRC Chair

This IRC Skills Forecast was agreed to by the Public Safety IRC on 30 April 2018.



IRC SKILLS FORECAST

The Industry Reference Committee (IRC) Skills Forecasts focus on the prioritisation of the skill needs of the industry sectors each IRC has responsibility for. They are developed and reviewed annually and submitted on behalf of the IRC to the Australian Industry and Skills Committee (AISC) for approval.

The document is deliberately brief, it does not seek to identify every issue within every sector. It is a snapshot of a continually evolving story that is intended to alert and inform a wide audience and enhance the industry's capacity to act.

IRCs are required to consult broadly with stakeholders to ensure a whole-of-industry view about the opportunities and challenges for the workforce and the Training Package review work necessary to meet industry needs. The information is then used to develop the four-year IRC Proposed Schedule of Work.

PUBLIC SAFETY IRC SKILLS FORECAST

This annual IRC Skills Forecast will be submitted by the Public Safety IRC to the AISC for approval.

The IRC Skills Forecast identifies the priority skill needs of the Public Safety industry following a research and stakeholder consultation process conducted by Australian Industry Standards (AIS) on behalf of the IRC.

Once approved by the AISC, the IRC Skills Forecast informs the development of a four-year rolling National Schedule for review and development work within the DEF Defence, POL Police, and PUA12 Public Safety Training Packages.

More information on the National Schedule can be found at: www.aisc.net.au/content/national-schedule.



PUBLIC SAFETY INDUSTRY REFERENCE COMMITTEE

The Public Safety IRC has been assigned responsibility for the DEF Defence, PUA12 Public Safety, and POL Police Training Packages. More information about the Public Safety IRC and its work can be found here:

www.australianindustrystandards.org.au/committee/public-safety-industry-reference-committee/.

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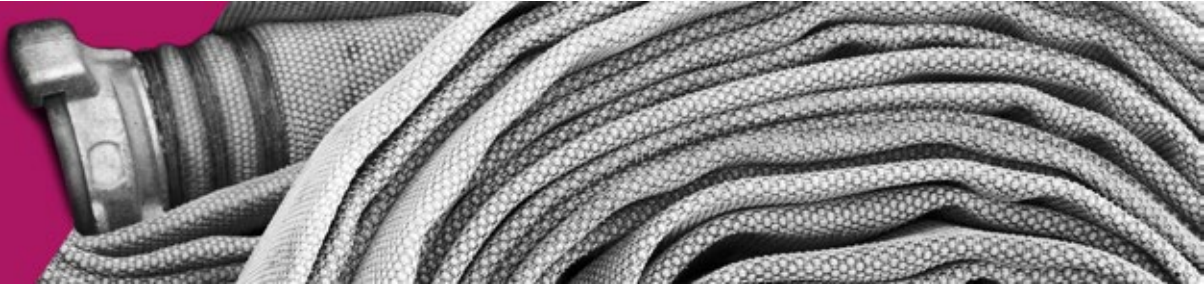
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PUBLIC SAFETY INDUSTRY OVERVIEW

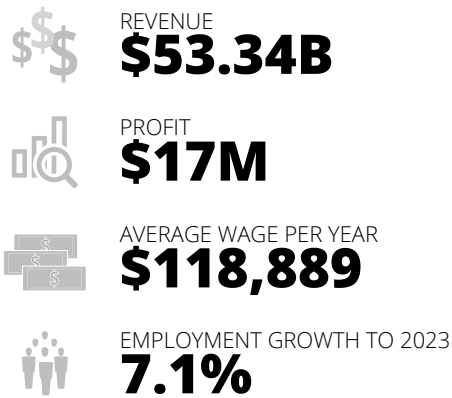


PUBLIC SAFETY INDUSTRY OVERVIEW

The Public Safety industry employs more than 170,000 people in full-time jobs, 22,000 people in standby/reserve positions, and approximately 260,000 volunteers. The industry has an estimated annual revenue of \$53.34 billion, adding over \$31 billion to the Australian economy in 2016-17.

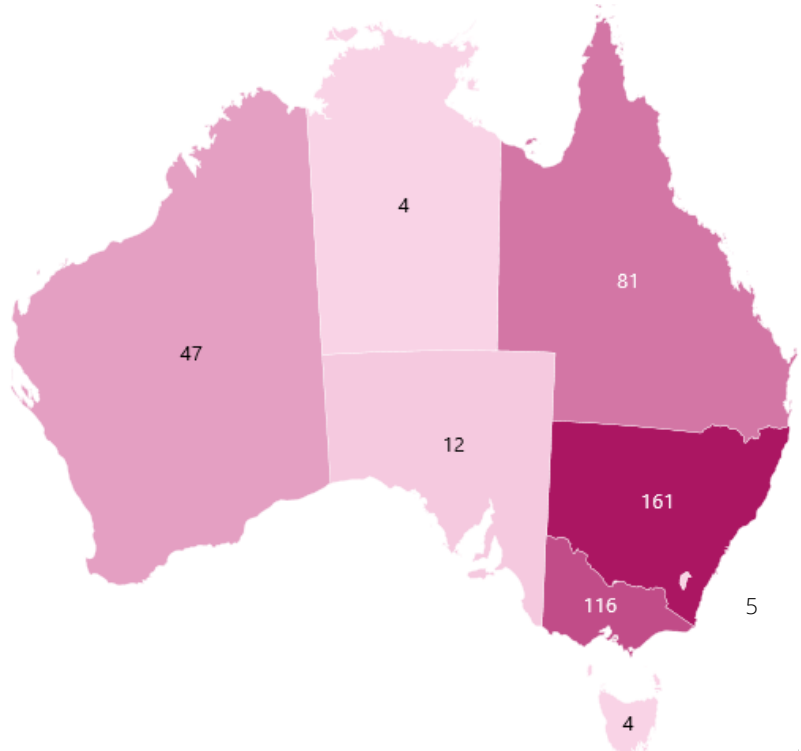
Australia's Public Safety industry is highly diverse, and comprises police, fire and rescue services, maritime rescue, emergency services and emergency management agencies, the Australian Defence Force, and intelligence organisations, including associated administrative and support functions.

KEY PUBLIC SAFETY METRICS



Source: IBISWorld reports on Defence, Police and Firefighting Services.

ORGANISATION DENSITY BY STATE/TERRITORY



PUBLIC SAFETY ORGANISATION COMPOSITION



Source: Australian Bureau of Statistics (2018) 8165.0 Counts of Australian Businesses, including Entries and Exits, Jun 2013 to Jun 2017. Australian Government.

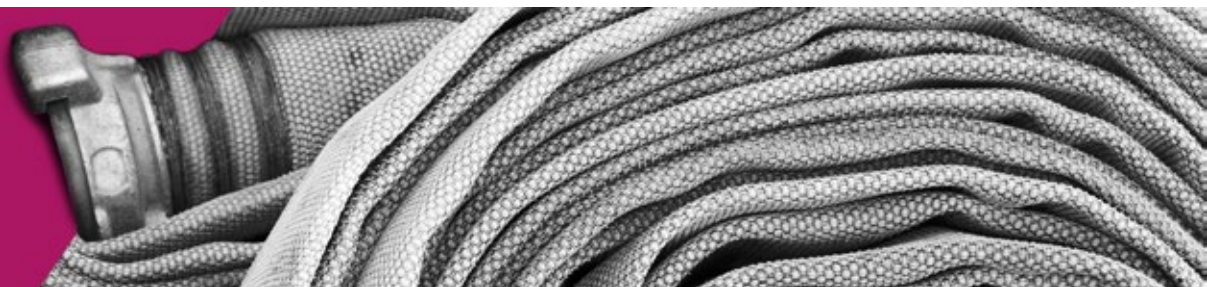
EXPLANATORY NOTES

Counts of Australian Businesses

The Counts of Australian Businesses data uses a top down approach where industries are primarily classified by the single predominant industry class associated with a business' ABN. A limitation of this approach is that organisations with a presence in several States/Territories will be counted only once. This can lead to enterprise figures appearing low for a given state/territory, but it's not that there are no enterprises existing in the state/territory, it's that the headquarters are located elsewhere. A further consideration is that organisations in more than one industry will also be only counted in one industry.

Exemptions

Police Services, Fire Protection and Other Emergency Services are excluded from this dataset.



KEY PUBLIC SAFETY STAKEHOLDERS

Employers

ACT Parks and Conversation Service
Australian Red Cross
Australian Road Rescue Organisation
Department of Defence
Forestry Corporation of New South Wales
Forestry Tasmania
Forestry SA
Geoscience Australia
HQ Plantations Pty Ltd
Life Saving Victoria
Melbourne Water
New South Wales State Emergency Service
State Emergency Services
Surf Life Saving Australia
Tasmania State Emergency Service
Victoria State Emergency Service

Employer Representatives

Australasian Fire and Emergency Service
Authorities Council
Australian Council of State Emergency Services
Australian Institute for Disaster Resilience
Australia New Zealand Council of Police
Professionalisation (comprising all police
commissioners across Australia and New Zealand
representing all State, Territory and Federal police
jurisdictions)

Employee Representatives

Australian Professional Ocean Lifeguard
Association Inc.
Australian Services Union
Community and Public Sector Union
Defence Force Welfare Association
National SES Volunteers Association
Police Federation of Australia
Public Service Association NSW
United Firefighters Union of Australia

Licensing / Regulatory

Australian Maritime Safety Authority
Safe Work Australia

Government

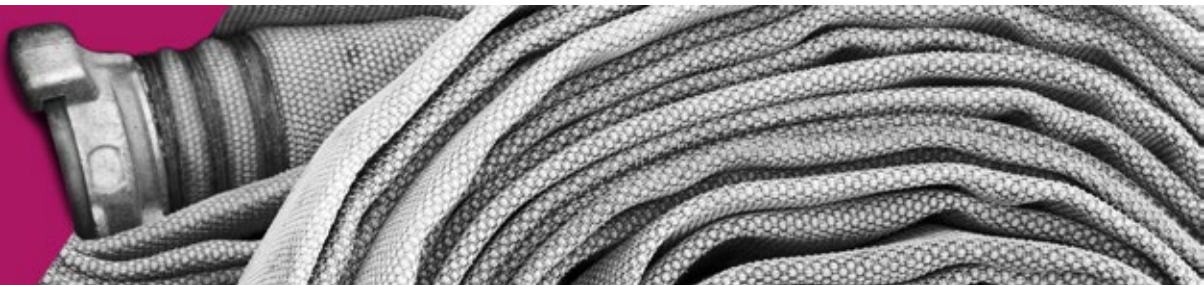
Federal, State/Territory Departments
Attorney-General's Department, Emergency
Management Australia
Brisbane City Council
Bureau of Meteorology
Department of Agriculture and Water Resources
Department of Conservation New Zealand
Department of Environment, Land, Water and
Planning - VIC
Department of Environment, Water and Natural
Resources - SA
Department of National Parks, Sport and Racing,
Queensland Parks and Wildlife Service
Department of Parks and Wildlife - WA
Ministry of Defence and Emergency Management
NSW Department of Industry - Mines Safety
Operations
Office of Environment and Heritage - NSW
Parks and Wildlife Service - TAS
Parks Australia
Parks Victoria

Industry Advisory

State Industry Training Advisory Boards (ITABS)

Training Organisations

TAFEs, Private RTOs, Enterprise RTOs



DEF DEFENCE TRAINING PACKAGE

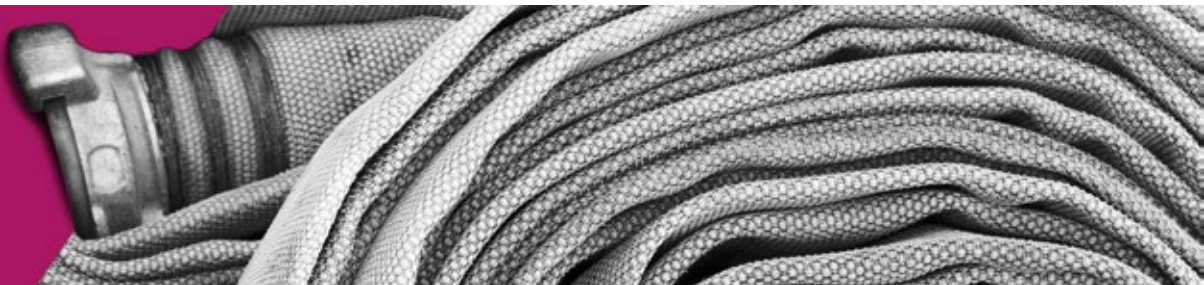
The DEF Defence Training Package provides the only nationally recognised Vocational Education and Training (VET) qualifications for occupations involved in the manufacture, storage, distribution, maintenance and use of explosives, mechanic, health officer, combat system operations, sensor operations, electronic forensics, simulator maintenance, range control for land, sea and air, management, work health and safety and pastoral care chaplaincy.

The DEF Defence Training Package comprises 48 qualifications, 12 Skill Sets, and 479 Units of Competency and associated assessment requirements and covers military skills on land, in the air and on water, explosive ordnance, sensor operations, electronic forensics, simulator maintenance, range control, management (in areas such as intelligence, procurement, contracting, risk management, planning, policy development, OH&S etc.), institutional and operational chaplaincy.

The DEF Defence Training Packages contain the following qualifications:

Certificates

- Certificate I in Defence Force Cadets
- Certificate II in Communications Operations
- Certificate II in Explosive Ordnance
- Certificate II in Explosive Ordnance Manufacture
- Certificate II in Military Skills
- Certificate III in Air Dispatch
- Certificate III in Defence Public Affairs
- Certificate III in Driving in a Threat Environment
- Certificate III in Explosive Ordnance Maintenance
- Certificate III in Explosive Ordnance Manufacture
- Certificate III in Explosive Ordnance Operations
- Certificate III in Explosive Ordnance Proof and Experimental
- Certificate III in Field Petroleum Operations
- Certificate III in Intelligence Operations
- Certificate III in Maritime Operations
- Certificate III in Military Land Engineering
- Certificate III in Military Land Operations
- Certificate III in Preventive Health
- Certificate III in Sensor Operations
- Certificate IV in Defence Diving
- Certificate IV in Defence Paralegal Services
- Certificate IV in Defence Public Affairs
- Certificate IV in Defence Reporting

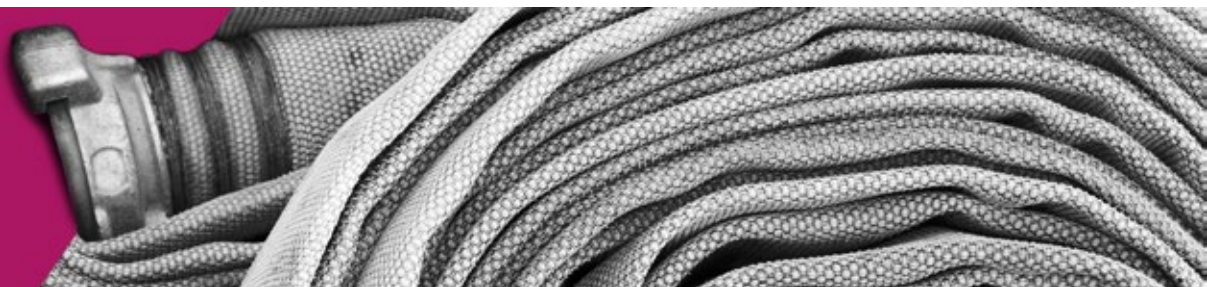


Certificate IV in Electronic Forensics
Certificate IV in Explosive Ordnance Maintenance
Certificate IV in Explosive Ordnance Manufacture
Certificate IV in Explosive Ordnance Operations
Certificate IV in Explosive Ordnance Proof and Experimental
Certificate IV in Explosive Ordnance Proof and Experimental
Certificate IV in Intelligence Operations
Certificate IV in Military Land Engineering
Certificate IV in Military Land Operations
Certificate IV in Military Leadership
Certificate IV in Preventive Health
Certificate IV in Psychological Support
Certificate IV in Range Control
Certificate IV in Simulator Maintenance
Certificate IV in Test and Evaluation
Certificate IV in Work Health Safety

Diploma - Advanced Diploma

Diploma of Compliance
Diploma of Defence Paralegal Services
Diploma of Defence Public Affairs
Diploma of Electronic Forensics
Diploma of Enterprise Architecture Practice
Diploma of Evaluations
Diploma of Explosive Ordnance
Diploma of Explosive Ordnance Manufacture
Diploma of Explosive Ordnance Proof and Experimental
Diploma of Institutional and Operational Chaplaincy
Diploma of Leadership
Diploma of Preventive Health
Diploma of Range Management
Diploma of Simulator Maintenance
Diploma of Test and Evaluation
Diploma of Work Health Safety
Graduate Certificate in Explosive Ordnance
Graduate Diploma of Explosive Ordnance
Advanced Diploma of Defence Public Affairs

The DEF Defence Training Package is in the Scope of Registration of 24 Registered Training Organisations.



POL POLICE TRAINING PACKAGE

The POL Police Training Package provides nationally recognised Vocational Education and Training (VET) qualifications for policing occupations in areas such as liaison, intelligence, search and rescue, forensics, investigation, negotiation, prosecution and protective services.

The POL Police Training Package comprises 25 qualifications, two Skill Sets, and 141 Units of Competency and associated assessment requirements.

The POL Police Training Package contains the following qualifications:

Certificates

- Certificate II in Community Engagement
- Certificate III in Aboriginal Community Policing
- Certificate III in Police Liaison
- Certificate IV in Protective Services
- Certificate IV in Aboriginal Community Policing

Diploma - Advanced Diploma

- Diploma of Police Intelligence Practice
- Diploma of Forensic Investigation
- Diploma of Police Search and Rescue Coordination (Marine/Land)
- Diploma of Policing
- Advanced Diploma of Police Search and Rescue Management
- Advanced Diploma of Human Source Management
- Advanced Diploma of Police Witness Protection
- Advanced Diploma of Forensic Investigation
- Advanced Diploma of Police Supervision
- Advanced Diploma of Police Investigation
- Advanced Diploma of Police Negotiation
- Advanced Diploma of Surveillance
- Advanced Diploma of Police Close Personal Protection
- Advanced Diploma of Police Intelligence Operations
- Advanced Diploma of Undercover Operations (Operative/Controller)
- Graduate Certificate in Police Management
- Graduate Certificate in Forensic Fingerprint Investigation
- Graduate Certificate in Forensic Firearm Examination
- Graduate Certificate in Crime Scene Investigation
- Graduate Certificate in Police Prosecution

The POL Police Training Package is in the Scope of Registration of 10 Registered Training Organisations.



PUA12 PUBLIC SAFETY TRAINING PACKAGE

The PUA12 Public Safety Training Package provides the only nationally recognised Vocational Education and Training (VET) qualifications for occupations involved in aquatic rescue, aquatic search and rescue, emergency communications centre operations, community safety, biosecurity response operations, leadership, emergency management, search and rescue – management, firefighting operations, supervision and management, firefighting and emergency operations and fire investigation.

The PUA12 Public Safety Training Package comprises 39 qualifications, 26 Skill Sets, and 343 Units of Competency and associated assessment requirements and covers firefighting and emergency operations, search and rescue, SES operations, community safety, aquatic search and rescue, and biosecurity.

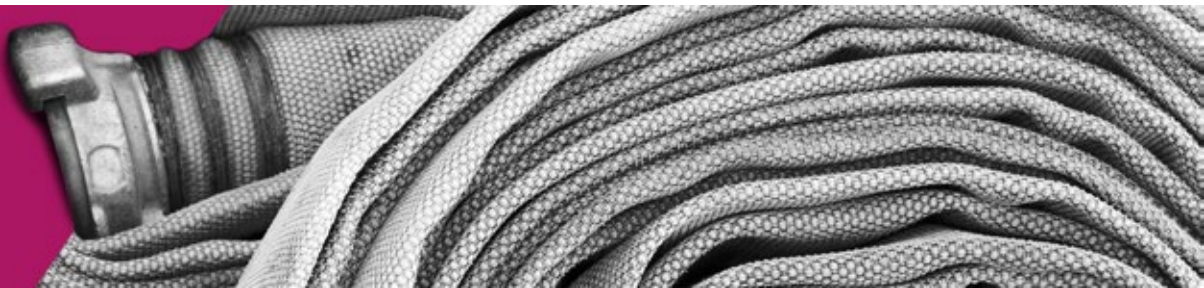
The PUA12 Public Safety Training Package contains the following qualifications:

Certificates

- Certificate II in Public Safety (SES)
- Certificate II in Public Safety (Aquatic Rescue)
- Certificate II in Public Safety (Firefighting and Emergency Operations)
- Certificate II in Public Safety (Firefighting Operations)
- Certificate III in Public Safety (SES Operations)
- Certificate III in Public Safety (SES Rescue)
- Certificate III in Public Safety (Biosecurity Response Operations)
- Certificate III in Public Safety (Emergency Communications Centre Operations)
- Certificate III in Public Safety (Community Safety)
- Certificate III in Public Safety (Firefighting and Emergency Operations)
- Certificate III in Public Safety (Firefighting Operations)
- Certificate III in Public Safety (Aquatic Search and Rescue)
- Certificate IV in Public Safety (Emergency Communications Centre Operations)
- Certificate IV in Public Safety (Biosecurity Response Leadership)
- Certificate IV in Public Safety (Leadership)
- Certificate IV in Public Safety (Aquatic Search and Rescue Management)
- Certificate IV in Public Safety (Firefighting Supervision)
- Certificate IV in Public Safety (SES Leadership)
- Certificate IV in Public Safety (Community Safety)

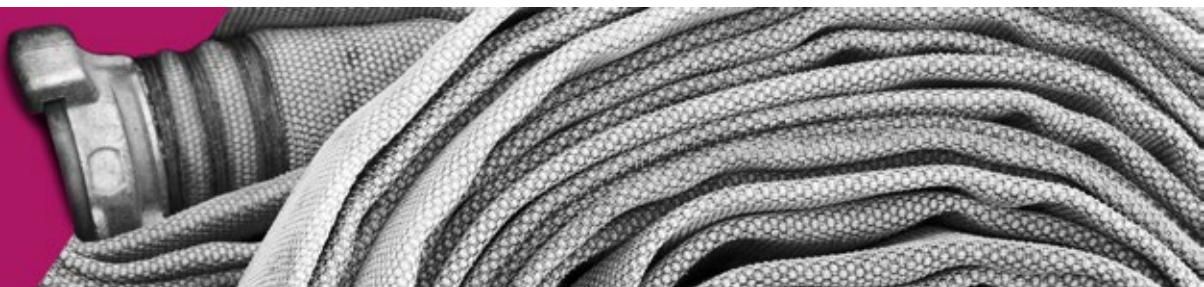
Diploma - Advanced Diploma

- Diploma of Public Safety (SES Operations Management)
- Diploma of Public Safety (Biosecurity Response Management)
- Diploma of Public Safety (Community Safety)
- Diploma of Public Safety (Emergency Management)



Diploma of Public Safety (Search and Rescue - Coordination)
Diploma of Public Safety (Firefighting Management)
Advanced Diploma of Public Safety (Emergency Management)
Advanced Diploma of Public Safety (Firefighting Management)
Advanced Diploma of Public Safety (Search and Rescue - Management)
Advanced Diploma of Public Safety (Community Safety)
Advanced Diploma of Public Safety (Fire Investigation)

The PUA12 Public Safety Training Package is in the Scope of Registration of 124 Registered Training Organisations.

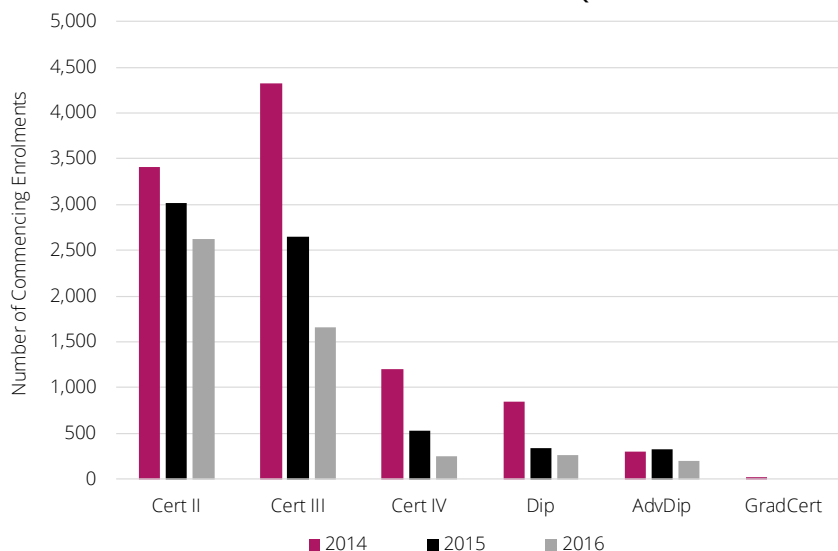


TRAINING DATA

The charts below investigate commencing enrolments by Australian Qualification Framework (AQF) level and funding source by State/Territory, where commencing enrolments of Units of Competency are averaged over three years.

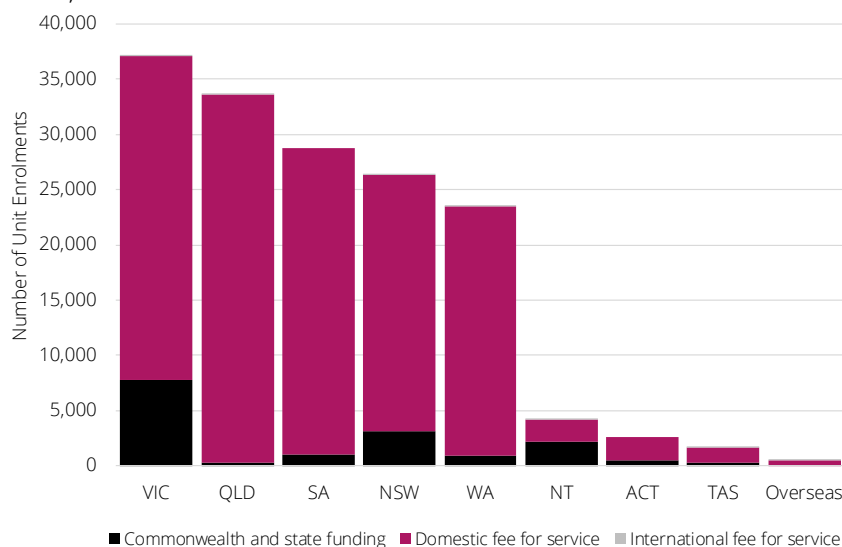
Due to security and operational requirements, Defence and Police manage their training requirements internally and are not included in publicly available, funded training programs. Enrolment data for DEF/DEF12 and POL are therefore absent from the following training data.

COMMENCING ENROLMENTS BY AQF LEVEL

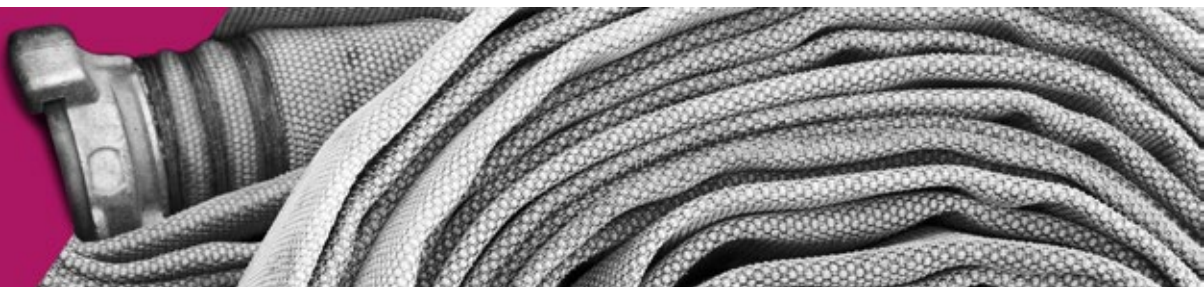


Commencing enrolments for PUA12 qualifications have declined by half over the last three years. This may, in part, be due to the splitting out of Police qualifications in 2015.

UNIT ENROLMENT COUNT BY STATE AND FUNDING TYPE 2014, 2015 AND 2016 AVERAGE



Commencing enrolments for PUA12 in New South Wales are half the expected value (given the population size).



EXPLANATORY NOTES

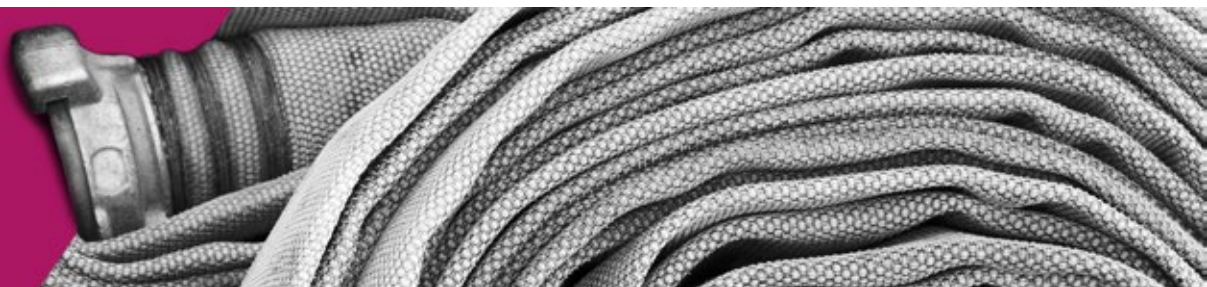
Training Charts

The Training and the Total VET Activity (TVA) data is collected from all types of training providers and not only those in receipt of Commonwealth or State funding. TVA data collection commenced in 2014.

Exemptions

Where the submission of training data to TVA conflicts with defence or national security legislation or jeopardise the security or safety of personnel working in defence, border protection, customs or Australian police departments, an exemption from reporting training data is available.

Organisations that deliver training for vital services to the community (such as emergency, fire, first aid and rescue organisations) may have received an exemption to submit data to TVA. From 1 January 2016 however, the exemption from reporting applies only in respect of training activity not delivered on a fee-for-service / commercial basis.



CHALLENGES AND OPPORTUNITIES

FINANCIAL AND ECONOMIC FACTORS

Australia's economy has now completed its 26th consecutive year of economic growth and is expected to grow at a solid pace in 2017-18 as the drag on growth from falling mining investment nears completion. Support to growth is also expected from non-mining business investment, household consumption, public final demand and exports¹.

At present, government policy has the shorter-term objective of facilitating Australia's transition from a resource and commodities-based economy into a technologically and innovation-based, services-oriented economy. Productivity growth is at the core of both short term and longer-term challenges².

Most organisations within the Public Safety sector are state, territory or federally funded. Governments continue to demand better outcomes for less investment and continue to seek new solutions to complex problems. Innovation and efficiency are the pre-requisites for ensuring they have the productivity-boosting policies in skills, trade and the workplace that will drive investment and jobs is essential. However, Governments continue to face the reality of population growth and climate change. In terms of the Key Public Safety Metrics the Public Safety workforce continues to grow at an average of 7.1 per cent per annum, with budgetary and recruiting trends showing a consistent upward trend³.

In policing, reshaping of job roles that do not require police powers continue to be reallocated to public service roles seeking to achieve three key objectives:

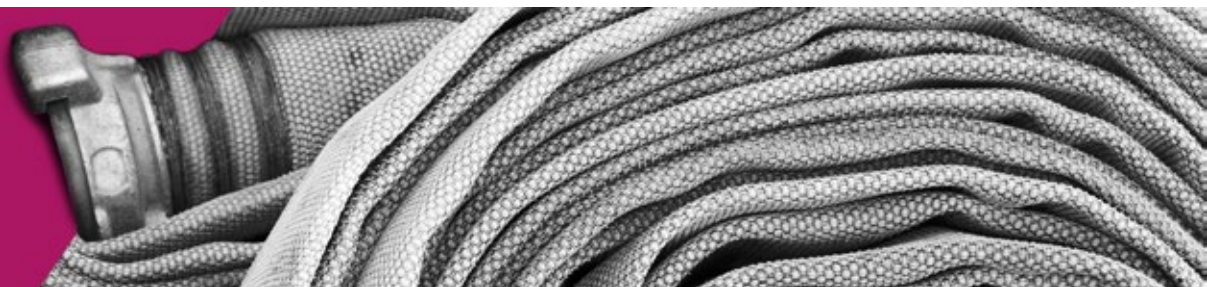
- Reduction in involvement of sworn police staff in duties that do not require police powers
- Managing effectively the need for specialist skills
- Reducing recurrent costs⁴

The nature of work is also changing, and part-time and casual employment is becoming common across Public Safety sectors.

The cost of training, in terms of budget and time, continues to be the biggest challenge for training. Most training is undertaken to meet skill requirements that mitigate risk and to comply with regulations⁵. Financial pressures and the transitioning economy also mean there is less money in training budgets. This impacts not only on the type of training that is delivered (classroom or on-the-job) but also the method of delivery. Innovative training design leads to making training more accessible in the workplace and at home using technology. On-line training and testing is growing rapidly in all Public Safety agencies, as well as the increased use of workplace training simulations.

STRATEGIC ISSUES

Australia has 54 Natural Resource Management (NRM) regions⁶, which are defined by catchments and bioregions. Many activities of organisations and ecosystem services within the NRM regions are vulnerable to impacts of climate change. These NRM regions are grouped into 'clusters' which largely



correspond to the broad-scale climate and biophysical regions of Australia. The clusters are diverse in their history, population, resource base, geography and climate. Therefore, each cluster has a unique set of priorities for responding to climate change.

Public Safety organisations that provide services within these clusters will face challenges that may be unique to that discrete, local environment. Adapting to these challenges in the future will be of key importance to agencies, jurisdictions and organisations seeking to plan the delivery of services across a broad sector of Australian society.

Australia's national defence strategic outlook to 2035 includes a number of challenges which need to be prepared for. While there is a remote prospect of a military attack by another nation on Australian territory in the foreseeable future, Australia's strategic planning is not limited to defending national borders. Strategic planning recognises the regional and global nature of Australia's strategic interests, and the different sets of challenges created by the behaviours of countries and non-state factors such as terrorists.

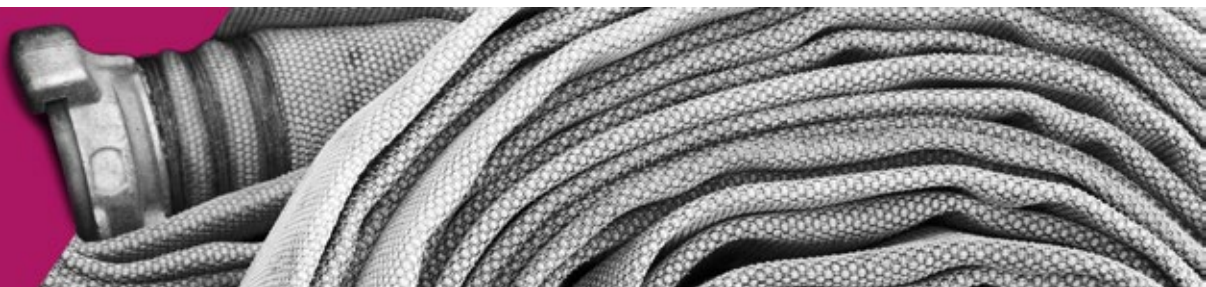
Australians will continue to be threatened by terrorism at home and abroad. The spread of extremism and violence will be worsened by foreign terrorist fighters returning from conflicts to their countries of origin, including Australia and other nations in our region, and terrorist attacks by individuals inspired and radicalised by extremist messages. Over the next 20 years, terrorism will continue to evolve in ways which threaten Australia's interests. Within Australia, Police and Defence will provide critical capabilities as part of our national counter-terrorism arrangements⁷.

The geopolitical landscape is currently uncertain under the new United States presidency and China's actions in the South China Sea, as well as North Korea's nuclear threats. American foreign policy is evolving and still has some way to play out regarding how it affects Australia's security role in the region under the new administration⁸.

According to the Productivity Commission, changes in the frequency, intensity, location and timing of extreme weather events are likely to be how most Australians experience climate change⁹. Their report outlines a range of policy reforms to help households, businesses and governments deal with current climate variability and extreme weather events. A subsequent Senate Inquiry made recommendations that "Australian governments specifically address issues of compatibility and capacity to facilitate the most effective interoperability of emergency service organisations and their key personnel, especially for fire services" to reduce the impact and costs of such events now and into the future¹⁰.

NEW TECHNOLOGIES

The increasingly rapid development of new technologies has an upside and downside for public safety – as much as it provides better tools for policing and defence. It also presents greater challenges in combatting technology-related crime, including cybercrime, propaganda (foreign interference in public affairs including elections) and terrorism encouraged by radicalisation of young people through social media.



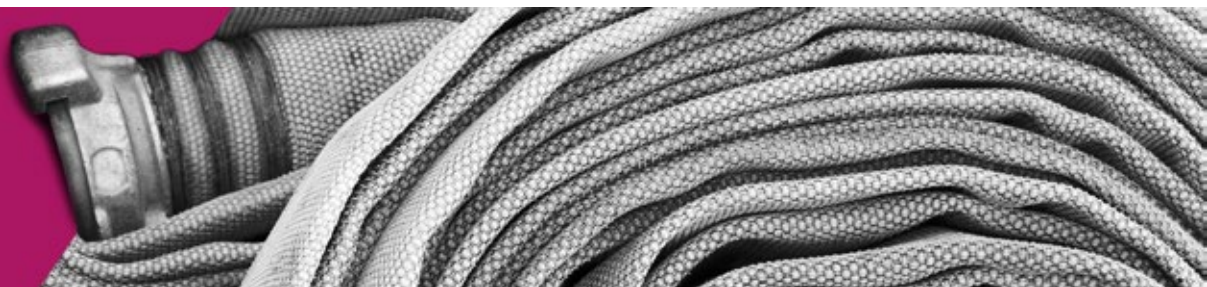
Around the world, forward-thinking public safety agencies are adopting innovative technologies like biometrics, body-worn cameras and new forms of digital weaponry to protect citizens. At the same time, new data and video analytics technologies, which process large volumes of data and make predictions around future events, are rapidly becoming one of the most important pieces of the public safety puzzle¹¹.

From 1 July 2015, the Department of Defence, as part of the First Principles Review implementation, renamed the Defence Intelligence Information and Geospatial Organisation (DIGO) as the Australian Geospatial Organisation (AGO), with an increased whole-of-government remit for broadened geospatial and intelligence analysis. Geospatial intelligence (GEOINT)¹² is intelligence derived from the exploitation and analysis of imagery and geospatial information about features and events with reference to space and time, and is comprised of imagery analysis, geospatial analysis, and geospatial information and services.

The demand for aerial intelligence gathering has grown significantly. It is scheduled for use in firefighting in some Australian States in 2017 and beyond and is being considered for use by some Australian police forces to supplement their current air capabilities. This demand will require new Skill Sets within policing and firefighting. Defence is already considering the use of drones.

The Foreign Affairs, Defence, and Trade References Committee Report 'Use of unmanned air, maritime and land platforms by the Australian Defence Force' of June 2015 made nine recommendations regarding the deployment of drones by the Defence Forces. In Recommendation two, the Committee recommended that the Australian Defence Force acquire armed, unmanned platforms when the capability requirement exists, and the Australian Government makes a policy statement regarding their use. Moreover, Recommendation three stated that the Australian Defence Force should notify the Australian Government of measures taken to address any identified gaps (in) training and dissemination programs regarding the law of armed conflict and international humanitarian law when armed unmanned platforms are acquired.

Public safety organisations increasingly recognise the importance of drone technology in their operations. This will increase demand for specialised training and acquisition of qualifications such as the CASA Remote Pilot Licence (RePL).



AUTOMATION – SELF DRIVING VEHICLES AND MANAGEMENT OF CRASHES INVOLVING ELECTRIC AND HYBRID VEHICLES.

Vehicle automation comes with additional risks not usually associated with non-automated cars, including; increased hardware and software failures, malicious hacking and increased risk taking when the driver feels safer and takes additional risks¹³.

In 2017, trials using self-driving cars were announced in Victoria and South Australia in cooperation with major car manufacturers. While both states require people to be behind the wheel, ready to take control, the laws of both states are yet to fully address the complexities of control, responsibility and enforcement.

Arising out of the rapid technological advances in vehicle automation and design are the risks involved in the management of electrified vehicles in road crashes. A 2012 report by the Society of Automotive Engineers (SAE) in the US highlighted risks to first responders and tow operators from potential electric shock from damaged systems not disengaged during or immediately after a crash.

The training of emergency services personnel, and greater public awareness of the hazards involved, will require urgent assessment, e.g. bystanders unaware of the danger, who seek to assist injured persons in an electrified vehicle, could be subject to serious injury including electrocution.

In hybrid vehicles there is the added complication in high impact collisions of components breaking free, causing high voltage sparks and ignition of fuel sources.

A firefighter in a white helmet and uniform is smiling. A large red diagonal shape overlays the right side of the image. The text "EMPLOYMENT AND SKILLS OUTLOOK" is written in white capital letters across the center of the red shape.

EMPLOYMENT AND SKILLS OUTLOOK

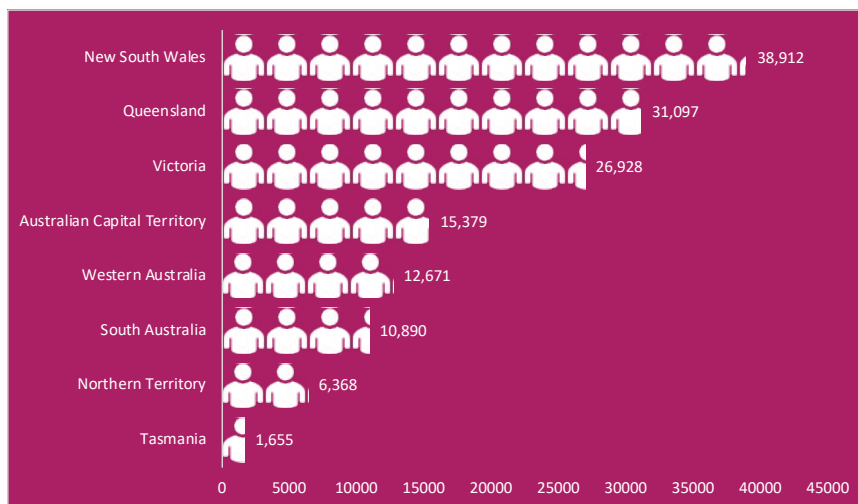




EMPLOYMENT DEMOGRAPHICS

The following charts provide an overview of the Defence, Police, and Public Safety workforce at a glance. These include age profiles, major occupations, gender-composition by employment type, workers by State/Territory, and the projected employment for the next five years

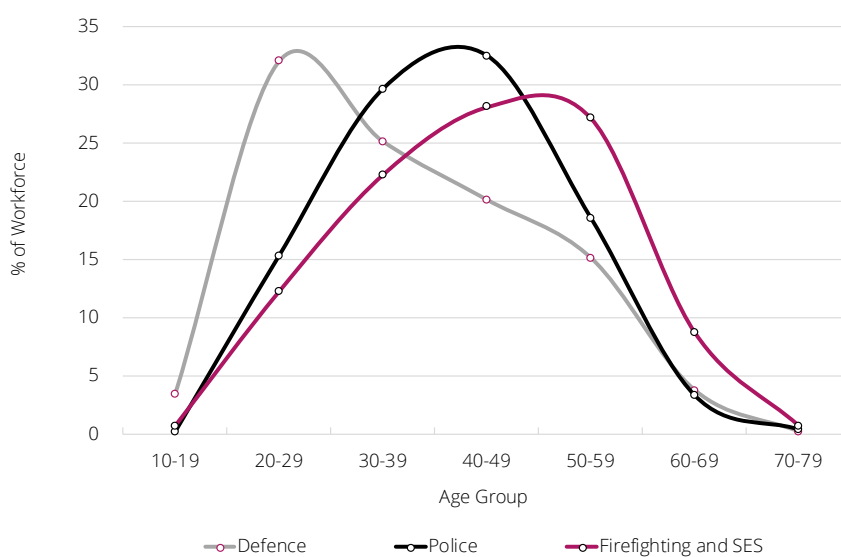
PUBLIC SAFETY WORKFORCE BY STATE/TERRITORY



While the Australian Capital Territory accounts for only 1.7 per cent of the Australian population, it accounts for 10.7 per cent of the Public Safety workforce. This can be attributed almost entirely to employment within Defence and Police in the Territory.

Source: Australian Bureau of Statistics (2017) 2016 Census – Employment, Income and Education. Australian Government.

PUBLIC SAFETY INDUSTRIES AGE PROFILE

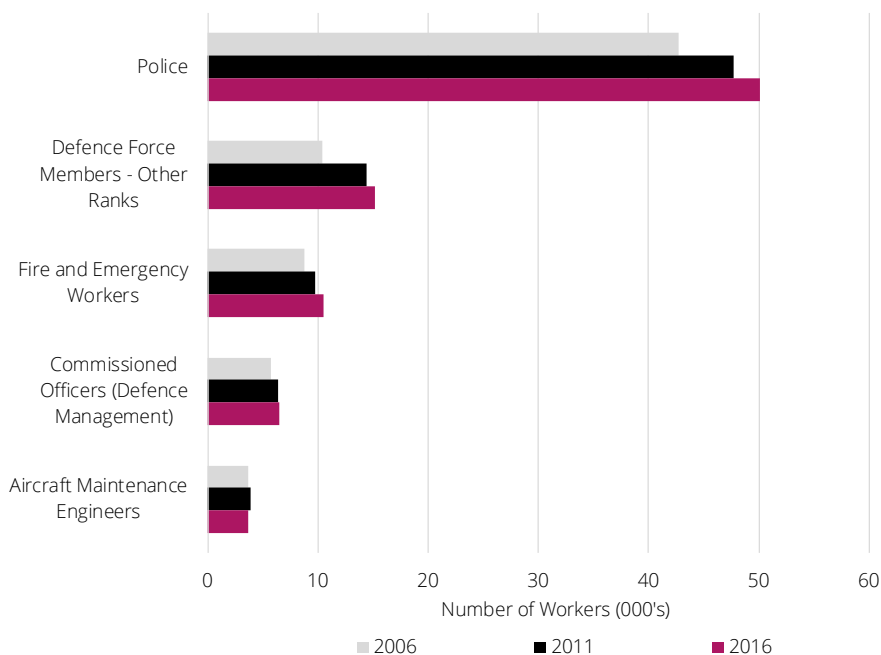


The three subsectors of the Public Safety IRC fall into three levels of maturity. Recruitment is clearly visible in the Defence age profile with a distinct youth component that declines steadily after the age of 30. The Police workforce age profile is more centered, though the average age has increased from 39 to 41 in the last decade. The age profile of the Firefighting and SES workforces meanwhile leans rightward with 21 per cent more workers aged 50-59 than there are workers 30-39.

Source: Australian Bureau of Statistics (2017) 2016 Census – Employment, Income and Education. Australian Government.



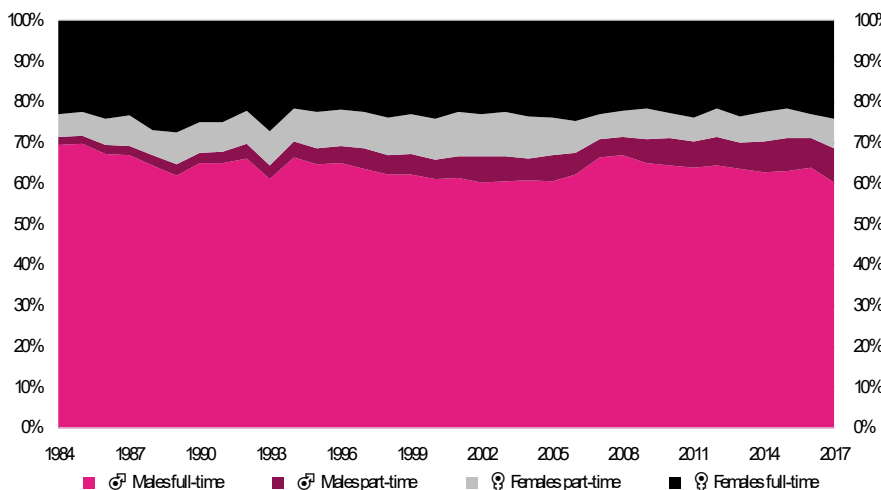
TOP FIVE PUBLIC SAFETY OCCUPATIONS BY EMPLOYMENT



The growth in the Police force of 17.3% between 2006 and 2016 almost exactly mirrors population growth in Australia (17.6%) over the same period. Defence Force Members (Other ranks) have grown by 46% since 2006 while Aircraft Maintenance Engineers have decreased slightly. Fire and Emergency workers have increased by nearly 21% in the last ten years.

Source: Australian Bureau of Statistics (2017) 2016 Census - Employment, Income and Education. Australian Government.

GENDER BY EMPLOYMENT TYPE

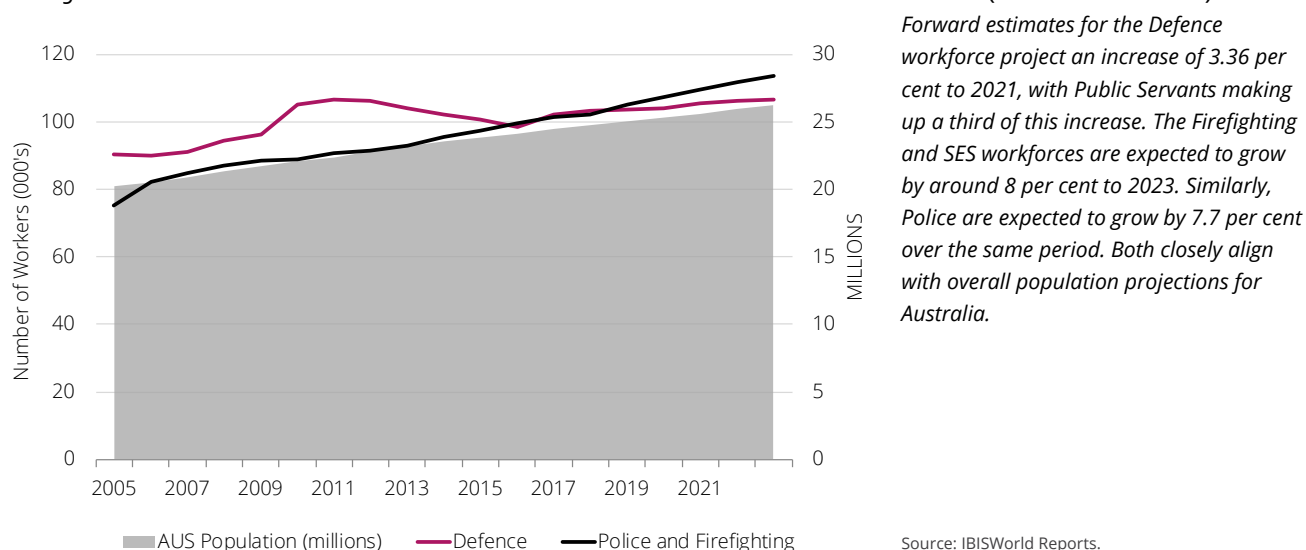


Female participation has increased moderately in the Public Safety workforce, as has part-time work overall. Part-time work for men, however, has increased from 2.8 per cent to 12.4 per cent since 1984.

Source: Australian Bureau Statistics (2017) 6291.0.55.003 - Labour Force, Australia, Detailed. Australian Government.



PROJECTED AND HISTORICAL PUBLIC SAFETY WORKFORCE (2005 – 2023)



EXPLANATORY NOTES

Census Data

Each respondent to the Census is asked to provide the industry of their employer at the location of where the person works. This question is designed to address the problem of single organisations operating in several industries, with the assumption being that the individual respondent is typically working in fewer industries than the company they work for. This approach aims to provide better industrial resolution in the data, however it is worth noting that the industry designation is dependent on the individual's interpretation of the question. An example where this could provide misleading data might be a plumber in the Gas Supply industry describing their employer's business (at the location that they are working) as plumbing which would therefore be counted in the Plumbing Services industry.

Labour Force Data

Outside of Census years, the size of an industry's workforce is established by the Australian Bureau of Statistics using the Labour Force survey. This dataset provides a 30-year view of the industry where, like the Census, industry is assigned at the discretion of the individual respondent. Given that the survey is sample-based, it should also be understood that the smaller the industry being measured, the larger the margin of error.

The scope of the Labour Force survey is limited to the civilian population of Australia and therefore members of permanent defence forces are excluded from the survey.

IBISWorld Data

IBISWorld data is comprised from a variety of economic, demographic, government and company data, including the Australian Bureau of Statistics. Defence figures include permanent members, reserves and public servants with totals validated against current workforce figures and projections in the Defence White Paper 2016.



PUBLIC SAFETY INDUSTRY SKILL SHORTAGES

On behalf of the Public Safety IRC, AIS conducted an online survey for stakeholders, between 4 December and 16 January 2018. The IRC sought feedback on the current skill shortages and the reasons for the shortages, as perceived by industry stakeholders.

PUBLIC SAFETY SKILL SHORTAGES

57.1 per cent of employers reported experiencing a skills shortage in the last 12 months. The occupations reported as being in shortage were:

1. Educators, Trainers and Assessors
2. Emergency Management
3. Firefighters (Auxiliary, Volunteer)
4. Management (General)
5. Community Engagement

REASONS FOR SHORTAGE

Employers identified the following reasons for the shortage with the most frequent response listed first:

1. Cost/time to achieve the required qualification
2. Competition from other organisations
3. Geographic location of the vacancy
4. Ageing workforce / current staff retiring
5. Wages/Salaries considered too low





PRIORITY SKILLS

The priority skills of the Public Safety industry are drawn from stakeholder responses to the Public Safety IRC Skills Forecast survey conducted between 4 December and 16 January 2018.

SKILL CATEGORY

In order of priority to the industry, the following skills were identified from the survey as the most important for the Public Safety workforce within the next three to five years.



GENERIC SKILLS

The Generic Skills listed are provided to AIS by the Department of Education and Training. Within the survey, the IRC asks stakeholders to rank these skills in order of importance to the industry. Ranking of the 12 generic workforce skills in order of importance to the Public Safety industry are as follows.

1. Managerial/Leadership
2. Design mindset / Thinking critically / System thinking / Solving problems
3. Learning agility / Information literacy / Intellectual autonomy and self-management
4. Communication / Virtual collaboration / Social intelligence
5. Technology
6. Environmental and Sustainability
7. Language, Literacy and Numeracy (LLN)
8. Customer service / Marketing
9. Data analysis
10. Financial
11. Science, Technology, Engineering, Mathematics (STEM)
12. Entrepreneurial



WORKFORCE SUPPLY SIDE CHALLENGES AND OPPORTUNITIES

AGEING WORKFORCE

Population ageing is largely a positive outcome, primarily reflecting improved life expectancy. However, population growth and ageing will affect labour supply, economic output, infrastructure requirements and governments budgets¹⁴. The median age (the age at which half the population is older, and half is younger) of the Australian population has increased by three years over the last two decades, from 34 years at 30 June 1997 to 37 years at 30 June 2017¹⁵.

Overall there is an increasing upward trend in the average age of the workforce in Public Safety with an increasing bulge in the 55 – 60 years of age population. People are staying in their jobs longer¹⁶.

The Federal Government in the 2014-15 Budget stated that they intended to increase the Age Pension qualifying age to 70 years by 2035. This will impact how employers engage with older workers in the future. The future old will be better educated than both previous generations of older workers and the future young - reflecting the long-run impacts of the large expansion in tertiary education, and the stabilisation of tertiary participation rates at younger ages. Higher levels of tertiary education are strongly associated with greater labour force participation, and this effect may not be fully reflected in historical labour force participation trends¹⁷.

Public Safety roles, by nature, encompass high-stress occupations. An ageing workforce presents challenges regarding health, volume of retirements and consequential loss of organisational and industry specific knowledge, as well as a loss of mentors. Emphasising leadership and management development in a much younger cohort will be essential to be able to maintain effective services. Strategies to retain the experienced older worker will also need to be developed.

Contemporary Public Safety roles require a professional and flexible workforce with an expanded range of skills, knowledge and supporting resources to meet the changing demand for Public Safety services. Agencies, jurisdictions and organisations are focussing on capability to enhance service delivery and promote efficiencies in achieving desired outcomes. Capability is articulated as a key mechanism covering people and supporting resources to build on strengths, managing transitions and change, and supporting long-term planning.

Workplace health remains an important consideration for the Public Safety sector. Recent reviews and reports have served to strengthen internal consideration of work health and safety, mental health and gender equality within Defence, Public Safety and Policing organisations^{18,19,20,21}.



PROFESSIONALISATION

Currently, major initiatives are occurring in Defence, Police, Fire, Emergency Management and Emergency Services toward greater professionalisation, involving programs to accredit personnel who have completed a process to recognise their skills, abilities and experience nationally. These initiatives include the AFAC Emergency Management Professionalisation Scheme and Defence Professionalisation program for the APS (Job Families Strategy).

The Australia New Zealand Policing Profession Framework replaces the Australia New Zealand Police Professionalisation Strategy 2013-2018 which has previously directed the work on Police qualifications and Units of Competency. The new Framework was developed by the Australia New Zealand Council of Police Professionalisation (ANZCoPP). ANZCoPP's remit includes the development, establishment, maintenance and approval of police education and training products. The remit of ANZCoPP together with the new Framework will direct the progress work in relation to the POL Police Training Package.

As Defence adopts new and more complex capabilities, the demands on the integrated workforce will increase. New technologies will require new skills and will increasingly rely on the diverse range of skills of the integrated workforce. To meet these demands, the Federal Government will undertake the largest single re-balance of the integrated Defence workforce in a generation through the implementation of the First Principles Review.

WORKFORCE OPTIMISATION

The Australian Public Service Commission (APSC) Workplace Diversity Program aims to include, as much as possible, the diversity of the Australian community into its workplace and activities²¹. This program provides a benchmark for Public Safety organisations around Australia.

The sector has a diverse workforce and consequently faces language, literacy, and numeracy (LLN) challenges. Ensuring resources are learner-centred and meet the diverse needs of workers requires diverse strategies to address these needs.

In Public Safety, workforce optimisation and the building of capability has been the focus over recent times. Workforce optimisation encapsulates all strategic directions currently supported across all levels of government such as:

- Workforce diversity
- Flexible work arrangements
- Inclusive culture
- Gender equity

It is acknowledged within the context of public safety, that some of these strategic directions are to be



pursued, but not at the expense of the quality of the service that members of the community receive or have come to expect. Further, this commitment to workforce optimisation and the building of capability should not take place at the expense of lowering of standards as set by the Public Safety stakeholders.

Recent changes to Defence policy include provisions for women to serve in frontline combat roles. Implementation of these policy changes is ongoing and is designed to increase the female participation rate across many traditionally male dominated occupations and roles.

Gender, cultural and linguistic diversity within the fire and emergency services, is an area of focus nationally and locally. Initiatives are occurring both at the national and local level to respond to the needs of a diverse and geographically-dispersed workforce.

Defence will also seek to enhance the recruitment of Indigenous Australians and Australians from culturally and linguistically diverse backgrounds in both the ADF and APS. The Defence APS has increased its annual intake of Indigenous trainees and is making greater use of special measures to attract Indigenous staff. These initiatives will be complemented with retention measures, including career development and mentoring programs²².

VET REFORM

Due to the specific nature of the workforce skills required by Defence, Police, Fire, Emergency Services and Emergency Management agencies, the significant burden for review and development of Training Packages and Training Package products is undertaken by these respective agencies, at considerable cost to the Public Safety sector. This requirement does not necessarily apply to the same extent in other industry sectors.

ATTRACTION, RECRUITMENT AND RETENTION ISSUES

Attracting and retaining the future Defence workforce continues to be a major challenge. Being an employer of choice for Australians in a more competitive labour market will require fundamental changes to how Defence plans, manages and supports its people. Defence has proposed a program of recruitment, training, and targeted occupation role retention to support this growth²³.

To grow and advance the female workforce in Defence, it is focussing on attraction, recruitment and retention of women, the removal of barriers to progression, and facilitating development through mentoring and development opportunities. Defence APS graduate recruitment will continue to include a focus on increasing the representation of women at this important entry point to the APS²⁴.



VOLUNTEERS

There is ongoing concern regarding the recruitment and retention of volunteers. The pool of volunteers is shrinking and may present a serious problem if emergencies continue to get bigger and longer in duration. This is exacerbated by the inconsistency of training across agencies and is causing concern as is the need for mandatory assessment²⁵.

Industry stakeholders continually cite many factors as key reasons for these difficulties, including:

- Personal and individual costs, both time and monetary 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 training





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A photograph of a lifeguard stand, partially obscured by a large, semi-transparent red overlay. The stand is a multi-level structure with a metal frame and mesh walls. The word "LIFEGUARD" is printed in large, bold, black letters on the side of the upper level. A wooden ladder is attached to the right side of the stand. The background shows a beach and the ocean under a clear sky. The red overlay is a large, irregular shape that covers the right side and part of the top of the stand, creating a strong visual contrast.

LIFEGUARD

PROPOSED SCHEDULE OF WORK

KEY DRIVERS - DEFENCE

2018-19 - EXPLOSIVE ORDNANCE SKILLS

Explosive ordnance training materials were transitioned to the Standards for Training Packages 2012 and endorsed within the DEF Defence Training Package Release 1.0 in October 2015. At the time of endorsement, Defence reviewed the materials primarily for alignment against the Standards for Training Packages 2012, with an intent to undertake a detailed 'fit for purpose' review at a future point in time.

2018-19 - DEFENCE FORCE RECRUITING

Following a 2016 Chief of the Defence Force (CDF) strategic review of the skills and practices of Australian Defence Force (ADF) members employed in Defence Force Recruiting (DFR) roles, it was identified that strengthened training and skilling standards needed to be developed. As such, a review and audit of current training provided to ADF and DFR members was undertaken, and the options for a Vocational Education and Training (VET) accreditation pathway was identified.

Defence has previously offered DFR personnel with the 80827ACT Certificate III in Personnel Recruitment qualification (accredited course), however this accreditation approval expired in July 2012. Defence now seeks to redevelop nationally endorsed VET materials for all ADF/DFR personnel in the absence of currently recognised skills recognition or professional skills development pathways.

2018-19 - MILITARY JUSTICE SYSTEM

Military justice system materials were transitioned to the Standards for Training Packages 2012 and endorsed within the DEF Defence Training Package Release 1.0 in October 2015. The ADF's Military Justice System is a generic term which covers functions such as discipline in the Australian Defence Force, administrative action to support ADF policy, inquiries to establish facts relevant to operation and command of the ADF, and the provisions for review and management of complaints. The system is essential to ADF operational effectiveness, and is required to comply with Commonwealth laws.

2019-20- DEFENCE CYBER SECURITY

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

2019-20 - DEFENCE SKILLS

Defence reviewed and transitioned a wide range of Defence qualifications within the PUA12 Public Safety Training Package to the Standards for Training Packages 2012, included within the DEF Defence Training Package Release 1.0 in October 2015. This project seeks to address the ongoing requirement to review and update DEF Defence Training Package materials, and ensures that Defence's current and future capability needs are met beyond 2019-20.

PROPOSED RESPONSES - DEFENCE

2018-19 - EXPLOSIVE ORDNANCE SKILLS

The Public Safety IRC have proposed a project to review and develop DEF Defence Training Package materials for the manufacturing, maintenance, experimentation and use of explosive ordnance within the Australian Defence Force. The project includes development of 14 Defence Explosive Ordnance qualifications and 97 Explosive Ordnance Units of Competency; and will ensure that Defence's explosive ordnance skills are contemporary with legislative and regulatory requirements, consistent with industry best-practice, and are considered 'fit for purpose' with Defence operational environments. As this project includes Confidential Explosive Ordnance materials, public and State Training Authority consultation will be undertaken in accordance with AISC policy.

This project will seek to address the ongoing requirement to review and update DEF Defence Training Package materials, and ensure that Defence's current and future explosive ordnance capability needs are met beyond 2018-19.

2018-19 - DEFENCE FORCE RECRUITING

The Public Safety IRC has proposed a project to address an identified skills gap of ADF members undertaking DFR roles. To meet ADF capability requirements, and address clearly established Defence skilling standards for Defence Force Recruiting staff, a new AQF Level 4 qualification or Defence Skill Set and development of up to 4 new Units of Competency are proposed for development and inclusion in the next release of the DEF Defence Training Package. It is proposed that a new qualification or Skill Set will consist of four new Defence Units of Competency, and may also include imported Units of Competency from the PSP Public Sector and BSB Business Services Training Packages, to ensure that Australian best-practice recruitment skills are included within Defence Force Recruiter skilling strategies.

This project will address recommendations from the CDF's directed review into DFR skills, and provides ADF military personnel with the required level of skills and knowledge to undertake Defence Force Recruitment functions.

2018-19 - MILITARY JUSTICE SYSTEM

This project seeks to address the ongoing requirement to review and update DEF Defence Training Package materials, and ensures that Defence's current and future Military Justice System skills are consistent with Commonwealth legislative and regulatory requirements. The proposed project will develop 13 existing Units of Competency that are linked to the ADF discipline system, administrative inquiries, and adverse administrative actions.

There is significant risk to Defence's application of the Military Justice System if this project does not proceed, on the basis that Training Package materials endorsed in 2015 will not reflect current or future Commonwealth legislative and regulatory requirements beyond 2018-19.

2019-20- DEFENCE CYBER SECURITY

The Public Safety IRC has proposed a project to develop new Defence Cyber security capabilities, comprising two new AQF Level 4/5 qualifications, up to 24 new Units of Competency and six new Skill Sets. The skill areas will focus on offensive and defensive cyber security capabilities, and align with industry best-practice skills where Defence capabilities can be achieved through commercial Information Communication Technology (ICT) skills. The proposed project will also consider the outcomes of the Cyber Security development project currently being undertaken to assess this material for Defence's future cyber security capabilities.

This project will include development of Defence Cybersecurity materials that will be controlled through the Australian Protective Security Policy Framework. Where public and State Training Authority consultation is considered appropriate by Defence, this will be undertaken in accordance with AISC policy.

2019-20- DEFENCE SKILLS

The Public Safety IRC has proposed a project to develop existing DEF Defence Training Package materials, encompassing 10 qualifications, 68 native Units of Competency, and one Skill Set. The Public Safety IRC will undertake consultations with Defence stakeholders, including Defence industry stakeholders through the project's duration. Additional consultation will be undertaken on the IRCs behalf with State Training Authorities and other key national stakeholders, including seeking public feedback and input into development of material through the project's duration.

This project seeks to address the ongoing requirement to review and update DEF Defence Training Package materials previously endorsed in 2015, and ensuring that Defence's current and future capability needs are met beyond 2019-20.

KEY DRIVERS - POLICE

ADVANCED POLICE INVESTIGATION

Advanced police investigations are conducted in accordance with professional policing practice established by federal, state and territory policing jurisdictions. Police require their professional education and training to provide the required skills and knowledge to detect and investigate offenders who have the potential to cause harm and/or commit offences.

Police stakeholder consultation has identified that the current Skill Set does not reflect contemporary capability requirements of police responsible for major and complex investigations, and seeks to address potential misalignment between the current training of Advanced Police Investigation Practitioners and the competencies that are currently recognised.

POLICE NEGOTIATION

Police negotiations form a fundamental element of the law enforcement process. Police officers trained in negotiations apply active listening and other communication skills. They assist in defusing hostile situations and resolve critical incidents to maintain public safety while preserving the integrity of the subject. Police stakeholders have identified a range of issues related to police negotiation techniques that are required to be implemented within POL Police Training Package materials, to meet federal, state and territory policing requirements.

POLICE INTELLIGENCE

Police intelligence practice and operations qualifications cover skills that allow police to employ specialised or broad knowledge and skilled/highly skilled practice in acquiring and managing information within a police intelligence environment. Police stakeholders have identified a range of issues related to police intelligence practices and operations that are required to be implemented within POL Police Training Package materials, to meet federal, state and territory policing requirements.

PROPOSED RESPONSES - POLICE

ADVANCED POLICE INVESTIGATION

The Public Safety IRC has proposed a project to formalise and improve the capabilities of Advanced Police Investigation Practitioners, and ensures that police have the skills and knowledge to complete complex investigations, as required by the criminal justice process. The project will transition the current POLSS00001 Advanced Police Investigation Skill Set to an AQF Level 8 Graduate Certificate Qualification. Upon completion of the project, future Police graduates of this qualification will be capable of applying advanced police investigation knowledge and skills to demonstrate autonomy, well-developed judgement, adaptability and responsibility as an Advanced Police Investigation Practitioner. This project seeks to ensure that police investigation training is aligned to the requirements of the Australia New Zealand Policing Profession Framework.

POLICE NEGOTIATION

The Public Safety IRC has proposed a project to revise and develop Police Negotiation skills related to the use and maintenance of specialised negotiation equipment, the management of teams within negotiation situations, communications skills and techniques, and negotiation techniques. This project seeks to ensure that police negotiation training is aligned to the requirements of the Australia New Zealand Policing Profession Framework.

POLICE INTELLIGENCE

The Public Safety IRC has proposed a project to revise and develop Police Intelligence skills related to police intelligence practices and operations. POL Police Training Package materials are proposed for revision and development through the IRC Minor Change and AISC endorsement process, relevant to police intelligence and operations materials. This project seeks to ensure that police management training is aligned to the requirements of the Australia New Zealand Policing Profession Framework.

KEY DRIVERS - PUBLIC SAFETY

BIOSECURITY PUBLIC INFORMATION OFFICER

The Intergovernmental Agreement on Biosecurity (IGAB) was ratified in January 2012 and aims to strengthen the working partnership between governments and to improve the national biosecurity system. It also aims to minimise the impact of pests and disease on Australia's economy, environment and the community. Via this agreement, the Commonwealth and all state and territory governments committed to maintaining an effective level of preparedness to adequately respond to biosecurity incidents and collaboratively implement programs to ensure that the necessary level of capacity and capability is sustained across all jurisdictions.

The use of Biosecurity Response vocational qualifications is to support personnel that are developing individual capabilities to work in specific functional teams within a biosecurity emergency response, including public information, response planning, operations, logistics, finance and administration. These functional sectors are consistent with those defined in the Biosecurity Incident Management System (BIMS), Australian Veterinary Emergency Plan (AUSVETPLAN) and the Australian Plant Pest Response Plan (PLANTPLAN).

National biosecurity agencies have identified a need for additional industry skills aligned to the role of a Public Information Officer within a biosecurity operational response.

PROPOSED RESPONSES - PUBLIC SAFETY

BIOSECURITY PUBLIC INFORMATION OFFICER

The Public Safety IRC have proposed a project to develop a new Biosecurity Response Skill Set consisting of Public Safety and other imported Units of Competency. The proposed Public Information Officer Skill Set will support a wider range of Biosecurity Response Skill Sets under development within the transition and development of the PUA12 Public Safety Training Package.

This project addresses the need for industry skills that support the gathering and delivery of timely and accurate information to public safety agencies, media organisations and the public during a biosecurity response operation.

PROPOSED SCHEDULE OF WORK - DEFENCE

2018-19

Explosive Ordnance Skills - Review

Explosive ordnance materials were transitioned to the Standards for Training Packages 2012 and endorsed within the DEF Defence Training Package Release 1.0 in October 2015.

Defence will revise and develop DEF Defence Training Package materials for the manufacturing, maintenance, experimentation and use of explosive ordnance within the Australian Defence Force (ADF). This will ensure that explosive ordnance skills are contemporary with legislative and regulatory requirements, are consistent with industry best-practice, and are 'fit for purpose' with Defence operational environments.

Defence Force Recruiting - Review

The Chief of the Defence Force (CDF) initiated a strategic review in 2016 of the skills and practices of ADF members undertaking the Defence Force Recruiting (DFR) roles. The review identified that strengthened training and skilling standards need to be developed.

To meet ADF capability requirements, and address clearly established Defence skilling standards for DFR staff, a new AQF Level 4 qualification and associated Units of Competency are proposed for development and inclusion in the DEF Defence Training Package.

Military Justice System - Review

The ADF's Military Justice System is a generic term which covers functions such as discipline in the ADF, administrative action to support ADF policy, inquiries to establish facts relevant to operation and command of the ADF, and the provisions for review and management of complaints. The system is essential to ADF operational effectiveness and it complies with Commonwealth laws.

Defence will revise and develop DEF Defence Training Package materials that support the Military Justice System, ensuring that these skills are contemporary with Commonwealth legislative requirements, and are 'fit for purpose' for all ADF members in the Military Justice System.

2019-20

Defence Cyber Security – New Qualifications

The 2016 Defence White Paper has directed that the 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 (Army, Navy 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 that align to specific cyber security capabilities.

Defence Skills - Review

Defence has identified Training Package materials for review or development during 2019-20. Defence undertakes ongoing capability reviews across the ADF that may result in DEF Defence Training Package development outside of the IRC Skills Forecast and Proposed Schedule of Work period.

Where imported elective 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.

2020-21

Defence - Review

Defence has identified Training Package materials for review or development during 2020-21. Defence undertakes ongoing capability reviews across the ADF that may result in DEF Defence Training Package development outside of the IRC Skills Forecast and Proposed Schedule of Work period.

Where imported elective 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.

2021-22

Defence - Review

Defence has identified Training Package materials for review or development during 2021-22. Defence undertakes ongoing capability reviews across the ADF that may result in DEF Defence Training Package development outside of the IRC Skills Forecast and Proposed Schedule of Work period.

Where imported elective 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.

2018-19 PROJECT DETAILS

EXPLOSIVE ORDNANCE SKILLS

Description

The project is to revise and develop DEF Defence Training Package materials for the manufacture, maintenance, experimentation and use of explosive ordnance within the ADF.

Rationale

The project will revise and develop Defence Explosive Ordnance skills across a wide range of roles and functions, ensuring that the skills are contemporary with legislative and regulatory requirements, are consistent with industry best-practice, and are 'fit for purpose' with Defence operational environments.

Ministers' Priorities Addressed

- The project **does not** propose removal of obsolete and superfluous qualifications from the National Register
- The project **will ensure** that information is available about Defence training needs, where capability requirements are supported by Defence industry training providers
- The project **may support** individuals transitioning Defence acquired skills and knowledge to allied industry sectors
- The project **does not** propose creation of Units that can be owned and used by multiple industry sectors, due to the discrete and targeted nature of Defence skills and knowledge
- The project **does not** propose the development of additional Skill Sets for Defence
- The project **does not** propose the incorporation of existing accredited course materials into the DEF Defence Training Package

Consultation Plan

This project includes confidential DEF Defence Training Package materials. Public and State Training Authority consultation will be undertaken in accordance with current AISC policies.

Scope of Project

The project is planned to be undertaken from July 2018 to May 2019, with a Case for Endorsement planned for submission no later than July 2019.

Training Package

DEF Defence Training Package Release 1.0

Qualifications

14 existing qualifications to be revised

- DEF22215 Certificate II in Explosive Ordnance Manufacture
- DEF32115 Certificate III in Explosive Ordnance Manufacture
- DEF32215 Certificate III in Explosive Ordnance Proof and Experimental
- DEF32315 Certificate III in Explosive Ordnance Maintenance
- DEF32415 Certificate III in Explosive Ordnance Operations
- DEF42115 Certificate IV in Explosive Ordnance Maintenance
- DEF42215 Certificate IV in Explosive Ordnance Proof and Experimental
- DEF42315 Certificate IV in Explosive Ordnance Manufacture
- DEF42415 Certificate IV in Explosive Ordnance Operations
- DEF52115 Diploma of Explosive Ordnance
- DEF52215 Diploma of Explosive Ordnance Manufacture
- DEF52315 Diploma of Explosive Ordnance Proof and Experimental
- DEF72115 Graduate Certificate in Explosive Ordnance
- DEF82115 Graduate Diploma of Explosive Ordnance

Units of Competency

Up to 97 existing DEFEXO Units of Competency to be revised

Skill Sets

Nil Skill Sets to be developed

DEFENCE FORCE RECRUITING

Description

This project will develop personnel recruitment skills for an ADF member performing the role of a Defence Force Recruiter (DFR) within ADF recruitment centres.

Rationale

The project addresses an identified skills gap identified through strategic review of the skills and practices of ADF members undertaking DFR roles.

To meet ADF capability requirements, and address clearly established Defence skilling standards for DFR staff, a new AQF Level 4 qualification or Defence Skill Set and associated Units of Competency are proposed for development and inclusion in the DEF Defence Training Package.

Ministers' Priorities Addressed

- The project **does not** propose removal of obsolete and superfluous qualifications from the National Register
- The project **will ensure** that information is available about DFR training needs, where personnel recruitment requirements are supported by Defence industry service providers
- The project **may support** individuals transitioning Defence acquired personnel recruitment skills and knowledge to allied human resource management sectors
- The project **does** propose creation of Units that may be owned and used by multiple industry sectors, due to the alignment of DFR skills and knowledge with contemporary human resourcing practices
- The project **does** propose the potential development of an additional Skill Set for Defence
- The project **does not** propose the incorporation of existing accredited course materials into the DEF Defence Training Package

Consultation Plan

The Public Safety IRC will undertake consultations with DFR personnel, including Defence recruitment service providers.

AIS will undertake consultation on the IRCs behalf with State Training Authorities and other key national stakeholders, including seeking public feedback and input into development of material through the project's duration.

Scope of Project

The project is planned to be undertaken from July 2018 to May 2019, with a Case for Endorsement planned for submission no later than July 2019.

Training Package

DEF Defence Training Package Release 2.0

Qualifications

One new qualification may be developed

- DEF401XX Certificate IV in Defence Personnel Recruitment incorporating a range of native DEF and imported Units of Competency

Units of Competency

Up to four new Units of Competency to be developed

- DEFREC001 Defence Human Resources
- DEFREC002 Defence Human Resources
- DEFREC003 Defence Human Resources
- DEFREC004 Defence Human Resources

Skill Sets

One new Skill Set may be developed

- DEFSS000XX Defence Force Recruiter Skill Set

MILITARY JUSTICE SYSTEM

Description

The project is to revise and develop DEF Defence Training Package materials that support the Military Justice System, ensuring that these skills are contemporary with Commonwealth legislative requirements, and are 'fit for purpose' for all ADF members in the Military Justice System.

Rationale

The ADF's Military Justice System is a generic term which covers functions such as discipline in the ADF, administrative action to support ADF policy, inquiries to establish facts relevant to operation and command of the ADF, and the provisions for review and management of complaints. The system is essential to ADF operational effectiveness and it complies with Commonwealth laws.

Ministers' Priorities Addressed

- The project **does not** propose removal of obsolete and superfluous qualifications from the National Register
- The project **will ensure** that information is available about Defence training needs, where capability requirements are supported by Defence industry training providers
- The project **may support** individuals transitioning Defence acquired skills and knowledge to allied industry sectors
- The project **does not** propose creation of Units that can be owned and used by multiple industry sectors, due to the discrete and targeted nature of Military Justice System skills and knowledge
- The project **does not** propose the development of additional Skill Sets for Defence
- The project **does not** propose the incorporation of existing accredited course materials into the DEF Defence Training Package

Consultation Plan

The Public Safety IRC will undertake consultations with ADF Military Justice System practitioners through the project's duration.

AIS will undertake consultation on the IRCs behalf with State Training Authorities and other key national stakeholders, including seeking public feedback and input into development of material through the project's duration.

Scope of Project

The project is planned to be undertaken from July 2018 to May 2019, with a Case for Endorsement planned for submission no later than July 2019.

Training Package

DEF Defence Training Package Release 1.0

Qualifications

Nil qualifications to be developed

Units of Competency

13 existing Units of Competency to be revised

- DEFLAW001 Provide advice on service discipline law
- DEFLAW002 Perform the duties of a unit discipline officer
- DEFLAW003 Provide advice on service administrative law
- DEFLAW004 Conduct an arrest
- DEFLAW005 Conduct a unit level investigation and prefer charges
- DEFLAW006 Conduct summary authority proceedings
- DEFLAW008 Conduct a Defence administrative inquiry
- DEFLAW009 Make a Defence administrative decision
- DEFLAW010 Perform the duties of an appointing officer
- DEFLAW011 Perform the duties of a defending officer at service tribunals
- DEFLAW012 Perform the duties of a prosecuting officer at service tribunals
- DEFLAW013 Conduct basic fact finding
- DEFLAW115 Apply service discipline law

Skill Sets

Nil Skill Sets to be developed

2019-20 PROJECT DETAILS

DEFENCE CYBER SECURITY

Description

This project will develop AQF qualifications at AQF Level 4 and Level 5 that address the requirements of an ADF joint cyber security capability.

Rationale

The 2016 Defence White Paper has directed that the ADF strengthen its Defence cyber security 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 (Army, Navy and Air Force) will increase their number of cyber security personnel as well as potentially develop single service training options.

Ministers' Priorities Addressed

- The project **does not** propose removal of obsolete and superfluous qualifications from the National Register
- The project **will ensure** that information is available about Defence cyber security training needs, where capability requirements are supported by Defence higher education and industry training providers
- The project **may support** individuals transitioning Defence acquired cyber security skills and knowledge to allied information technology or government sectors
- The project **does** propose creation of Units that may be used by multiple industry sectors with cyber security responsibilities, including other state and federal government agencies
- The project **does** propose the development of additional Skill Sets for Defence
- The project **does not** propose the incorporation of existing accredited course materials into the DEF Defence Training Package

Consultation Plan

This project includes confidential DEF Defence Training Package materials. Public and State Training Authority consultation will be undertaken in accordance with current AISC policies.

Scope of Project

The project is planned to be undertaken from July 2019 to May 2020, with a Case for Endorsement planned for submission no later than July 2020.

Training Package

DEF Defence Training Package Release 2.0

Qualifications

Two new qualifications to be developed

- DEF401XX Certificate IV in Defence Cyber Security Operations
- DEF501XX Diploma of Defence Cyber Security Operations

Units of Competency

Up to 24 new Units of Competency may be developed

- DEFSEC001 to 024 Defence Cyber Security Functions

Skill Sets

Up to six new Skill Sets may be developed

- DEFSS000X Defence Cyber Security Role/Task

DEFENCE SKILLS

Description

The project is to review and develop DEF Defence Training Package materials.

Rationale

The project addresses ongoing Defence capability reviews, wider industry practices, or Defence legislative requirements.

Ministers' Priorities Addressed

- The project **does not** propose removal of obsolete and superfluous qualifications from the National Register
- The project **will ensure** that information is available about Defence training needs, where capability requirements are supported by Defence industry training providers
- The project **may support** individuals transitioning Defence acquired skills and knowledge to allied industry sectors
- The project **does not** propose creation of Units that can be owned and used by multiple industry sectors, due to the discrete and targeted nature of Defence skills and knowledge
- The project **does not** propose the development of additional Skill Sets for Defence
- The project **does not** propose the incorporation of existing accredited course materials into the DEF Defence Training Package

Consultation Plan

The Public Safety IRC will undertake consultations with Defence stakeholders, including Defence industry stakeholders through the project's duration.

AIS will undertake consultation on the IRCs behalf with State Training Authorities and other key national stakeholders, including seeking public feedback and input into development of material through the project's duration.

Scope of Project

The project is planned to be undertaken from July 2019 to May 2020, with a Case for Endorsement planned for submission no later than July 2020.

Training Package

DEF Defence Training Package Release 1.0

Qualifications

10 qualifications to be developed

- DEF21115 Certificate II in Military Skills
- DEF33115 Certificate III in Sensor Operations
- DEF43115 Certificate IV in Electronic Forensics
- DEF43215 Certificate IV in Simulator Maintenance
- DEF43315 Certificate IV in Work Health Safety
- DEF45115 Certificate IV in Range Control
- DEF53115 Diploma of Electronic Forensics
- DEF53215 Diploma of Simulator Maintenance
- DEF53415 Diploma of Institutional and Operational Chaplaincy
- DEF54315 Diploma of Evaluations

Units of Competency

68 existing Units of Competency to be revised

- Six DEFCHP units of competency
- Three DEFCMM units of competency
- Six DEFEVL units of competency
- Eleven DEFFOR units of competency
- Five DEFGEN units of competency
- Two DEFMIL units of competency
- Six DEFRNG units of competency
- Eight DEFSEN units of competency
- Nine DEFSIM units of competency
- Twelve DEFWHS units of competency

Skill Sets

One existing Skill Set to be revised

- DEFSS00012 Defence Chaplain Skill Set

PROPOSED SCHEDULE OF WORK - POLICE

2018-19

Advanced Police Investigation - Review

Advanced police investigations are conducted in accordance with professional policing practice established by federal, state and territory policing jurisdictions. Police require their professional education and training to provide the required skills and knowledge to detect and investigate offenders who have the potential to cause harm and/or commit offences.

POL Police Training Package material requires revision and development to ensure police have the skills and knowledge to complete complex investigations, as required by the criminal justice process.

Police Negotiation - Review

Police negotiations form a fundamental element of the law enforcement process.

POL Police Training Package material requires revision and development to ensure Police officers are trained in negotiations, apply active listening and other communication skills, and assist in defusing hostile situations whilst resolving critical incidents to maintain public safety.

Police Intelligence - Review

Police Intelligence supports a wide array of police operations including investigations, incident responses and community engagement, to prevent or reduce crime and enhance law enforcement and public safety outcomes.

POL Police Training Package material requires revision and development to ensure the skill needs of Police Intelligence practitioners are effectively addressed.

2018-19 PROJECT DETAILS

ADVANCED POLICE INVESTIGATION

Description

The project is to transition the POLSS00001 Advanced Police Investigation Skill Set to an AQF Level 8 Graduate Certificate Qualification.

Rationale

This project aims to formalise and improve the capabilities of Advanced Police Investigation Practitioners, and ensures that police have the skills and knowledge to complete complex investigations, as required by the criminal justice process.

Police stakeholder consultation has identified that the current Skill Set does not reflect contemporary capability requirements of police responsible for major and complex investigations, and seeks to address potential misalignment between the current training of Advanced Police Investigation Practitioners and the competencies that are currently recognised.

Future Police graduates of this qualification will be capable of applying advance police investigation knowledge and skills to demonstrate autonomy, well-developed judgement, adaptability and responsibility as an Advanced Police Investigation Practitioner.

Ministers' Priorities Addressed

- The project **does** propose removal of obsolete and superfluous qualifications from the National Register
- The project **does** propose that training information is made available about Police Investigation practices to training providers
- The project **will support** individuals with acquired skills and knowledge moving from one state or territory police jurisdiction to another
- The project **does not** propose creation of Units that can be owned and used by multiple industry sectors, due to the discrete and targeted nature of Police Investigation skills and knowledge
- The project **does not** propose the development of additional Skill Sets
- The project **does not** propose the incorporation of existing accredited course materials into the POL Police Training Package

Consultation Plan

The Public Safety IRC through the Australian New Zealand Policing Advisory Agency (ANZPAA) will undertake consultations within state and territory police jurisdictions through the project's duration.

AIS will undertake consultation on IRCs behalf with State Training Authorities and other key national stakeholders, including seeking public feedback and input into development of material through the project's duration.

Scope of Project

The project is planned to be undertaken from July 2018 to November 2018, with a Case for Endorsement planned for submission no later than March 2019.

Training Package

POL Police Training Package Release 2.0

Qualifications

One new Qualification to be developed

- POL801XX Graduate Certificate in Advanced Police Investigation

Units of Competency

Five Units of Competency to be revised

- POLGEN012 Manage risk within a policing context (also included in POL80115)
- POLINV005 Coordinate multi-agency investigations
- POLINV006 Lead major investigations
- POLINV007 Conduct jurisdictional review of policing practices
- POLINV008 Manage complex investigations

Skill Sets

One Skill Set to be deleted from the National Register

- POLSS00001 Advanced Police Investigation Skill Set

POLICE NEGOTIATION

Description

The project is to revise and develop POL Police Training Package materials related to Police Negotiation skills, and addresses changed police practices relevant to performing negotiations, and communicating in a negotiations environment.

Rationale

Police stakeholder consultation has identified that the structure of the Police Negotiation qualification meets current industry needs for Police Negotiators, with updates required to address changed police negotiation practices, terminology, and elements of police negotiation communications skills.

Police negotiations form a fundamental element of the law enforcement process. Police officers trained in negotiations apply active listening and other communication skills. They assist in defusing hostile situations and resolve critical incidents to maintain public safety while preserving the integrity of the subject.

Ministers' Priorities Addressed

- The project **does not** propose removal of obsolete and superfluous qualifications from the National Register
- The project **does** propose that information will be made available about revised police negotiation practices to Police industry training providers
- The project **will support** individuals with acquired skills and knowledge moving from one state or territory police jurisdiction to another
- The project **does not** propose creation of Units that can be owned and used by multiple industry sectors, due to the discrete and targeted nature of the required police negotiation skills and knowledge
- The project **does not** propose the development of additional Skill Sets
- The project **does not** propose the incorporation of existing accredited course materials into the POL Police Training Package

Consultation Plan

This project includes confidential POL Police Training Package materials. Public and State Training Authority consultation will be undertaken in accordance with current AISC policies.

Scope of Project

The project is planned to be undertaken from July 2018 to November 2018, with a Case for Endorsement planned for submission no later than March 2019.

Training Package

POL Police Training Package Release 2.0

Qualifications

One qualification to be revised and developed

- POL 66115 Advanced Diploma of Police Negotiation

Units of Competency

Four Units of Competency to be revised and developed

- POLNEG001 Use and maintain specialised equipment to support police response
- POLNEG002 Perform negotiations
- POLNEG003 Manage teamwork at situations
- POLNEG004 Communicate in a negotiations environment

Skill Sets

None

POLICE INTELLIGENCE

Description

The project is to revise and develop POL Police Training Package materials related to Police Intelligence skills, and addresses changed Police Intelligence practices and operations.

Rationale

Police Intelligence practice and operations qualifications cover skills that allow police to employ specialised or broad knowledge and skilled/highly skilled practice in acquiring and managing information within a Police Intelligence environment.

Police stakeholder consultation has identified that the structure of the Police Intelligence qualifications meet current industry needs for Police Intelligence Practitioners, with updates required to address changed Police Intelligence practices and operations, terminology, and elements of Police Intelligence analysis, management and risk management practices.

This project aims to enhance Police Intelligence Practitioner capabilities relevant to intelligence practices and operations.

Ministers' Priorities Addressed

- The project **does not** propose removal of obsolete and superfluous qualifications from the National Register
- The project **does** propose that information will be made available about revised Police Intelligence practices and operations to Police industry training providers
- The project **will support** individuals with acquired skills and knowledge moving from one state or territory police jurisdiction to another
- The project **does not** propose creation of Units that can be owned and used by multiple industry sectors, due to the discrete and targeted nature of the required Police Intelligence skills and knowledge
- The project **does not** propose the development of additional Skill Sets
- The project **does not** propose the incorporation of existing accredited course materials into the POL Police Training Package

Consultation Plan

This project includes confidential POL Police Training Package materials. Public and State Training Authority consultation will be undertaken in accordance with current AISC policies.

Scope of Project

The project is planned to be undertaken from July 2018 to November 2018, with a Case for Endorsement planned for submission no later than March 2019.

Training Package

POL Police Training Package Release 2.0

Qualifications

Two Qualifications to be revised

- POL52115 Diploma of Police Intelligence Practice
- POL62215 Advanced Diploma of Police Intelligence Operations

Units of Competency

Twelve Units of Competency to be revised

- POLCOV001 Assess and report threat and risks
- POLCOV002 Produce and manage intelligence products
- POLCOV003 Plan for intelligence activities
- POLCOV004 Manage information in an intelligence environment
- POLCOV005 Analyse information to develop intelligence
- POLCOV006 Liaise with clients or stakeholders for intelligence purposes
- POLCOV007 Manage intelligence briefings or presentations
- POLCOV004 Manage information in an intelligence environment
- POLCOV008 Provide intelligence support to policing responses
- POLCOV009 Undertake complex research and analysis in an intelligence environment
- POLCOV010 Manage threat and risk in a policing environment
- POLGEN016 Conduct briefings and debriefings in a policing environment
- POLGEN017 Work collaboratively in a team environment

Skill Sets

None

PROPOSED SCHEDULE OF WORK - PUBLIC SAFETY

2018-19

Biosecurity Public Information Officer – New Skill Set

National biosecurity agencies have identified a need for industry skills aligned to the role of a Public Information Officer within a biosecurity operational response. A new Skill Set consisting of Public Safety and other imported Units of Competency is proposed for inclusion within the PUA Public Safety Training Package during this forecast period.

This project addresses the need for industry skills that support the gathering and delivery of timely and accurate information to public safety agencies, media organisations and the public during a biosecurity response operation.

Public Safety

There are no other PUA Public Safety Training Package products currently identified for revision or development during the forecast period.

Where imported elective 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.

2019-22

Public Safety

There are no PUA Public Safety Training Package products currently identified for revision or development during the forecast period.

Where imported elective 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.

2018-19 PROJECT DETAILS

Description

This project will develop a Skill Set that addresses a requirement for a Public Information Officer within a biosecurity operational response.

Rationale

The Intergovernmental Agreement on Biosecurity (IGAB) was ratified in January 2012 and aims to strengthen the working partnership between governments and to improve the national biosecurity system. It also aims to minimise the impact of pests and disease on Australia's economy, environment and the community.

The Commonwealth and all state and territory governments committed to maintaining an effective level of preparedness to adequately respond to biosecurity incidents and collaboratively implement programs to ensure that the necessary level of capacity and capability is sustained across all jurisdictions. National biosecurity agencies have identified a need for additional industry skills aligned to the role of a Public Information Officer within a biosecurity operational response.

Ministers' Priorities Addressed

- The project **does not** propose removal of obsolete and superfluous qualifications from the National Register
- The project **will ensure** that information is made available about biosecurity response training needs, where capability requirements are supported by industry training providers
- The project **may support** individuals transferring skills and knowledge to allied emergency management or public safety sectors
- The project **does not** propose creation of new Units for skills transferability
- The project **does** propose the development of an additional Skill Sets for the Biosecurity sector
- The project **does not** propose the incorporation of existing accredited course materials into the PUA Public Safety Training Package

Consultation Plan

The Public Safety IRC will undertake consultations with key biosecurity sector stakeholders, including Commonwealth, state and territory governments with responsibilities under the IGAB.

AIS will undertake consultation on the IRCs behalf with State Training Authorities and other key national stakeholders, including seeking public feedback and input into development of material through the project's duration.

Scope of Project

The project is planned to be undertaken from July 2019 to May 2020, with a Case for Endorsement planned for submission no later than July 2020.

Training Package

PUA Public Safety Training Package Release 1.0

Qualifications

No new qualifications will be developed

Units of Competency

No new Units of Competency will be developed

Skill Sets

One new Skill Set will be developed

- PUASS000X Public Information Officer Skill Set

AUSTRALIAN INDUSTRY STANDARDS

Australian Industry Standards (AIS) provides high-quality, professional secretariat services to the Public Safety IRC in our role as a Skills Service Organisation. AIS provide services to eleven allocated IRCs which cover Aviation, Corrections, Gas, Electricity Supply (Generation and Transmission, Distribution and Rail), Electrotechnology, Maritime, Public Safety (including Police, Fire and Emergency Services, Defence), Rail, Transport and Logistics, and Water industries. AIS supports these important industry sectors using our world class in-house capability and capacity in technical writing, quality assurance, project management and industry engagement in the production of Training Packages.

AIS was established in early 2016, 20 years after its predecessor the Transport and Logistics Industry Skills Council (TLISC) was established in 1996. More information about AIS can be found at <http://www.australianindustrystandards.org.au>.

- We support industry growth and productivity through our modern innovative approach to establishing skills standards
- We provide high-quality, professional secretariat services to help our allocated industry reference committees develop the skills that industry needs
- We partner with industry to shape the workforce of the future