DEFENCE
TEST AND EVALUATIONS

Case for Change

Name of allocated IRC: Public Safety
Name of the SSO: Australian Industry Standards

1. Administrative information

*For a list of the products proposed to be reviewed as part of this project, please see **Attachment A**.*

Name of IRC(s):	Public Safety
Name of SSO:	Australian Industry Standards

1.1 Name and code of Training Package(s) examined to determine change is required

DEF Defence Training Package.

2. The Case for Change

*For information on the job roles to be supported through the proposed qualifications updates, enrolments data, completion rates, and the number of RTOs delivering these qualifications please see **Attachment B**.*

2.1 Rationale for change

Test and Evaluation (T&E) is a critical aspect of the Defence Capability Life-Cycle process. The aim of T&E is to obtain information to support the objective assessment of a Capability System and to confirm whether a risk is contained within acceptable boundaries across all facets of a system's life cycle. Defence defines this process of as:

- determining the needs and requirements of the acquisition
- acquisition of the resource(s)
- in-service implementation
- disposal

The fundamental purpose of T&E in a Defence system's development and acquisition program is to identify the areas of risk to be reduced or eliminated. During the early phases of development, T&E is conducted to demonstrate the feasibility of conceptual approaches, evaluate design risk, identify design alternatives, compare and analyse trade-offs, and establish satisfaction of operational requirements.

Defence requires that the two qualifications in this occupational area are reviewed (Certificate IV and Diploma in Test and Evaluation) as they have not been reviewed since 2017. Moreover, it is essential to ensure that the Training Package standards continue to align with recent Defence Test and Evaluation Capability Life Cycle processes as it has matured in recent years.

If changes are not made to the Training Package products, Defence will struggle to meet its obligations under the Defence First Principles Review that was commissioned by the Minister for Defence in 2015. The Review was designed to ensure Defence is fit for purpose and able to promptly respond to future challenges.

Not having workers skilled in latest T&E techniques increases the risk of Defence developing and acquiring equipment and systems that:

- place Defence personnel deploying on operations at greater risk of harm
- jeopardise Defence's ability to achieve operational objectives
- impact Defence's ability to train its workforce
- waste resources through the inefficient investment of Defence spending

The products in the two qualifications have not been reviewed since 2017.

2.2   Evidence for change

Defence Chief Capability Development Group and the Defence Director General Test & Evaluation has identified that whilst T&E takes place in the physical world (use of model and simulation has been around for many years to design defence equipment) it is becoming increasingly challenging and can be very expensive - depending on what is being tested. Modern defence programmes use increasingly sophisticated digital models and simulations. A digital twin is a virtual model of a process, product, or service, built alongside the actual item, and the digital thread is ultimately paired with the physical equivalent.

Defence has determined that this review will ensure the skills and knowledge requirements contained in the two qualifications are aligned with current occupational requirements for Test and Evaluations. It includes the review of 13 Units of Competency in total.

2.3   Consideration of existing products

This project proposes to review existing Defence Units of Competency only and not the creation of new products.

2.4   Approach to streamlining and rationalisation of the training products being reviewed

There are no Defence training products identified at this stage for deletion however Defence systematically reviews the viability and relevance of Training Package products and removes them based on their capability needs.

3.   Stakeholder consultation

3.1   Stakeholder consultation undertaken in the development of Case for Change

*For a full list of industry-specific stakeholders that actively participated in the stakeholder consultation process undertaken to develop the Case for Change, please see **Attachment C**.*

Defence followed its own rigorous and highly structured communications strategy when undertaking the engagement process for this Case for Change. When undertaking stakeholder consultation Defence gets input and involvement within the various sections in the three services (Army, Navy and Airforce) and across multiple jurisdictions. Branch owners and Leads of Subject of the relevant qualifications were consulted as part of this process and in turn have the delegation of authority to approve development changes on behalf of each of their sections. Feedback was coordinated centrally through the Defence Education, Learning and Training Authority (DELTA) and communicated to AIS.

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3.2   Evidence of Industry Support

*For a list of the issues raised by stakeholders during consultation and the IRC's response to these, please see **Attachment D.***

Defence Education, Learning and Training Authority (DELTA) coordinate Defence Training Package product changes through their own structured consultation process. Heads of sections and Learning Leads in the three Defence service areas of Army, Airforce and Navy are responsible for their own Training Package qualifications and maintain them so that they are consistent with industry practice and meet Defence capability requirements.

Please see attachment D.

3.3 Proposed stakeholder consultation strategy for project

*Note: For a full list of industry-specific stakeholders who are planned to be contacted to participate in the stakeholder consultation process undertaken for this project, please see **Attachment E**.*

Key Industry stakeholders have been identified in consultation with Defence and the Public Safety IRC.

AIS maintains a comprehensive database of industry contacts and stakeholders who receive targeted communications related to consultation on industry skills and training package development projects.

In addition, Defence-specific stakeholders in any consultation process are documented as per Defence security protocols sighting the Defence section areas only and not identifying names.

Standard online/video consultation, email correspondence and promotional activity are conducted via targeted communications including approved social media methods.

A recently developed **Engagement Hub** on the AIS website provides a one stop portal for information about how all stakeholders can participate and inform Training Package development work.

AIS, on behalf of the Public Safety IRC, will promote the opportunity to contribute through the AIS website, EDM's, AIS newsletter and public notifications. Stakeholders will also be notified of key milestones throughout the life of the project, including requests for feedback on draft materials as approved by Defence.

Stakeholder engagement and consultation will occur over the life of the project via a combination of the following methods as appropriate to the project:

- Direct engagement: Face to face consultations, Site visits, Phone, emails, video/teleconferencing meetings
- Industry forums and conferences
- Webinars
- Online feedback mechanisms
- STA direct engagement

Participation in Defence projects is achieved centrally through the Defence Education, Learning and Training Authority (DELTA). Branch owners in each of the three Defence Services, Army, Navy and Airforce, are consulted which includes regional and remote centres.

4. Licencing or regulatory linkages

Defence does not require State based licences; however, it does comply with national regulatory and licensing requirements where they apply. There are no licensing or regulatory requirements attached to these qualifications.

5. Project implementation

5.1 Prioritisation category

In accordance with the AISC Training Package Prioritisation Report and to coordinate the release of updated products, the Public Safety IRC recommends a routine update and implementation of this project.

5.2 Project milestones

Key project milestones include:

- o AISC project approval – June 2021
- o Draft 1 consultation – November 2021
- o Stakeholder validation – –March 2022
- o Quality Assurance – April/May 2022
- o Final consultation with states and territories – June 2022
- o CfE submitted for approval – 30 June 2022.

5.3 Delivery or implementation issues

Training implementation evaluation is conducted routinely by Defence and is considered an essential part of training and assessment cycle to be able to reflect, analyse, and improve its effectiveness and efficiency. Aspects raised by Defence and/ or stakeholders are included as part of the Training Package review.

Where appropriate, advice and suggestions will be provided in the Companion Volume Implementation Guide in addition to links to relevant resources.

6. Implementing the Skills Minister's Priority reforms for Training Packages (2015 and October 2020)

Training delivery information will be provided within the supporting Companion Volume Implementation Guide (CVIG). This guide exists to provides clear and useful information for implementers and educators.

Supporting individuals to move more easily between related occupations is managed centrally by Defence in the defence context. Pathway information is not explicitly provided in the CVIG for security reasons however there is information in the CVIG to support the following:

- Access and equity are described and addressed with advice on reasonable adjustment for learners
- Foundation skills is identified and described against the Australian Core Skills Framework (ACSF) and skill cluster known as the foundation skills for work framework.

The current products may be suitable for use by multiple industry sectors and will provide improved opportunities for individuals operating in relevant sectors to transfer acquired skills and knowledge into multiple sectors and/or operating environments.

This Case for Change proposes the review of qualification(s)however Defence actively look to add appropriate Skill Sets to support the skills capability of their staff.

This Case for Change was agreed to by the Public Safety IRC

Name of Chair	
Signature of Chair	
Date	

Attachment A: Training Package components to change

SSO: Australian Industry Standards

Contact details: David Dixon - Chief Operating Officer

Date submitted: TBA

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review *(endorsement date, nature of this update transition, review, establishment)*	Change Required
6	Test and Evaluation	Qualification	DEF40420Y	Certificate IV in Explosive Ordnance Proof and Experimental	NA	Update
6	Test and Evaluation	Qualification	DEF40517Y	Certificate IV in Test and Evaluation	NA	Update
6	Test and Evaluation	Qualification	DEF50117Y	Diploma of Test and Evaluation	NA	Update
6	Test and Evaluation	Qualification	DEF50220Y	Diploma of Explosive Ordnance Proof and Experimental	NA	Update
6	Test and Evaluation	Qualification	DEF80220Y	Graduate Certificate in Explosives	NA	Update
6	Test and Evaluation	Unit	DEFTST001Y	Plan testing and evaluation processes	NA	Update

6	Test and Evaluation	Unit	DEFTST002Y	Prepare testing and evaluation processes	NA	Update
6	Test and Evaluation	Unit	DEFTST003Y	Conduct testing processes	NA	Update
6	Test and Evaluation	Unit	DEFTST004Y	Evaluate testing	NA	Update
6	Test and Evaluation	Unit	DEFTST005Y	Produce test and evaluation reports	NA	Update
6	Test and Evaluation	Unit	DEFTST006Y	Analyse test data	NA	Update
6	Test and Evaluation	Unit	DEFTST007Y	Apply knowledge of test and evaluation processes	NA	Update
6	Test and Evaluation	Unit	DEFGEN005Y	Develop relationships with other organisations	NA	Update

Attachment B: Job role, enrolment information, the number of RTOs currently delivering these qualifications

Please set out the job roles to be supported through the updated qualifications, enrolment data over the past three years in which data is available for each qualification, completion rates for each qualification, and the number of RTOs delivering these qualifications.

Note: Defence AVETMIS statistics are not made public and not available in this Case for Change.

Job role	Qualification to be updated to support the job role	Enrolment data (for the past three years)	Completion rates (for the past three years)	Number of RTOs delivering (for the past three years)	
1392 - Senior Non-commissioned Defence Force Members	DEF40420Y Certificate IV in Explosive Ordnance Proof and Experimental	NA	0	2	
1392 - Senior Non-commissioned Defence Force Members	DEF40517Y Certificate IV in Test and Evaluation	304	72	1	
1392 - Senior Non-commissioned Defence Force Members	DEF50117Y Diploma of Test and Evaluation	3	0	1	
1392 - Senior Non-commissioned Defence Force Members	DEF50220Y Diploma of Explosive Ordnance Proof and Experimental	NA	0	1	
1392 - Senior Non-commissioned Defence Force Members	DEF80220Y Graduate Certificate in Explosives	NA	0	1	
	DEFTST001Y Plan testing and evaluation processes	193	35	2	
	DEFTST002Y Prepare testing and evaluation processes	201	35	2	
	DEFTST003Y Conduct testing processes	297	62	3	
	DEFTST004Y Evaluate testing	202	35	2	

	DEFTST005Y Produce test and evaluation reports	200	35	2
	DEFTST006Y Analyse test data	195	30	1
	DEFTST007Y Apply knowledge of test and evaluation processes	4	0	1
111212-Defence Force Senior Officer	DEFGEN005Y Develop relationships with other organisations	60	0	4

Attachment C: List of stakeholders that actively participated in the consultation process of the Case for Change

Name of stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
Branch owners and Leads of Subject	N/A	Defence	Military	National
Defence Education, Learning and Training Authority (DELTA)	NA	Australian Defence College Canberra	Military	National
State Training Authorities	N/A	All State and Territory training authorities	State Training Authority	States

Attachment D: Issues Raised by Stakeholders during consultation on the development of the Case for Change

Stakeholder Type	Issues Raised	IRC's Response to Issues Raised
Defence	No issues were raised during consultation on the development of the Case for Change	N/A

Attachment E: List of stakeholders to be contacted as part of the development of the Case for Endorsement

The Case for Endorsement development will involve contacting relevant stakeholders from the following organisations across all states and territories within Australia:

- Industry Reference Committee (IRC) Representatives
- Australian Defence College
- Employers (Non-IRC)
- Unions
- Regulators
- State Training Authorities
- RTOs
- Other/Consultants