Industry Skills Australia

ISA Current and Planned Activities

Industry Skills Australia is commencing a program of work across its industries to help build a resilient, highly skilled, and world class supply chain workforce. Activities range from building the workforce development capabilities of industry and the national skills system, through to the development of new and updated training products, research into emerging sectors and their workforce requirements, and preparing the workforce for transition of the economy to Net Zero.

We believe that great ideas can come from anyone and anywhere. Whether you'd like to collaborate with us, share your ideas, get involved in any of the activities listed below, or simply stay informed, we encourage you to get in touch now and join us as we work to prepare the industry and its workforce for the future. Subscribe to keep up to date **here**. View our projects **here**.

INDUSTRY	ACTIVITY FOCUS	DESCRIPTION	Industry Priority	Skills Reform Priority[1]	AREA OF INTEREST	EXPECTED TIMELINE	CURRENT STATUS
All four sectors	Skilled Migration	Investigate the current temporary and permanent skilled work visas to ascertain how well they meet the needs of the workforce and address skill shortages. Includes the recent transition from the Temporary Skill Shortage (TSS) visa to the new Skills in Demand (SID) visa.	✔		Workforce Development	Jun 24 – Dec 24	Proposed
All four sectors	Qualification Reform Demonstration Project	Undertake a demonstration project to test a different approach to training product design (it is not intended that the products ever be endorsed – rather, they will be conceptual and for demonstration purposes only). The concept will align to Qualification Reform Purpose 2 (*qualifications to prepare learners for multiple occupations within an industry)* and aim to create a Qualification at Certificate III level that would support mobility and transferability of skills across different occupations and contexts.		✔	Workforce Development	Jun 24 – Sep 24	In progress – find out more
Aviation	Space Transport and Logistics Skills Gap Analysis	Conduct a skills gap analysis to understand the skills and knowledge requirements for the space transport industry and determine how well the vocational education and training sector is positioned to prepare the current and future workforce.	✔		Research and Analysis	Jun 24 – Sep 24	In progress
Aviation	Transport Security Protection Review	Review of the Transport Security Protection qualification to align with regulatory changes and current industry practices.	✔		Training Product Development	Feb 24 – Mar 25	In progress - find out more
Aviation	Aviation Rescue	Review the Aviation Rescue Crew Officer and Air Crew Officer qualifications to address the skill needs of both fixed-wing and rotary-wing operators.	✔		Training Product Development	Feb 24 – Mar 25	In progress - find out more
Aviation	Diploma of Aviation (Flight Instructor) Review	Review the Diploma of Aviation (Flight Instructor) qualification to align with CASA licensing requirements and enhance the usability and currency of training.	✔		Training Product Development	Jun 24 – Dec 25	In progress - find out more
Aviation	Defence Flight Instructor	Investigate barriers and challenges in the recognition and licensing of military flight instructor training by CASA and developing a framework for mutual recognition.	✔		Workforce Development	Jun 24 – Dec 24	In progress
Aviation	RePL Alignment	Investigate barriers and challenges in aligning remote pilot vocational qualifications with CASA's Remote Pilot Licence (RePL).	✔		Training Product Development	Jun 24 – Feb 26	In progress

---

[1] Skills Reform Priority indicates whether an activity responds to any of the aims of the Skills Reform Agenda and/or the National Skills Agreement between the Commonwealth, states and territories.

INDUSTRY	ACTIVITY FOCUS	DESCRIPTION	Industry Priority	Skills Reform Priority[1]	AREA OF INTEREST	EXPECTED TIMELINE	CURRENT STATUS
Aviation	Cabin Crew Skills Recognition	Conduct a skills audit on Certificates III in Aviation (Cabin Crew), to provide insights into revising the qualification to improve training recognition and develop career pathways.	✓		Workforce Development	Jun 24 – Jan 25	In progress
Aviation	Improving Aviation Career Information	Develop a Career Information Companion Volume that forms part of the Training Package compendium for Aviation occupations with associated training availability or requirements and career pathway information.	✓		Workforce Development	Jun 24 – Feb 26	In progress
Aviation	Workforce shortages	**Diversity** - Engage with aviation industry stakeholders to identify underrepresented groups and propose innovative strategies to increase diversity and inclusivity in the industry. **Foundation programs** - Identify and develop foundational programs in schools that foster a talent pipeline by introducing aviation skills and programs focused on emerging areas like Advanced Air Mobility or Remotely Piloted Aircraft Systems. **Aviation White Paper** - Review the Aviation White Paper recommendations upon publication and collaborate with industry stakeholders and the Department of Infrastructure to prioritise strategies and actions from the White Paper.	✓	✓	Workforce Development	Jun 24 - Feb 25	Preliminary Research and Consultation
Aviation	VET Skills System	**University and VET Program** - Collaborate with universities offering aviation courses to bridge the gap between VET and Higher Education pathways and enhance VET recognition to expedite entry into the aviation job market. **Workplace Learning for Diploma of Aviation (Commercial Pilot Licence)** - Identify and explore partnerships between flight schools and airlines for graduate training and potential employment. **Aerodrome Reporting Officer Skills Audit** - Investigate with the industry and Australian Airports Association to understand why the current qualification for Aerodrome Reporting Officers is underutilised and will adapt training to better meet industry needs and attract individuals, especially in regional areas to the industry. **Diploma of Aviation (Commercial Pilot Licence) with CASA licensing** - Consult with the industry to explore the necessity and feasibility of aligning the Diploma of Aviation (Commercial Pilot Licence) with Civil Aviation Safety Authority licensing requirements. **Ground Operations Skills Audit** - Conduct a skills audit on Certificates III in Aviation (Ground Operations and Service), and revise qualifications to improve training recognition and develop career pathways.	✓	✓	Workforce Development	Jun 24 - Feb 25	Preliminary Research and Consultation
Aviation	Sustainable Aviation Fuel	Consult with stakeholders to understand changes and skills required for Sustainable Aviation Fuel (SAF) and alternative fuels implementation, proposing targeted strategies to equip the workforce for safe work with these fuels.	✓		Workforce Development	Jun 24 - Feb 25	Preliminary Research and Consultation
Aviation	New technologies and emerging industries	Collaborate with the aviation industry to understand transformative changes from Advanced Air Mobility and Remotely Piloted Aircraft Systems to develop targeted strategies, including tiered licensing and training products, to equip the workforce for evolving challenges and future-proof the industry.	✓		Workforce Development	Jun 24 - Feb 25	Preliminary Research and Consultation
Maritime	Marine Order 505 Licensing and Regulatory Update	Update Maritime Training Package products to reflect new Marine Order 505 licensing and regulatory requirements.	✓	✓	Training Product Development	Sep 23 - Oct 24	In progress - find out more

INDUSTRY	ACTIVITY FOCUS	DESCRIPTION	Industry Priority	Skills Reform Priority[1]	AREA OF INTEREST	EXPECTED TIMELINE	CURRENT STATUS
Maritime	National Maritime Skills Network	Establish, coordinate and manage a National Maritime Skills Network to support the establishment of a skilled workforce for the Strategic Fleet and the Maritime workforce more broadly.	✓		Workforce Development	Jun 24 - Jun 26	In progress
Maritime	Supply and Demand/Career and Learning Pathways	Work with Jobs and Skills Australia to establish a definitive data set and modelling of current and future supply and demand scenarios for the maritime workforce. Includes mapping of related career and learning pathways to support new entrants and existing workers.	✓		Workforce Development	May 24 – Nov 24	In progress
Maritime	Coordination of Sea Time	Scope, design and validate a model for the effective coordination of sea time requirements for the maritime industry.	✓		Workforce Development	Jun 24 - Feb 25	In progress
Maritime	Improve Maritime Industry Career Information	Develop a Career Information Companion Volume that forms part of the Training Package compendium for T&L occupations with associated training availability or requirements and career pathway information.	✓		Workforce Development	Jun 24 – Feb 26	In progress
Maritime	Vessel Traffic Services	Delete MAR30022 Certificate III in Vessel Traffic Services from the Training Package on advice from the Australian Maritime Safety Authority and retain one unit of competency. Going forward, Vessel Traffic Service Operators will use the International Maritime Organisation requirements as the basis for training.	✓	✓	Training Product Development	Jun 24 – Oct 24	In progress - find out more
Maritime	Autonomous Maritime Systems	Amend pre-requisite chains in MAR31222 - Certificate III in Autonomous Maritime Systems to remove barriers to training and technology change.	✓	✓	Training Product Development	Jun 24 – May 25	In progress
Maritime	Planning for large scale projects and initiatives	**Revalidation and RCC model -** Develop a revalidation and recognition of current competency model for Australia's Maritime workforce. **Occupational pathways for Defence** - Develop a recognition of prior learning model to support the transition from Naval occupations into civilian maritime occupations. **Occupational mobility -** Develop occupational mobility pathways for Australia's maritime workforce. **Simulation -** Develop a model that utilises technology (simulation) to develop real-world experience and seafaring capabilities which meets AMSA and IMO requirements. **Decommissioning and Offshore Wind** - Conduct further research to identify skills and workforce development implications. **Diversity** - Identify barriers to maritime workforce participation for under-represented cohorts. Engage with industry and relevant support organisations to determine potential strategies to assist in connection to employment. **Broader maritime industry** - Conduct further research and consultation to identify workforce challenges and skills implications for maritime workers operating in sector-specific areas.	✓	✓	Workforce Development	Jun 24 - Feb 25	Preliminary Research and Consultation
Maritime	VET Skills System	Engage with regional stakeholders to explore and develop strategies to support student cohorts in regional areas.	✓	✓	Workforce Development	Jun 24 - Feb 25	Preliminary Research and Consultation

INDUSTRY	ACTIVITY FOCUS	DESCRIPTION	Industry Priority	Skills Reform Priority[1]	AREA OF INTEREST	EXPECTED TIMELINE	CURRENT STATUS
Maritime	Decarbonisation	Engage with key stakeholders on decarbonisation policy and initiatives to identify the skills and training implications for Australian seafarers and determine the scope of any required training products.	✓	✓	Workforce Development	Jun 24 - Feb 25	Preliminary Research and Consultation
Rail	Rail Digital Skills	Conduct a pilot project to analyse Rail digital skills for select occupations using the Australian Digital Capability Framework. Based on the analysis, a model for describing digital skills in training products will be produced; and relevant training products identified and prioritised for review.	✓	✓	Workforce Development	Jun 24 – Jan 25	In progress - find out more
Rail	Improving Rail Career Information	Develop a Career Information Companion Volume that forms part of the Training Package compendium for Rail occupations with associated training availability or requirements and career pathway information. Development to include pathways between education sectors, expanding on previous work undertaken in the Seamless Future Rail Skills project.	✓		Workforce Development	Jun 24 – Feb 26	In progress
Rail	Mutual Recognition of Rail Skills	Develop the first three components of the National Transport Commission Mutual Recognition Blueprint: National Rail Mutual recognition principles; Guidance for validation/moderation of assessment; and Guidance for development and delivery of entry level rail skills.	✓		Workforce Development	Jun 24 – Mar 25	In progress
Rail	Future Rail Skills Needs	Work with the Australasian Railway Association; National Transport Commission; Rail, Tram and Bus Union to identify and prioritise responses for future rail skills requirements (e.g. skill and knowledge requirements for new locomotive fuel types). Includes targeted research, industry roundtables, and broad consultation to identify and prioritise a schedule of work to be included in the 2025 Rail Workforce Plan. Establish regular dialogue to support collaboration between relevant Jobs and Skills Councils and key stakeholder groups to ensure there is a whole of sector examination of rail workforce needs, and coordinated responses implemented.	✓		Workforce Development	Jun 24 – Feb 25	Preliminary Research and Consultation
Rail	VET Skills System	**Trainer And Assessor Capability (Driver Trainers)** - Consult with industry stakeholders to scope a potential project to increase the pool of available rail trainers and assessors, with a particular focus on building the supply of VET practitioners to deliver and assess driver training. **Training Product Development Validation and Scoping** – Consult further with stakeholders on changes suggested during earlier consultation in the 2024 Workforce Plan on the need for some new training products.	✓	✓	Workforce Development	Jun 24 – Feb 25	Preliminary Research and Consultation
Rail	Approaches to Improving Diversity in the Rail Sector	Identify and research examples of programs used by the rail sector (and sectors with similar challenges, e.g. construction, mining, and aviation) to attract, train and retain underrepresented groups. Produce a curated collection of case studies that can be published as an industry resource on good practice for increasing capability, capacity, and diversity in the workplace.	✓	✓	Workforce Development	Jun 24 – Feb 25	Preliminary Research and Consultation
Transport & Logistics	Chain of Responsibility Regulatory Revision	Ensure current heavy vehicle regulations relating to chain of responsibility are reflected in the TLI Transport and Logistics Training Package.	✓		Training Product Development	Sep 23 – Jul 24	In progress - find out more
Transport & Logistics	Omni-Channel Skills Gap Analysis	Determine the emerging skills and training requirements for the Omnichannel Logistics and Distribution sector.	✓		Research and Analysis	Jun 24 – Sep 24	In progress - find out more
Transport & Logistics	Furniture Removal Project	Incorporate furniture removal specific training into existing TLI Transport and Logistics qualifications to enable skills that are highly transferable to a range of vocations across Supply Chain sectors.	✓		Training Product Development	Jun 24 – Jun 25	In progress - find out more

INDUSTRY	ACTIVITY FOCUS	DESCRIPTION	Industry Priority	Skills Reform Priority[1]	AREA OF INTEREST	EXPECTED TIMELINE	CURRENT STATUS
Transport & Logistics	Improving Transport and Logistics Career Information	Develop a Career Information Companion Volume that forms part of the Training Package compendium for Transport and Logistics occupations with associated training availability or requirements and career pathway information.	✓	✓	Workforce Development	Jul 24 – Feb 26	In progress
Transport & Logistics	Motor Vehicle Driver Training	Update superseded units of competency in Certificate IV in Motor Vehicle Driving Instruction to ensure the qualification is current and relevant to support the training of heavy vehicle driving instructors.	✓	✓	Training Product Development	Jun 24 – Feb 25	In progress
Transport & Logistics	Specialist Compliance Training Development	Consult with industry and regulators to verify the skills and knowledge required for specific compliance tasks required for a nationally consistent learning pathway for compliance personnel in T&L enterprises.	✓		Training Product Development	Jun 24 – Feb 25	Preliminary Research and Consultation
Transport & Logistics	Attraction and Retention Workforce Challenges	**Pre-Vocational Program Development** - Consult with industry to determine essential skills required for employment in the road transport and warehousing sectors. Develop a pre-vocational training program with skill sets delivering training in these essential skills for direct entry into the T&L industry. **Transport Management Training** - Consult with industry to identify key skills required for transport leadership and management roles. Analyse existing training products to determine if training product development is needed to establish consistent pathways. **Skilled Migration** - Advocate for the inclusion of T&L occupations experiencing shortages in the Skilled Occupation List. Identify options for industry to utilise skilled migration opportunities to address workforce shortages, including Labour Agreements, Designated Area Migration Agreements, and other temporary or permanent skilled work visa options under the recently released Migration Strategy. Scope the potential for training product or program development to provide core skills and training to assist integration of overseas heavy vehicle drivers. **Increasing Industry Diversity -** Identify barriers to T&L workforce participation for under-represented cohorts. Engage with industry and relevant support organisations to determine potential strategies to assist in connection to employment.	✓	✓	Workforce Development	Jun 24 – Feb 25	Preliminary Research and Consultation
Transport & Logistics	Heavy Vehicle Driver Shortages	**Heavy Vehicle Driver Licensing** – Consult with industry to consider the reforms outlined in the National Heavy Vehicle Driver Competency Framework (NHVDCF) and identify where training product development or review may be required. **Skilling Heavy Vehicle Drivers -** Identify the core skills and knowledge required by employers for workers to be deemed job-ready after gaining their licence. Supports the establishment of the heavy vehicle driver apprenticeship. **High Productivity Vehicle (HPV) Upskilling Program** - Consult with regional enterprises and training providers to scope the potential development of a pilot program aimed at delivering intensive training and licence testing to fill the gap in high-productivity vehicle drivers in regional areas. **Job Share Pilot -** Investigate opportunities to develop a job share pilot and skill gap training program to enable more workforce participation from underutilised cohorts. **Passenger Transport Driver Training** - Review Certificate III in Driving Operations for training pathways relevant for drivers of passenger transport vehicles and align with reforms to the Disability Standards for Accessible Public Transport 2002 (Transport Standards).	✓		Workforce Development	Jun 24 – Feb 25	Preliminary Research and Consultation

INDUSTRY	ACTIVITY FOCUS	DESCRIPTION	Industry Priority	Skills Reform Priority[1]	AREA OF INTEREST	EXPECTED TIMELINE	CURRENT STATUS
Transport & Logistics	VET Skills System	**Improving Regional Training** - Engage with regional stakeholders to explore and develop strategies that will address the limited access to T&L training in regional areas. **Livestock Transport Training Development -** Consult with relevant livestock transport stakeholders to determine the demand and skill requirements for animal handling techniques and the safe transport of livestock. Findings will inform the development of a skill set to enable a nationally consistent approach and improved access to training.	✓	✓	Workforce Development	Jun 24 – Feb 25	Preliminary Research and Consultation
Transport & Logistics	Skills Gaps in Emerging Industries	**Transition to Net Zero** - Undertake ongoing consultation with industry stakeholders to determine the skill requirements associated with the implementation and adoption of zero emission vehicles and technologies. To be informed by the Transport and Infrastructure Net Zero Roadmap and Action Plan. **Automated Technologies** - Identify new or updated skill requirements for sectors implementing automated vehicles, systems or equipment. **Digital Transformation** - Monitor the industry's current and emerging digital technology, identifying areas that require upskilling, and programs or initiatives that will assist in the digital transformation. **Port Operations** - Assess skill requirements for port operations, including specialised training to respond to technological advancements and offshore wind projects. Also includes the review of existing Stevedoring qualifications.	✓	✓	Workforce Development	Jun 24 – Feb 25	Preliminary Research and Consultation