

CONSULTATION STRATEGY

Transport and Logistics (TLI) Training Package

TLI - Skilling Heavy vehicle drivers and licensing

The national road transport association (NatRoads) released information on a proposed [National Road Freight Workforce Action Plan](#), which includes the suggestion of creating a national Heavy Vehicle (HV) truck driver standard for adoption as industry best practice, which aligns with the intent of this project activity.

There is strong industry support for shifting the eligibility for licence upgrades from a time-based model to one based on demonstrated competency and experience. Austroads was tasked with reviewing the [National Heavy Vehicle Driver Competency Framework](#), to develop a harmonised training and assessment system that could be implemented across all jurisdictions. Following extensive consultation, Austroads released a Decision Regulation Impact Statement ([Decision RIS](#)), for consideration by infrastructure and transport ministers, who agreed in principle to the following key reforms:

- **Enhanced skills and knowledge requirements:** Redesigning learning and assessment standards for each HV licence class, with new minimum course lengths and behind-the-wheel training hours.
- **Experience-based progression:** Allowing drivers with verified work and driving experience to upgrade to higher HV licence classes more quickly.
- **Improved governance and support:** Strengthening oversight of training providers and developing enhanced materials for training and assessment.

This project, ***‘Skilling Heavy vehicle drivers and licensing’***, will engage with industry experts to review existing HV training products, to determine whether the current qualification, units of competency and skill sets, provide the essential skills HV drivers should gain, in addition to a HV licence.

This project will provide a benchmark for industry to adopt as a Minimum Standard and verification of competency to increase employer confidence in the fundamental skills acquired by HV vehicle drivers. It could also serve as a pre-apprenticeship pathway into the Heavy Vehicle Driver Apprenticeship or a pre-employment pathway, to build a pipeline or more *‘job ready’* HV drivers.

Currently, requirements for obtaining a heavy vehicle licence vary across jurisdictions, however, all states recognise the licences issued by other states under a mutual recognition agreement. In some jurisdictions a driver will complete accredited units of competency and undertake their licensing assessment through a

Registered Training Organisation (RTO), approved by the roads body in their state/territory.

In other jurisdictions, training is completed through an RTO, but the licensing assessment is completed with authorised examiners from the roads body in that state/territory.

A Technical Committee (TC) will be selected from industry experts, to review the following:

12 Existing Qualifications

- [TLI20221 Certificate II in Road Transport Terminal Operations](#)
- [TLI20321 Certificate II in Stevedoring](#)
- [TLI21221 Certificate II in Driving Operations](#)
- [TLI30122 Certificate III in Mobile Crane Operations](#)
- [TLI30219 Certificate III in Stevedoring](#)
- [TLI31222 Certificate III in Driving Operations](#)
- [TLI37122 Certificate III in Rail Infrastructure](#)
- [TLI40122 Certificate IV in Specialist Driving Operations](#)
- [TLI40521 Certificate IV in Traffic Control Room Operations](#)
- [TLI40724 Certificate IV in Mobile Crane Operations](#)
- [TLI41222 Certificate IV in Motor Vehicle Driver Training](#)
- [AVI30319 Certificate III in Aviation \(ground operations& services\)](#)

Five Existing licensing Units of Competency

- [TLILIC2014 Licence to drive a light rigid vehicle](#)
- [TLILIC2015 Licence to drive a medium rigid vehicle](#)
- [TLILIC2016 Licence to drive a heavy rigid vehicle](#)
- [TLILIC3017 Licence to drive a heavy combination vehicle](#)
- [TLILIC3018 Licence to drive a multi-combination vehicle](#)

Five Existing Drive (vocational) Units of Competency

- [TLIC2002 Drive light rigid vehicle](#)
- [TLIC3003 Drive medium rigid vehicle](#)
- [TLIC3004 Drive heavy rigid vehicle](#)

- [TLIC3005 Drive heavy combination vehicle](#)
- [TLIC4006 Drive multi-combination vehicle](#)

One Existing Operate Bus and Coach Unit of Competency

- [TLIC3042 Operate coach/bus](#)

Two Existing Driver Awareness Units of Competency

- [TLIC0031 Apply low risk car driving behaviours](#)
- [TLIC0033 Apply low risk heavy vehicle driving behaviours](#)

One Existing Skill Set

- [TLISS00157 – Road Transport Driver Skills Set](#)

In addition, the project will also develop new training products including:

One - New Skill Set OR Unit – ‘TC to identify’

- [Drive multi-combination for longer road trains](#)

One New Skill Set

- [Road Train Driver Skill Set](#)

The project includes the development of new vocational unit of competency and skill set to provide the higher skills and knowledge required for the operation of larger multi-combination (MC) vehicles.

ISA have experienced increasing calls from industry for additional training and licensing of drivers operating larger multi-combination (MC) heavy vehicles. Calls for a separate licence for combination for longer vehicles – 3 trailers or more in length would need to be approved by the appropriate authorities, however, in the meantime, the development of a new vocational unit of competency and skill set will provide higher skills and knowledge required for operation of larger combination vehicles.

Upon completion the revised HV training products, will become the industry benchmark of skills for both heavy vehicle drivers and road train operators and will be promoted for use as best practice and the national standard across all jurisdictions.

Workforce Challenges to be addressed are:

- Removing HV licensing differences between jurisdictions and ensuring all HV drivers have industry endorsed skills, knowledge and training

The training products are due to be submitted to the Assurance Body by **January 2027**.

Project Stages

- ISA web notice of project commencement and seeking Expression of Interest (EOI) for Technical Committee (TC) members (two weeks)
- ISA to select TC members
- ISA and Austroads to prioritises sequence for product review
 - IE: Licence units / Drive units / Skill Sets / Qualifications?
- Project commencement webinar to launch national project
 - Q: should Austroads form part of webinar?
- ISA / TC introduction meeting to discuss project scope, review sequence and example preliminary edits and TC requirements
- TC to start review, ensuring products address industry requirements and how do we future proof the products
 - IE: is there emerging technology that we could add?
- ISA to populate TC feedback into training products in preparation for TC consideration and approval to go out for first round of public consultation
- First round of public consultations (4 weeks)
- ISA to collate and present first round feedback / concerns to TC for consideration
- TC to address consultation feedback
- ISA to populate feedback into training products in preparation for TC consideration and approval to go out for second round of public consultation / validation (2 weeks)
- ISA to collate and present second round feedback / concerns to TC for consideration
- TC to address consultation feedback
- TC to approve and sign off on Draft products
- ISA to obtain letters of support from TC were possible

Note: above steps will also apply to all product grouping if reviewed separately

- Submission - Final draft sent to Senior Responsible Officers' (SRO's) and States and Territories Authorities (STA's) for review (2 weeks)
- ISA to address all SRO / STA questions on Draft products
- ISA to obtain letters of support from SROs

- Project submitted to Training Package Assurance Body
- Completion webinar will take place after products have been approved and available on TGA.

Stakeholder Consultation

This stakeholder consultation strategy has been developed to ensure ISA identify and engage all relevant stakeholders through the duration of the project.

It reflects a shared commitment to embedding effective engagement and consultation practices to ensure Training Product review and development work is responding to the needs of the industry. Consideration will be given to capturing the views of stakeholders in metropolitan, regional and remote areas across all states and territories, including employers and organisations with limited representation.

Objective

The aim of this consultation strategy is to gather insights and feedback from key stakeholders in the sector to inform the revision and development of training package products. This strategy will ensure the products are relevant, up-to-date, and align with industry and regulatory authority's requirements.

Stakeholder Identification

Key stakeholder groups for this project include:

- HV industry
- AustRoads
- NatRoads
- NTC – National Transport Commission
- Senior Responsible Officers (SROs)
- State Training Authorities (STAs)
- Industry Training Advisory Bodies (ITABs)
- Department of Employment and Workplace Relations (DEWR)
- State & Territory regulators
- Trucking associations
- Industry associations and industry peak bodies
- Registered Training Organisations (RTOs)
- Appropriate Jobs and Skills Councils (JSCs)

- Road transport enterprises from both passenger and freight sectors
- Respective Industry unions
- Industry subject matter experts
- Government agencies
- Industry employers and business representatives
- Aboriginal and Torres Strait Islander community representatives, where applicable
- Disability advocates, where applicable
- Any other relevant organisations and individuals impacted by the project

Consultation methods

Consultation methods will be determined based on the size of the project, and impact of project deliverables.

Different methods may be required for projects with a diversity of views to those where there is generally consensus about workforce requirements and project outputs and their implementation.

ISA will work closely with stakeholders throughout the life of the project and consider all recommendations/suggestions, opinions, and feedback to ensure the revised training products meet the needs of industry. A consultation log containing a high-level summary of all feedback and ISA's response will be maintained and available on ISAs website.

To ensure consultation achieves the depth of reach required to obtain balanced and representative feedback, project promotion will be multifaceted including as many of the following as required:

- Direct engagement: face to face consultations, site visits, phone, emails, video/teleconferencing meetings
- ISA newsletter and targeted EDMs to stakeholders
- ISA website (project pages)
- Conferences and industry events
- Stakeholder networks and forums
- ISAs regional engagement
- Media – digital and broadcast media (media releases)
- Social media – (e.g: LinkedIn posts)

- Project webinars.

Refer to **Appendix A: Organisations for Targeted Consultations**

Consultations:

The training products in this project will be drafted in consultation with the technical committee and their networks. At the public consultation stage, ISA will present and discusses the draft training products, collecting feedback from a wide range of stakeholders across the country. Whilst specific public consultation dates are identified, feedback is welcomed at any time and will help the technical committee in drafting the training products. Stakeholders are encouraged to contact the project specialist via ISA website.

Accessibility:

The consultation process will be accessible to all stakeholders. ISA will provide options for participation that cater to various needs and preferences.

Feedback Acknowledgment:

We will acknowledge the input and feedback from stakeholders, recognising their valuable contributions to the development of vocational products.

If you have any questions about this project, please contact Vincent Panozzo, Project Specialist, vincent.panozzo@isajsc.org.au or Grant Power, Project Specialist, grant.power@isajsc.org.au

Appendix A: Organisations for Targeted Consultations

Stakeholder Type	Organisation	Coverage
Commonwealth Government Representative	DEWR	National
Employers	DHL Visy Lindsey Transport Pilbara Heavy Haulage Girls Linfox Various others as required	National
Associations	NatRoads ATA State Associations	National
Regulator	Road and Licence Authority in each state and territory AustRoads	State & Territory National
STAs	State Training Authority (STA) and Senior Responsible Officers (SROs)	State & Territory
Registered Training Providers (RTO's)	Various	National and State & Territory
Transport Unions	TWU	National