

# ISA Program of Work

Proposed, Current and Completed Activities



Industry Skills Australia (ISA) is undertaking a program of work across its industries to help build a highly productive and resilient, world-class workforce for the Transport Supply Chain Industries. 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 the transition 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 and join us as we work to prepare the industry and its workforce for the future [www.industryskillsaustralia.org.au](http://www.industryskillsaustralia.org.au)



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## All Industries

ACTIVITY FOCUS	#	DESCRIPTION	AREA OF INTEREST	TIMELINE**	CURRENT STATUS
<b>VET Workforce Project</b>	TSC1.	Research into the transport supply chain VET workforce to understand the challenges, opportunities, job roles and career pathways, and opportunities to build a sustainable skills pipeline of high quality trainers and assessors.	Research and Analysis	Jun 2024 – Mar 2026	<a href="#">In Progress</a>
<b>Improving Career Information</b>	TSC2.	Develop career information for Aviation, Maritime, Rail, Transport and Logistics. Includes information on job roles and skill requirements, qualifications and training programs, and career pathways. To be included in the Training Package Companion Volume for each industry.	Workforce Development	Jun 2024 – Jun 2026	In Progress
<b>Digital Skills</b>	TSC3.	Assess the digital skills needs of aviation, maritime, rail, transport & logistics occupations and map to the current Training Packages to identify any gaps. Draws on DigComp 2.2 (the Digital Competence Framework for Citizens, which is maintained by the European Commission).	Workforce Development	Jun 2025 – May 2027	<a href="#">In Progress</a>

ACTIVITY FOCUS	#	DESCRIPTION	AREA OF INTEREST	TIMELINE**	CURRENT STATUS
<b>Increasing Diversity across Transport Supply Chain Industries</b>	TSC4.	Scope, assess and analyse the current Diversity & Inclusion landscape within the Transport Supply Chain industries to inform future strategies for a diverse, future-ready workforce and improve access to inclusive training pathways.	Research and Analysis	Feb 2026 – Feb 2027	<a href="#">In Progress</a>
<b>Technology Futures Taskforce Pilot – Occupational Analysis</b>	TSC5.	<p>Pilot a methodology to identify new and emerging technologies set to reshape key transport supply chain occupations and the training products that support them. It will combine AI analysis with expert insights from industry to validate the findings and anchor them into the Australian context.</p> <p>It will focus on four occupations undergoing significant technological change and deliver occupation reports, map affected training products, estimate the technology adoption rate and develop a scalable Technology Trend Radar.</p> <p>Together, these outputs will strengthen workforce readiness, guide upskilling and reskilling, and enable training packages to anticipate future skill needs.</p>	Research and Analysis	May 2026 - Aug 2027	<a href="#">Proposed</a>
<b>Qualification Reform Demonstration</b>	TSC6.	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	N/A	<a href="#">Completed</a>

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ACTIVITY FOCUS	#	DESCRIPTION	AREA OF INTEREST	TIMELINE*	CURRENT STATUS
<b>Diploma of Aviation (Flight Instructor)</b>	A1.	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 2024 – May 2026	<a href="#">In Progress</a>
<b>Defence Flight Instructor</b>	A2.	Investigate the barriers to transitioning military flight instructors into civil aviation. Recommendations and/or a framework to facilitate this transition will be developed for consideration by the Civil Aviation Safety Authority (CASA).	Workforce Development	Jun 2024 – Feb 2026	<a href="#">In Progress</a>
<b>RePL Alignment</b>	A3.	Review and update Certificate III in Aviation (Remote Pilot) to include current industry practices and more closely align with CASA's Remote Pilot Licence (RePL).	Training Product Development	Jun 2024 – May 2026	<a href="#">In Progress</a>
<b>Cabin Crew Skills Recognition</b>	A4.	Investigate the barriers to industry recognition of Certificate III in Aviation (Cabin Crew). In the first phase, it will identify the gaps between industry practices and the current qualification content with the goal of revising the qualification to increase uptake.	Workforce Development	Jun 2024 – Feb 2026	<a href="#">In Progress</a>
<b>Ground Operations Skills Analysis</b>	A5.	Research to identify current ground operation job roles, industry practices, use of technologies, and existing gaps to determine how vocational qualifications can be updated to meet current and future skills needs. A report with recommendations will form the basis of phase two.	Research and Analysis	Jul 2025 – Jun 2026	<a href="#">In Progress</a>
<b>Flight Instructor Higher Apprenticeship /Traineeship Feasibility Study</b>	A6.	Assess the feasibility of creating a structured higher apprenticeship or traineeship model for flight instructors in Australia, aligned with CASA's three grades of instructor ratings and endorsements.	Research and Analysis	Jan 2026 – Feb 2027	<a href="#">In Progress</a>
<b>Remote Pilot Aircraft Systems (RPAS) Tiered Competency Requirements</b>	A7.	Develop a fit-for-purpose tiered framework for Remotely Piloted Aircraft Systems (RPAS) to support competency development, recognition and licensing. This includes exploring how existing remote pilot qualifications can be aligned with the proposed tiered system and how the new framework can assist with developing clear pathways.	Workforce Development	Mar 2026 – Mar 2027	<a href="#">In Progress</a>
<b>AAM Skills Gap Analysis</b>	A8.	Identify the required skills, roles, and training needs for the integration and growth of Advanced Air Mobility (AAM) in Australia by addressing critical gaps in workforce capability and regulatory readiness.	Research and Analysis	Mar 2026 – Dec 2026	<a href="#">In Progress</a>

ACTIVITY FOCUS	#	DESCRIPTION	AREA OF INTEREST	TIMELINE*	CURRENT STATUS
<b>Space Transport and Logistics Skills Gap Analysis</b>	A9.	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	N/A	<a href="#">Completed</a>
<b>Transport Security Protection</b>	A10.	Certificate II in Transport Security Protection has been updated to support improved training outcomes and mobility for security screening officers across aviation, maritime, and air cargo sectors.	Training Product Development	N/A	<a href="#">Completed</a>
<b>Airborne Operations (Rescue)</b>	A11.	Certificate III and Certificate IV in Airborne Operations replace the Certificate III in Aviation (Rescue Crew Officer) and the Certificate IV in Aviation (Air Crew Officer). The qualifications have been changed to be more inclusive of different job roles and aircraft types.	Training Product Development	N/A	<a href="#">Completed</a>

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ACTIVITY FOCUS	#	DESCRIPTION	AREA OF INTEREST	TIMELINE*	CURRENT STATUS
<b>National Maritime Skills Network</b>	M1.	Establish a National Maritime Skills Network to bring together training providers from around Australia and build dynamic communities of practice. The Network will drive collaboration, innovation, and excellence in teaching, learning and assessment, with a common goal of building a skilled workforce for the Strategic Fleet and the Maritime workforce more broadly.	Workforce Development	Jun 2024 - Jun 2026	<a href="#">In Progress</a>
<b>Coordination of Sea Time</b>	M2.	Scope, design, and validate a model for the effective coordination of training berths for maritime trainees.	Research and Analysis	Jun 2024 – Aug 2025	<a href="#">In Progress</a>
<b>Maritime Skills Pipeline</b>	M3.	Scope, review and validate the key elements and policy settings of a sustainable skills pipeline for the Australian maritime industry. The agreed skills pipeline will identify elements that are missing or ineffective, and those that need to be reviewed or implemented. The agreed pipeline will inform the prioritisation of required initiatives to build a maritime workforce.	Workforce Development	May 2025 – Dec 2026	<a href="#">In Progress</a>
<b>Occupational Pathways for Defence</b>	M4.	Develop a recognition of prior learning model to support transition from Naval occupations into civilian maritime occupations.	Workforce Development	Aug 2025 – Apr 2027	<a href="#">In Progress</a>
<b>Revalidation and Recognition of Current Competency</b>	M5.	Develop a model to improve Recognition of Prior Learning (RPL) outcomes through the VET system and support AMSA revalidation and recognition of current competency to increase the supply of Australian seafarers in response to existing occupational shortages in the maritime industry.	Workforce Development	Aug 2025 – Jun 2027	<a href="#">In Progress</a>
<b>Maritime Simulator Opportunities</b>	M6.	Research into the advantages of introducing simulation into the maritime training ecosystem and how this technology could accelerate access to skilled and competent maritime workers in Australia.	Research and Analysis	Aug 2025 – Jun 2026	<a href="#">In Progress</a>
<b>Strategic Fleet Workforce Supply and Demand Forecast</b>	M7.	Conduct a comprehensive Maritime Supply and Demand Forecast Study to establish an independent evidence base on the likely size and composition of the requisite workforce for the next 5-10 years.	Workforce Development	May 2024 – Sep 2025	<a href="#">In Progress</a>

ACTIVITY FOCUS	#	DESCRIPTION	AREA OF INTEREST	TIMELINE*	CURRENT STATUS
<b>Marine Order 505 Implementation</b>	M8.	Learning resources have been developed to support maritime Registered Training Organisations (RTOs) implement and learners understand the new requirements and changes made to the Maritime Training Package with the MAR 505 regulatory update.	Workforce Development	May 2025 – Jun 2026	<a href="#">In Progress</a>
<b>Marine Order 505 Licensing &amp; Regulatory Update</b>	M9.	An update to the Maritime Training Package products to reflect new Marine Order 505 licensing and regulatory requirements.	Training Product Development	N/A	<a href="#">Completed</a>
<b>Vessel Traffic Services</b>	M10.	Deletion of MAR30022 Certificate III in Vessel Traffic Services from the Training Package on advice from the Australian Maritime Safety Authority (one unit of competency has been retained). Vessel Traffic Service Operators will now use the International Maritime Organisation requirements as the basis for training.	Training Product Development	N/A	<a href="#">Completed</a>
<b>Autonomous Maritime Systems</b>	M11.	Amendments to the pre-requisite chains in MAR31222 Certificate III in Autonomous Maritime Systems to remove barriers to training and recognise technology change.	Training Product Development	N/A	<a href="#">Completed</a>

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ACTIVITY FOCUS	#	DESCRIPTION	AREA OF INTEREST	TIMELINE*	CURRENT STATUS
<b>Autonomous Train Operations</b>	R1.	Identify and benchmark autonomous train operations practices and existing skills gaps to determine how vocational training products can be updated to address emerging autonomous skills gaps. The report will inform Stage 2 of the project and the need for reviewing existing and/or developing new training products within the Transport and Logistics Training Package.	Research and Analysis	May 2025 – Jun 2026	<a href="#">In Progress</a>
<b>Rail Fundamentals (Pre-vocational)</b>	R2.	Develop a nationally recognised qualification from the Victorian-accredited 22681VIC Certificate II in Rail Fundamentals (Pre-Vocational) to create a clear pathway for school students, enabling them to gain foundational rail skills while completing secondary education. Increasing the supply of future rail talent through to industry.	Training Product Development	Mar 2026 – Mar 2027	<a href="#">In Progress</a>
<b>Rail Digital Skills Analysis</b>	R3.	A pilot project that analysed Rail digital skills for select occupations using the Australian Digital Capability Framework. Based on the analysis, a model was developed to describe digital skills in training products, and relevant training products were identified and prioritised for review.	Workforce Development	N/A	<a href="#">Completed</a>
<b>Mutual Recognition Phase 1</b>	R4.	Develop the first three components of the National Transport Commission Mutual Recognition Blueprint: 1. National Rail Mutual recognition principles; 2. Guidance for validation/moderation of assessment; and 3. Guidance for the development and delivery of entry level rail skills.	Workforce Development	N/A	<a href="#">Completed</a>

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ACTIVITY FOCUS	#	DESCRIPTION	AREA OF INTEREST	TIMELINE*	CURRENT STATUS
<b>Addressing Heavy Vehicle Driver Shortages</b>	TL1.	Develop a National Heavy Vehicle Driver Action Plan that identifies the current state of industry, the impact of national shortages of heavy vehicle drivers, projects or initiatives that are working towards addressing these shortages, required government intervention and recommendations within ISA's remit for future activity.	Workforce Development	Aug 2025 – Jun 2026	<a href="#">In Progress</a>
<b>Skilling Heavy Vehicle Drivers and Licensing Update</b>	TL2.	Update relevant heavy vehicle driver licensing competency standards within vocational training products to align with training components provided by Austroads as part of reforms approved under the Review of the National Heavy Vehicle Driver Competency Framework. It will also focus on the key skills identified by industry to bridge the gap for new heavy vehicle drivers and those who drive larger multi-combination vehicles.	Workforce Development	Aug 2025 – Jun 2027	<a href="#">In Progress</a>
<b>Livestock Transport Training</b>	TL3.	Develop a new skill set to provide a benchmark for nationally consistent training and industry best practice for heavy vehicle drivers in the livestock transport sector.	Training Product Development	Aug 2025 – Jun 2026	<a href="#">In Progress</a>
<b>Review of Dangerous Goods Driver Training</b>	TL4.	Review and update training products to improve training for better alignment with the actions and behaviours required to ensure the safety of a dangerous goods (DG) driver and that relevant training is developed to allow an easy transition to the new Australian Dangerous Goods (ADG) code when it comes into force.	Training Product Development	Aug 2025 – Nov 2026	<a href="#">In Progress</a>
<b>Tasmanian T&amp;L VET in Schools Pilot</b>	TL5.	Establish a viable pathway for school students to gain skills while still at school that will assist them to successfully transition into work and provide an additional source of labour for Tasmania's T&L industry. This will develop a sustainable model that can be rolled out nationally.	Workforce Development	Aug 2025 – Mar 2027	<a href="#">In Progress</a>
<b>Diploma of Logistics Review Project</b>	TL6.	Review and update the Diploma of Logistics to better align the qualification with current and future workforce needs, including to support pathways from Certificate I–IV in Supply Chain Operations through to the Advanced Diploma of Supply Chain Management, and address skills shortages in leadership, compliance, sustainability and digital capability.	Training Product Development	Feb 2026 - Oct 2027	<a href="#">In Progress</a>

ACTIVITY FOCUS	#	DESCRIPTION	AREA OF INTEREST	TIMELINE*	CURRENT STATUS
<b>Pre-Vocational Supply Chain Operations Skill Set (Warehousing)</b>	TL7.	Develop a nationally recognised pre-vocational Skill Set to prepare job seekers and school students for supply chain entry-level roles specialising in warehousing in consultation with the Transport and Logistics sector. The Skill Set will provide foundational knowledge and practical skills in inventory handling, safety compliance, and basic operational processes.	Training Product Development	Mar 2026 – Mar 2027	<a href="#">In Progress</a>
<b>Fatigue Management Training Update</b>	TL8.	Updating the TLI Transport and Logistics Training Package to reflect the updated Heavy Vehicle National Law (HVNL) fatigue requirements.	Training Product Development	Feb 2026 – Jun 2026	<a href="#">In Progress</a>
<b>Omnichannel Skills Gap Analysis</b>	TL11.	Identification of skill requirements for key existing roles within the transport and logistics industries impacted by omnichannel logistics and new roles emerging within the sector. Recommendations are now being reviewed and include the potential development of Skill Sets.	Research and Analysis	N/A	<a href="#">Completed</a>
<b>Motor Vehicle Driver Training</b>	TL12.	An update of superseded units of competency in Certificate IV in Motor Vehicle Driving Instruction to ensure that the qualification is current and relevant to the training of heavy vehicle driving instructors.	Training Product Development	N/A	<a href="#">Completed</a>
<b>Furniture Removal</b>	TL13.	Inclusion of furniture removal-specific training into existing TLI Transport and Logistics qualifications. This will enable furniture removal workers to have greater access to training and a learning pathway, and gain accredited qualifications with skills that are highly transferable to a range of vocations across Supply Chain sectors.	Training Product Development	N/A	<a href="#">Completed</a>
<b>Chain of Responsibility Regulatory Revision</b>	TL14.	A review to ensure the current heavy vehicle regulations relating to chain of responsibility are reflected in the TLI Transport and Logistics Training Package.	Training Product Development	N/A	<a href="#">Completed</a>

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