

CONSULTATION STRATEGY

Training and Logistics Training Package Development

Pre-Vocational Supply Chain Operations Skill Set (Warehousing)

Project Purpose Statement

This project will review the Training and Logistics Training Package to develop a pre-vocational Skill Set for Supply Chain Operations specialising in warehousing. Industry stakeholders have called for a structured, nationally consistent training program to improve job readiness, reduce recruitment challenges, and support “trade taster” initiatives.

Project Timeline

Overview of major stages in this project. Please note timeframes and dates may change through the progress of the project.

- A **Technical Committee** (TC) of 16 – 18 subject matter experts will be formed for this project to help review and develop training products – commencing April 2026
- Approximately 3 TC meetings, with the last meeting serving as the final review and TC signoff
- TC Meetings will be online (and face to face for one session if possible) and between 2 to 4 hours in duration
- Stakeholder Consultation - There will be two Public Consultations during the review and development phase:
 - 1st consultation – July 2026 (4 weeks)
 - 2nd consultation – September 2026 (2 weeks)
- Submission of final draft products for SRO / States and Territories review – November 2026
- Training products submitted to Assurance Body – 1st February 2027
- A Webinar will take place after completion of the project.

Stakeholder Consultation

ISA will work closely with stakeholders throughout the life of the project and consider all ideas, opinions, and feedback to ensure the revised training products meet the needs of industry. This will include capturing the views of stakeholders in metropolitan, regional and remote areas across all states and territories, including employers and organisations with limited representation. A consultation log containing a high-level summary of all feedback and ISA's response will be maintained and available on our website.

This strategy will ensure the products are relevant, up-to-date, and align with industry and regulatory requirements.

Stakeholder Identification

Key stakeholder groups for this project include:

- Industry subject matter experts
- Registered Training Organisations (RTOs)
- Industry associations and bodies
- Regulators
- Government agencies
- Employers and business representatives
- DEWR
- State Training Authorities & Senior Responsible Officers (SROs)
- Applicable Unions
- Appropriate Jobs and Skills Councils (JSCs)
- Aboriginal and Torres Strait Islander community representatives, where applicable
- Disability advocates, where applicable
- Any other relevant organisations and individuals

Refer to Appendix A: Organisations for Targeted Consultations

Refer to Appendix B: Key Stakeholder types by State/territory

Consultation Mechanisms

The following stakeholder engagement methods and communication channels will be utilised to ensure our consultation obtains balanced and representative feedback:

- 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
- Media – digital and broadcast media (media releases)
- Social media – e.g. Twitter now known as X and LinkedIn posts
- Webinars

Consultation will be structured to ensure stakeholders are afforded appropriate access to draft material, and time to provide considered feedback.

Training Product Development

The training products in this project will be drafted in consultation with the Technical Committee (TC) and their networks. At the public consultation stage/s, ISA will present the draft training products for feedback from stakeholders. Whilst specific public consultation dates are identified, feedback is welcomed at any time throughout the project. If you have any questions about this project, please contact Elizabeth Cole, Project Specialist, elizabeth.cole@isajsc.org.au.

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 training product development.

Appendix A: Organisations for Targeted Consultations

Stakeholder Type	Organisation	Coverage
Commonwealth Government Representative	Department of Employment and Workplace Relations	National
Employers	A representative sample of warehousing employers from affected sectors, covering small, medium and large organisations	National and State in metropolitan, regional and remote locations (as appropriate)
Industry Association	Transport, Logistics and Supply Chain Associations, as well as associations for industries that rely on warehousing, as needed	National and State
Industry Training Advisory Body (ITABs)/ Advisory bodies	Various	State
STAs & SROs	<ul style="list-style-type: none"> State Training Authorities Senior Responsible Officers 	States National and State
Training Providers	RTOs providing the Cert II in Supply Chain Operations, along with other RTOs with units/qualifications in scope	National and State
Union	The Shop, Distributive & Allied Employees' Association, Transport Workers Union of Australia (TWU), and any other relevant unions.	National and State

Appendix B: Key Stakeholder types by state

Stakeholder type	National	QLD	NSW	ACT	Vic	SA	NT	TAS	WA
Industry employer	✓	✓	✓	✓	✓	✓	✓	✓	✓
Industry association /Peak industry body	✓								
ITAB/ Advisory bodies	✓	✓	✓	✓	✓	✓	✓	✓	✓
Government Commonwealth Enterprises	✓	✓	✓	✓	✓	✓	✓	✓	✓
SRO / STA	✓	✓	✓	✓	✓	✓	✓	✓	✓
Training Providers		✓	✓	✓	✓	✓	✓	✓	✓
Union	✓								