

**Jobs and
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PUBLIC SKILLS **AUSTRALIA** PUBLIC SAFETY SKILLS AUSTRALIA LTD

Annual Implementation, Promotion and
Monitoring Plan 2025 - 2026



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Annual Implementation, Promotion & Monitoring Plan

The Public Skills Australia *Annual Implementation, Promotion & Monitoring Plan 2025 – 2026* outlines approved projects to assist the delivery and utilisation of the training packages within the public safety and government industry-sectors. This document provides a high-level summary of the scope and timelines for each project.

The [Public Skills Australia's Strategic Plan 2023-26](#) outlines the following goals to meet the Implementation, Promotion and Monitoring (IPM) function:

- Drive continuous improvement of Training Packages through reviews.
- Promote the use, uptake and implementation of training products.
- Promote career pathways within and across our industry sectors.
- Deepen our understanding of systemic VET challenges faced by our industry-sectors and training providers in relation to training delivery and outcomes.

For details on how to contribute to the project and the most up to date information, please visit the relevant project page at publicskillsaustralia.org.au/projects.

Cross-JSC Biosecurity Skills Review

Background

The Biosecurity Skills Review project supports the implementation of the National Biosecurity Strategy (NBS), an Australian Government priority focused on building a highly skilled workforce to meet current and future biosecurity needs. Led by the Jobs and Skills Councils with support from the NBS Implementation Committee, the project also aligns with recommendations from the JSA Food Supply Chain Workforce Report and Skills Insight's strategic priorities around workforce planning and skills development.

The project will examine a broad range of occupations involved in biosecurity across standard, ancillary and surge workforce, and consider linkages with the veterinary, university and higher education sectors. It aims to identify the skills required for effective biosecurity responses, assess workforce and training availability, and determine existing gaps.

The final report will map biosecurity-related occupations, highlight skills and training needs, identify relevant RTO and university offerings, and provide recommendations for workforce development, including the feasibility of a national skills and capability framework. This work will support future workforce planning and help ensure Australia maintains a robust, science-based biosecurity system.

Strategic Goal

- Support our industry-sectors to continue to build and maintain capable and mobile workforces that are future-ready.
- Lead industry-sector intelligence sharing, relationship building and cross-collaboration.
- Facilitate the promotion, uptake and implementation of training products.

Commencement	Consultation Period	Expected Completion
February 2026	April - August 2026	February 2027

Complex Infrastructure Training Needs Analysis

Background

This project will explore emerging training needs in the Fire and Emergency Services industry-sector surrounding complex urban infrastructure. A review of the existing training products will be conducted to determine suitability against key risks including: increased use of combustible and synthetic materials in new constructions, the presence of electric vehicle charging stations in sub basements of multi – level buildings, and the complexities of managing emergencies in underground or confined environments involving fire behaviour, smoke and toxic gases.

The project will see the development of a Training Needs Analysis within this capability area and mapping existing training products to determine what skills and knowledge gaps currently exist.

Strategic goal

- Deepen our understanding of systemic VET challenges faced by our industry-sectors and training providers in relation to training delivery and outcomes.
- Drive continuous improvement of Training Packages through reviews.
- Promote the use, uptake and implementation of training products.

Commencement	Consultation Period Completed	Expected Completion
August 2025	September - October 2025	August 2026

Correctional Services Training Implementation (Phase 2)

Background

This project will implement recommendations based on *Correctional Services Training Implementation: Insights, Barriers and Recommendations* report. This project will support the delivery of *CSC30122 Certificate III in Correctional Practice* and *CSC30222 Certificate III in Immigration Detention Operations* through several support strategies to improve implementation, qualification interpretation, learner support, assessment quality and national collaboration across the Correctional Service industry-sector.

Strategic Goal

- Uplift the quality and consistency of training and assessment for *CSC30122 Certificate III in Correctional Practice* and *CSC30222 Certificate III in Immigration Detention Operations*.
- Support RTOs through clearer implementation guidance, culturally appropriate assessment advice and national collaboration
- Improve alignment between training delivery and operational practice to enhance learner outcomes.
- Foster national collaboration through forums that build capability and share best practice.

Expected Commencement	Expected Consultation Period	Expected Completion
March 2026	April 2026 – August 2026	December 2026

Defence Capability – VET System Pathways Framework

Background

This project will focus on how the VET System can support the skilling requirements of the Defence sector across multiple occupations and capability domains. It aims to enable the Defence sector to effectively utilise the Vocational Education and Training (VET) system to support new and evolving skills requirements emerging from current and future Defence sector priorities as outlined in the following documents:

- 2024 National Defence Strategy
- 2024 Integrated Investment Program
- 2024 Defence Workforce Plan.

Initially the project will focus on engagement with key stakeholders within the Australian Defence Force (ADF) and Department of Defence (DoD). The aim of these engagements is to outline the education and training environment across Defence and establish how the VET system is currently being utilised to develop skills in their workforce. This will support the development of a framework to outline the ways in which the VET system could be leveraged to support Defence in delivering national skill standards to meet new and evolving skills requirements. This will include identifying how workforce planning, skills identification, training, credentialing and delivery of VET qualifications integrate to deliver the skills needs for Defence.

Key areas of focus include:

- | | |
|--|----------------------------------|
| • Aviation | • Enterprise and command support |
| • Combat and Security | • Health |
| • Communications and Cyber | • Intelligence |
| • Engineering Maintenance and construction | • Logistics |



Strategic Goal

- Deepen our understanding of systemic VET challenges faced by our industry-sectors and training providers in relation to training delivery and outcomes.
- Promote career pathways within and across our industry sectors.

Commencement	Expected Completion
August 2025	December 2026

Local Government Skills Audit

Background

This project has mapped the current occupations and skills needs within Local Governments across Australia. Through the delivery of facilitated workshops with Local Government stakeholders in each State and Territory, the project has identified how local government service delivery is changing and where there are current and future occupational and skills gaps. These workshops also included discussion on the use and utility of existing training products in the *LGA Local Government Training Package*.

The outcomes of this project will inform future Training Product Development activity project submissions.

Strategic Goals

- Identify occupational shortages and skills gaps within local government.
- Deepen our understanding of systemic VET challenges faced by our industry–sectors and training providers in relation to training delivery and outcomes.

Commencement	Consultation Completed	Expected Completion
March 2025	September - November 2025	June 2026



Uptake and Utility of the Local Government Training Package

Background

This project has leveraged the insights and findings collected through the Local Government Skills Audit aims to identify opportunities to enhance the delivery and effectiveness of the LGA Local Government Training Package to better meet the needs of the Local Government workforce.

Strategic goals

- To identify opportunities to increase the utilisation of the Local Government Training Package to address current and future skills needs.
- Analyse barriers that are inhibiting Registered Training Organisations from delivering the existing qualifications.
- Identify training accessibility challenges that may be prevalent in diverse and remote/regional communities.

Commencement	Consultation Completed	Expected Completion
March 2025	September - November 2025	June 2026



Volunteer Leadership

Background

This Project addresses capability gaps in non-operational leadership across volunteer-based Fire and Emergency Service agencies. While operational leadership training is well established, there is a need for further development in areas such as member support, conflict resolution, and organisational culture. Leadership roles in these organisations are generally filled through a democratic process, where no formal qualification in leadership is required. As a result, effectiveness of volunteer leaders can vary significantly.

Public Skills Australia will support volunteer organisations by determining suitable leadership development pathways, assess the availability and relevance of existing accredited and non-accredited training programs and provide strategic recommendations that strengthen leadership capabilities through targeted initiatives and future activity submissions.

Strategic Goals

- Deepen our understanding of systemic VET challenges faced by our industry-sectors and training providers in relation to training delivery and outcomes.
- Drive continuous improvement of Training Packages through reviews.
- Promote the use, uptake and implementation of training products.

Commencement	Consultation Period	Expected Completion
September 2025	October 2025 – April 2026	June 2026



Police Occupational Pathways

Background

The project aims to evaluate the Police Training Package qualifications that are aligned to specialist training pathways. It will analyse comparable units of competency across different specialties to identify the factors that may hinder the development of skills for these roles. The project will seek to identify how the specialist pathways can be improved to enhance operational capacity and more efficiently meet workforce skill requirements.

This project will focus on the identification of occupational streams for personnel who are currently employed within policing. It is acknowledged that the Vocational Education and Training (VET) system is just one of several mechanisms used to build capability within agencies.

Strategic goal

- Deepen our understanding of systemic VET challenges faced by our industry-sectors and training providers in relation to training delivery and outcomes.
- Promote the use, uptake and implementation of training products.

Commencement	Expected Consultation Period	Expected Completion
February 2026	April 2026 – May 2026	December 2026

Emerging Technology Skills Review

Background

This project will focus on the emerging skill requirements for responding to emergencies and emergency events involving high-powered lithium-ion batteries and Electric Vehicles (EVs). EVs include road vehicles and light electric vehicles such as electric bikes, scooters and other relevant transport devices. This project will build upon work led by the Department of Climate Change, Energy, the Environment and Water (DCCEEW) in response to the National Electric Vehicle Strategy (2023).

Strategic goal

- Identify emerging operational skill requirements for responding to incidents involving electric vehicles and high-powered lithium-ion batteries.
- Strengthen national capability through collaboration with Fire and Emergency Services agencies and subject matter experts.
- Ensure Training Package products remain current by mapping skill needs and recommending updates.
- Support national initiatives such as the National Electric Vehicle Strategy (2023) through evidence-based workforce insights-based workforce insights.

Commencement	Expected Consultation Period	Expected Completion
February 2026	April 2026 – June 2026	December 2026