



PUBLIC SKILLS
AUSTRALIA
PUBLIC SAFETY SKILLS AUSTRALIA LTD

Annual Training Product Development Plan

2025 - 2026

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Annual Training Product Development Plan

The Public Skills Australia *Annual Training Product Development Plan 2025/26* outlines the identified projects that include updates to Training Package products within the public safety and government industry-sectors. All projects will be undertaken in accordance with the processes and quality principles outlined in the [Training Package Organising Framework](#). For details on how to contribute to the project and the most up to date information, please visit the relevant project page at <http://publicskillsaustralia.org.au/projects>.

Training Package Organising Framework

A purpose-driven, principles-based qualification system enables training package products to be designed in different ways to meet the diverse needs of Australia's Vocational Education and Training system and acknowledges the different purposes of training, including for new labour market entrants, individuals looking to upskill, and individuals looking to reskill. ¹

The *Training Package Organising Framework* (TPOF) outlines this approach to qualification design and sets out:

- Training Package product requirements, setting the overarching design and development requirements of training package products for endorsement by Skills Ministers.
- Process Requirements that Public Skills Australia must follow to develop and seek endorsement of nationally recognised Training Package products.

¹ *Training Package Organising Framework (2025)*, Department of Employment and Workplace Relations

The new purpose driven approach to qualification design includes three categories which define characteristics and guide the design of qualifications. Characteristics that may influence the design of qualifications within the remit of Public Skills Australia include:

- Legislative and regulatory requirements
- Government Policy
- Highly technical or niche skills and knowledge
- Training Package products included within industrial agreements

These factors may also require higher degrees of specificity to be considered in the design of training products.

Qualification Purposes

Purpose 1: Occupational

Qualifications designed and primarily used for a specific occupation may require a higher level of specificity, e.g. for safety or the integrity of the trades.

Purpose 2: Industry specific

Qualifications that prepare learners for multiple, related occupations will consider skill similarity and transferability, with reduction of product duplication and specification where possible, while retaining industry relevance.

Purpose 3: Foundational/Cross Sector

Qualifications designed to support pathways, and applied learning may be focused on cross-sectoral and foundation skills units and have a stronger emphasis on reducing product duplication and specification.

Auslan, Interpreting and Translating Qualification Review

Background

Phase 1 the Auslan, Interpreting and Translating project resulted in a *Findings and Recommendations Report* that outlined the use and uptake of the qualifications and key areas for improvement. The recommendations within the report were endorsed by peak industry bodies, Registered Training Organisations (RTOs), current Auslan interpreters and the Deaf community.

Phase 2 of the project will see the enactment of the recommendations from Phase 1 of the Auslan, Interpreting and Translating review. This involves the establishment of a technical committee to advise on training product development before completing broad industry consultation. Feedback on the draft products will be addressed and incorporated as appropriate before the final draft is validated. To ensure all stakeholders can access information, communication will be provided via Auslan video content at key stages and interpreters will be available at all consultation workshops. Where possible, consultation workshops will be co-delivered by a native Auslan speaker.

Scope

Qualification	Purpose
<i>PSP20218 Certificate II in Auslan</i>	Purpose 3: Foundational
<i>PSP30218 Certificate III in Auslan</i>	Purpose 3: Foundational
<i>PSP40818 Certificate IV in Auslan</i>	Purpose 3: Foundational
<i>PSP51018 Diploma of Auslan</i>	Purpose 1: Occupational outcome
<i>PSP50922 Diploma of Interpreting</i>	Purpose 1: Occupational outcome

<i>PSP50822 Diploma of Translating</i>	Purpose 1: Occupational outcome
<i>PSP60922 Advanced Diploma of Interpreting</i>	Purpose 1: Occupational outcome
<i>PSP60822 Advanced Diploma of Translating</i>	Purpose 1: Occupational outcome

Note: The Interpreting and Translating stream of these qualifications were updated in 2022 and are applicable to Languages Other than English (LOTE). Due to this, the structure and design of the core units of competency within these qualifications will be out of scope, unless accessibility challenges within the products are identified. If structural changes are identified, Public Skills Australia will broaden engagement to stakeholders related to the LOTE stream. This may result in a further request for DEWR funding to support the expansion of the project scope. For the full list of training products within the scope of this project, please refer to **Appendix A: PSP Public Sector Training Package Scope of Development**.

Training Product Priority

This project has been categorised as *Complex* due to the bespoke group of stakeholders that utilise or deliver the qualifications.



Defence Cyber Risk Assessment

Background

This project will see the creation of new Skill Sets to support Defence’s emerging capabilities in the cyber domain. Focusing on cyber risk assessment, these qualifications will establish a skills benchmark for practitioners to detect, assess and remediate threats and vulnerabilities in Defence Information and Communication Technology (ICT) systems.

Scope

Qualification	Purpose
TBC	Purpose 2: Industry Specific

For the full list of training products within the scope of this project, please refer to **Appendix B: DEF Defence Training Package Scope of Development**

Training Product Priority

This project is determined as *routine* as this project falls within a single training package within the remit of Public Skills Australia.



Defence Space Skill Sets

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

Background

Defence is leading Australia’s evolving Space capability. As a new capability with high-risk impacts, it is important to develop national skill standards to benchmark the skills of the emerging workforce. A series of Skill Sets are required to support niche roles including Space Domain Awareness, Satellite Communications, and Position, Navigation and Timing.

Public Skills Australia will develop up to six new Skill Sets comprising of existing units of competency to reside within the DEF Defence Training Package.

For the full list of training products within the scope of this project, please refer to **Appendix B**: DEF Defence Training Package Scope of Development

Training Product Priority

This project is determined as *routine* as this project falls within a single training package within the remit of Public Skills Australia.

Defence Youth Development

Commencement	Consultation Period	Expected Completion
August 2025	November – January 2026	April 2026

Background

In collaboration with the Australian Defence College, training product development opportunities have been identified to support career pathways into the Australian Defence Force (ADF), Defence industries and the Australian Public Service (APS). This pathway focuses on young Australians participating in VET delivered to Secondary Students, Australian Defence Force Cadets (ADF Cadets) and other youth development programs facilitated by Defence.

Scope

Qualification	Purpose
<i>DEF10117 Certificate I in Defence Skills</i>	Purpose 2: Industry Specific
<i>DEF21115 Certificate II in Military Skills</i>	

For the full list of training products within the scope of this project, please refer to **Appendix B: DEF Defence Training Package Scope of Development**.

Training Product Priority

This project is determined as *routine* as the qualification does not pose an immediate safety, legislative or licensing risk and no new units of competency are expected to be created.

POL Police Training Package Release 11

Project Commencement	Consultation Timeframe	Project End
August 2025	September – December 2025	June 2026

Background

In collaboration with the Australia New Zealand Policing Advisory Agency (ANZPAA), Public Skills Australia will update the Search and Rescue, Police Management and Bomb Response qualification streams to ensure alignment with current policing, management and operational doctrine.

Qualification	Purpose
<i>POL50218 Diploma of Police Bomb Technical Response (NFPA)</i>	Purpose 1: Occupational
<i>POL59121 Diploma of Police Search and Rescue Coordination (Marine/Land)</i>	Purpose 2: Industry Specific
<i>POL60421 Advanced Diploma of Police Search and Rescue Management</i>	
<i>POL80225 Graduate Certificate in Police Management</i>	

For the full list of training products within the scope of this project, please refer to **Appendix C: POL Police Training Package Scope of Development**.

Training Product Priority

This project has been categorised as *Routine* due to the significant police industry engagement required to gain consensus on updates to the training package products.

Confidential Material

Due to the sensitive nature of Bomb Response, *POL50218 Diploma of Bomb Technical Response is Not for Public Access (NFPA)* and is exempt from public consultation and publication. For approval to review this product, please contact ANZPAA.

Review of Government Investigations Qualifications

Project Commencement	Expected Consultation Timeframe	Project End
May 2025	May – July 2026	December 2026

Background

This project involves reviewing and updating the Government Investigations qualification stream within the PSP Public Sector Training Package to align with the *Australian Government Investigation Standards (2022)*. The project will update three qualifications, and one Skill Set to reflect legislative changes, operational practices and stakeholder needs. The project will address outdated packaging rules, seek to align the products to current capability requirements and ensure alignment with the Australian Qualifications Framework.

Scope

Qualification	Purpose
<i>PSP40416 Certificate IV in Government Investigations</i>	Purpose 2: Industry Specific
<i>PSP50416 Diploma of Government Investigations</i>	
<i>PSP60122 Advanced Diploma of Government (Investigations)</i>	

For full list of training products with the scope of this project, please refer to **Appendix A: PSP Public Sector Scope of Development**.

Training Product Priority

This project has been categorised as *Complex* due to the wide range of agencies that utilise the qualification stream and operate under the *Australian Government Investigation Standards* and allow for appropriate departmental consultation on updates to the qualification stream.

Review of Procurement and Contracting Qualifications

Project Commencement	Expected Consultation Timeframe	Project End
May 2025	May - July 2026	December 2026

Background

A comprehensive review of the Procurement and Contracting qualifications within the PSP Public Sector Training Package. This project comprises three key components:

1. Update to the Procurement and Contracting Qualification Stream

The Procurement and Contracting stream, last updated in 2016, no longer reflects current procurement practices, legislation, or aligns to the 2024 *Commonwealth Procurement Rules* and other state or territory legislation. This review will update the qualifications to better align with contemporary job roles and the capability needs of employers across both the public and private sectors.

2. Training Package Maintenance

As part of the upcoming release of the PSP Public Sector Training Package, several qualifications will be updated to remove superseded units of competency from their packaging rules, ensuring compliance and relevance.

3. Proposed Qualification Deletions

Following the 2024 Qualification Reform stock take of qualifications, several were identified for potential deletion due to low usage and/or overlap with other qualifications. These qualifications will be subject to consultation and considered for removal in this release.



Scope

Qualification	Purpose
<i>PSP40616 Certificate IV in Procurement & Contracting</i>	Purpose 2: Industry Specific
<i>PSP50616 Diploma of Procurement & Contracting</i>	
<i>PSP60616 Advanced Diploma of Procurement & Contracting</i>	
<i>PSP80116 Graduate Certificate in Strategic Procurement</i>	

For full list of training products with the scope of this project, please refer to **Appendix A: PSP Public Sector Scope of Development**.

Training Product Priority

This project has been identified as *Complex*, due to the volume of training products and breadth of government agencies that require procurement capabilities.

Appendix A: PSP Public Sector Training Package Scope of Development

The table below outlines the full scope of Public Sector training products proposed for development within the *Annual Training Product Development Plan*.

Project	Product Type	Product Title	Proposed Change
Auslan, Interpreting and Translating	Qualification	<i>PSP20218 Certificate II in Auslan</i>	Update
		<i>PSP30218 Certificate III in Auslan</i>	
		<i>PSP40818 Certificate IV in Auslan</i>	
		<i>PSP51018 Diploma of Auslan</i>	
		<i>PSP50922 Diploma of Interpreting</i>	
		<i>PSP50822 Diploma of Translating</i>	
		<i>PSP60922 Advanced Diploma of Interpreting</i>	
		<i>PSP60822 Advanced Diploma of Translating</i>	
	Unit of Competency	<i>PSPLAN001 Converse in Auslan at a basic user level</i>	Update
		<i>PSPLAN002 Compare the fundamental differences between Auslan and English structure</i>	
		<i>PSPLAN003 Source information on Deaf culture, and communicate according to Deaf protocol</i>	
		<i>PSPLAN004 Converse in Auslan at an independent user level (familiar subjects)</i>	



Project	Product Type	Product Title	Proposed Change
		<i>PSPLAN005 Analyse the structure of Auslan signs</i>	
		<i>PSPLAN006 Research the development of educational and social conditions for Australian Deaf communities</i>	
		<i>PSPLAN007 Converse in Auslan at an independent level (abstract and concrete notions)</i>	
		<i>PSPLAN008 Compare the structure of sentences in Auslan and English</i>	
		<i>PSPLAN009 Compare other sign languages to Auslan</i>	
		<i>PSPLAN010 Communicate with Deafblind people</i>	
		<i>PSPLAN011 Take notes for Deaf, hard of hearing and Deafblind people</i>	
		<i>PSPLAN012 Converse in Auslan at a proficient level</i>	
		<i>PSPLAN013 Analyse the semantics and sociolinguistics of Auslan</i>	
		<i>PSPLAN014 Convey information between Auslan and English</i>	
		<i>PSPLAN015 Research the role of an Auslan interpreter</i>	
		<i>PSPTIS105 Conduct career planning</i>	
		<i>PSPTIS107 Translate general purpose texts from English to LOTE</i>	
		<i>PSPTIS108 Translate general texts from LOTE to English</i>	



Project	Product Type	Product Title	Proposed Change
		<i>PSPTIS109 Read and analyse general purpose LOTE texts to be translated</i>	
		<i>PSPTIS110 Demonstrate routine written LOTE proficiency in different subjects and cultural contexts</i>	
		<i>PSPTIS111 Demonstrate routine written English proficiency in different subjects and cultural contexts</i>	
		<i>PSPTIS113 Interpret in general monologue settings</i>	
		<i>PSPTIS116 Demonstrate routine language proficiency in different subjects and cultural contexts</i>	
		<i>PSPTIS117 Use routine education terminology in two languages</i>	
		<i>PSPTIS118 Use routine health terminology in two languages</i>	
		<i>PSPTIS119 Use routine legal terminology in two languages</i>	
		<i>PSPTIS120 Revise translations</i>	
		<i>PSPTIS121 Translate special purpose texts from English to LOTE</i>	
		<i>PSPTIS122 Translate special purpose texts from English to LOTE</i>	
		<i>PSPTIS123 Read and analyse special purpose texts from LOTE to English</i>	
		<i>PSPTIS124 Apply theories to translating work practices</i>	



Project	Product Type	Product Title	Proposed Change
		<i>PSPTIS126 Demonstrate complex written English proficiency in different subjects and cultural contexts</i>	
		<i>PSPTIS127 Maintain and enhance professional practice</i>	
		<i>PSPTIS128 Prepare translated transcripts</i>	
		<i>PSPTIS129 Translate multimedia source material</i>	
		<i>PSPTIS130 Use translation technology</i>	
		<i>PSPTIS131 Interpret in complex dialogue settings</i>	
		<i>PSPTIS132 Interpret in complex monologue settings</i>	
		<i>PSPTIS133 Interpret through communication media</i>	
		<i>PSPTIS134 Manage interactions in complex settings</i>	
		<i>PSPTIS135 Sight translate</i>	
		<i>PSPTIS136 Use complex subject area terminology in two languages</i>	
		<i>PSPTIS137 Use chuchotage (whispered simultaneous) to interpret</i>	
		<i>PSPTIS138 Use note taking to recall and reproduce source messages</i>	
		<i>PSPTIS139 Demonstrate complex LOTE proficiency in different subjects and cultural contexts</i>	



Project	Product Type	Product Title	Proposed Change
		<i>PSPTIS140 Demonstrate complex English proficiency in different subjects and cultural contexts</i>	
		<i>PSPTIS141 Interpret as part of a team</i>	
		<i>PSPTIS147 Read and analyse general purpose English texts to be translated</i>	
		<i>PSPTIS148 Read and analyse special purpose English texts to be translated</i>	
		<i>PSPTIS149 Apply theories to interpreting work practices</i>	

Project	Product Type	Product Title	Proposed Change
Government Investigations	Qualification	<i>PSP40416 Certificate IV in Government Investigations</i>	Update
		<i>PSP50416 Diploma of Government Investigations</i>	
		<i>PSP60122 Advanced Diploma of Government (Investigations)</i>	
	Skill Set	<i>PSPSS00040 Government Investigations Skill Set</i>	
	Unit of Competency	<i>PSPGEN112 Apply government systems</i>	
		<i>PSPGEN115 Uphold and support inclusive workplace practices</i>	
		<i>PSPGEN143 Prepare high-level written communication</i>	
		<i>PSPINV001 Plan and initiate an investigation</i>	
		<i>PSPINV003 Finalise an investigation</i>	
		<i>PSPINV004 Conduct an investigation</i>	
		<i>PSPPCY018 Manage policy implementation</i>	
		<i>PSPREG021 Coordinate investigation processes</i>	
		<i>PSPREG026 Review and evaluate investigations</i>	
		<i>PSPREG033 Apply regulatory powers</i>	
		<i>PSPREG039 Gather information through interviews</i>	

Project	Product Type	Product Title	Proposed Change
Procurement & Contracting	Qualification	<i>PSP50616 Diploma of Procurement & Contracting</i>	Update
		<i>PSP60616 Advanced Diploma of Procurement & Contracting</i>	
		<i>PSP80116 Graduate Certificate in Strategic Procurement</i>	
	Skill Set	<i>PSPSS00042 Procurement Fundamentals Skill Set</i>	
		<i>PSPSS00043 Procurement Delegation Skill Set</i>	
		<i>PSPSS00061 Procurement Basics Skill Set</i>	
	Unit of Competency	<i>PSPETH007 Uphold and support the values and principles of public service</i>	
		<i>PSPETH008 Promote the values and ethos of public service</i>	
		<i>PSPETH009 Maintain and enhance confidence in public service</i>	
		<i>PSPGEN099 Undertake negotiations</i>	
		<i>PSPGEN111 Apply government processes</i>	
		<i>PSPGEN113 Exercise delegations</i>	
		<i>PSPGEN133 Identify and treat risks</i>	
		<i>PSPGEN135 Manage risk</i>	
		<i>PSPGEN150 Establish and maintain strategic networks</i>	

Project	Product Type	Product Title	Proposed Change
		<i>PSPLEG006 Encourage compliance with legislation in the public sector</i>	
Procurement & Contracting	Unit of Competency	<i>PSPLEG007 Promote compliance with legislation in the public sector</i>	Update
		<i>PSPLEG008 Manage compliance with legislation in the public sector</i>	
		<i>PSPMGT006 Develop a business case</i>	
		<i>PSPPCM004 Plan procurement</i>	
		<i>PSPPCM005 Develop and distribute requests for offers</i>	
		<i>PSPPCM006 Select providers and develop contracts</i>	
		<i>PSPPCM007 Manage contracts</i>	
		<i>PSPPCM008 Manage contract performance</i>	
		<i>PSPPCM009 Finalise contracts</i>	
		<i>PSPPCM010 Manage procurement risk</i>	
		<i>PSPPCM011 Plan to manage a contract</i>	
		<i>PSPPCM012 Plan for procurement outcomes</i>	
		<i>PSPPCM013 Make procurement decisions</i>	
		<i>PSPPCM020 Plan for strategic procurement</i>	

Project	Product Type	Product Title	Proposed Change
		<i>PSPPCM021 Coordinate strategic procurement</i>	
		<i>PSPPCM022 Negotiate strategic procurement</i>	
		<i>PSPPCM023 Manage strategic contracts</i>	
Procurement & Contracting	Unit of Competency	<i>PSPPCM025 Influence and define strategic procurement direction</i>	Update
		<i>PSPPCM026 Establish the strategic procurement context</i>	
		<i>PSPPCM027 Evaluate and improve strategic procurement performance</i>	
PSP Public Sector Training Package Maintenance	Qualification	<i>PSP20122 Certificate II in Government</i>	Update
		<i>PSP30122 Certificate III in Government</i>	
		<i>PSP40216 Certificate IV in Court Operations</i>	
		<i>PSP40316 Certificate IV in Government Security</i>	
		<i>PSP40522 Certificate IV in Trade Measurement</i>	
		<i>PSP40716 Certificate IV in Heavy Vehicle Road Compliance</i>	
		<i>PSP50316 Diploma of Government Security</i>	
		<i>PSP50716 Diploma of Fraud Control</i>	
		<i>PSP50216 Diploma of Court Operations</i>	Delete
		<i>PSP50522 Diploma of Trade Measurement</i>	

Appendix B: DEF Defence Training Package Scope of Development

The table below outlines the full scope of Defence training products proposed for development within the *Annual Training Product Development Plan*.

Note: The table outlines products identified within the scope of projects and does not indicate that they will necessarily be updated. This will be determined on advice from the project's Technical Committee.

Project	Product Type	Product Title	Proposed Change
Defence Cyber Risk Assessment	Skill Set	<i>TBC</i>	New Development
Defence Youth Development	Qualification	<i>DEF10117 Certificate I in Defence Skills</i>	Update
		<i>DEF21115 Certificate II in Military Skills</i>	
	Unit of Competency	<i>PSPGEN009 Work effectively in the organisation</i>	Replace with updated unit
		<i>PUAOPE013 Operate communications systems and equipment</i>	
	Unit of Competency	<i>DEFMIL009 Integrate into the Defence working environment</i>	Clarify language
Space Skill Set	Skill Set	<i>Space Skill Set</i>	New Development

Appendix C: POL Police Training Package Scope of Development

The table below outlines the full scope of Police training products proposed for development within the *Annual Training Product Development Plan*.

Project	Product Type	Product Title	Proposed Change
POL Release 11	Qualification	<i>POL50218 Diploma of Police Bomb Technical Response (NFPA)</i>	Update
		<i>POL58121 Diploma of Police Search and Rescue Coordination (Marine/Land)</i>	
		<i>POL60421 Advanced Diploma of Police Search and Rescue Management</i>	
		<i>POL80225 Graduate Certificate in Police Management</i>	
	Skill Set	<i>POLSS00002 Police Intelligence (Team Leader)</i>	
	Unit of Competency	<i>POLGEN001 Develop high performing teams within policing</i>	
		<i>POLGEN007 Review policing governance and accountability compliance</i>	
		<i>POLGEN008 Conduct an appreciation of incident management</i>	
		<i>POLGEN009 Demonstrate high level management capabilities within a policing context</i>	
		<i>POLGEN011 Demonstrate leadership capabilities within a policing context</i>	
		<i>POLSAR007 Assess search and rescue requirements</i>	
		<i>POLSAR011 Conclude police search and rescue operations</i>	



Project	Product Type	Product Title	Proposed Change
		<i>POLSAR012 Coordinate police search and rescue operations</i>	
		<i>POLSAR017 Undertaking initial search and rescue actions</i>	