



PUBLIC SKILLS
AUSTRALIA

Training Package Prioritisation Strategy

2025-2030

From our Chair



The Public Safety and Government industry-sectors play a vital role in safeguarding our communities and delivering essential services. Public Skills Australia proudly represents these industries in the vocational education and training space, aligning with the evolving needs of our member agencies and frontline professionals across the nation.

This strategy sets out a dynamic, multi-year roadmap designed to be both flexible and responsive. It empowers Public Skills Australia to act swiftly on training product development, identify opportunities for improvement and navigate competing priorities with clarity and purpose.

Stuart Ellis, AM Public Skills Australia Board Chair

From the Chair our Industry Advisory Group

Public Skills Australia, through its Industry Advisory Group, serves as a strategic conduit between the industry sectors it represents, fostering collaboration and alignment across workforce development and training initiatives. Its core functions include workforce planning, training product development, industry stewardship, and implementation, promotion and monitoring.

This strategy provides a structured, pragmatic and dynamic approach to ensure training products are subject to regular review, robust consultation, and remain contemporary and fit for purpose. The strategy allows for flexibility and responsiveness to urgent industry needs as they arise. It reflects a commitment to quality, compliance, and relevance ensuring that training products meet the evolving needs of industry and support a skilled, future-ready workforce.

Lynda Douglas Director National Skills Framework, Defence Education



Executive Summary

Public Skills Australia's *Training Package Prioritisation Strategy 2025-2030* (the Strategy) aims to guide decision making for projects relating to the update and review of Training Package products. The Strategy has been designed to equitably support the Public Safety and Government industry-sectors through responsiveness to changing priorities, including urgent industry-sector needs and initiatives by the Department of Employment and Workplace Relations (DEWR).

The Strategy seeks to balance:

- Ministerial priorities and VET reform initiatives such as qualifications reform
- urgent Training Package development and review priorities identified by industry-sectors
- maintenance of a routine review cycle to ensure Training Packages remain contemporary
- response to identified workforce challenges detailed in annual Workforce Insights Reports.

The Strategy identifies routine Training Package priorities and recommends a process for prioritisation to be enacted when urgent priorities arise.

Version History

VERSION NUMBER	DATE	DESCRIPTION
V 0.1	15/06/25	Initial draft for consideration by the Industry Advisory Group
V 1.0	01/10/25	Publish version

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Purpose

The Strategy establishes a defined and transparent decision-making approach for initiating, prioritising, and managing updates to Training Packages. It outlines a mechanism to review Training Package products within an estimated five-year timeframe, maintaining their currency and relevance while responding to evolving industry needs in a timely and informed manner.

Public Skills Australia is committed to ensuring that reviews of Training Packages are conducted equitably, with consistent consideration of capability requirements across all its industry-sectors. The Strategy aims to improve the quality and consistency of industry engagement through routine and structured interactions that inform the development and review process. Through this approach, stakeholder engagement activities can be planned, thereby reducing the risk of consultation fatigue and supporting more effective and meaningful participation.

The Strategy supports resource planning by enabling the strategic deployment of internal full-time equivalent staff and the targeted engagement of subcontractors where necessary.

Benefits

Equity across sectors

Even spread of projects scaled by size of Training Package

Reduce the risk of consultation fatigue

Long term planned approach to stakeholder engagement

Efficiency

Alignment with DEWR approved projects

Speed to market

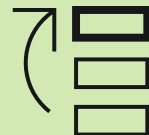
Responsive approach to industry priorities

Key Terms

TERM	DESCRIPTION
Training Product Review	Assessment of training products to determine whether updates are required, requiring engagement with industry and RTOs.
Training Product Update	The formal process of updating Training Package Products through the Training Package Organising Framework.
Ministerial Priorities	Mandated by Skills Ministers requiring JSCs to undertake work, including Ministerial directives or broader VET initiatives.
Routine Training Package Reviews	The requirement for JSCs to assess training products to ensure they remain contemporary, compliant and fit for purpose.
Urgent Industry-Sector Priorities	The requests for urgent development or review of Training Packages (e.g. due to health and safety reasons, regulatory/legislative changes, royal commission recommendations, coronial inquest findings).
Workforce Challenge Strategies	The training strategies identified within Public Skills Australia's annual Workforce Insight Reports.
Streamlining	The process of aligning training products that can be merged or removed based on duplication or low/no usage.
Stocktake	The report titled the <i>Public Skills Australia Qualification Reform Stocktake Report (2024)</i> – and associated recommendations.

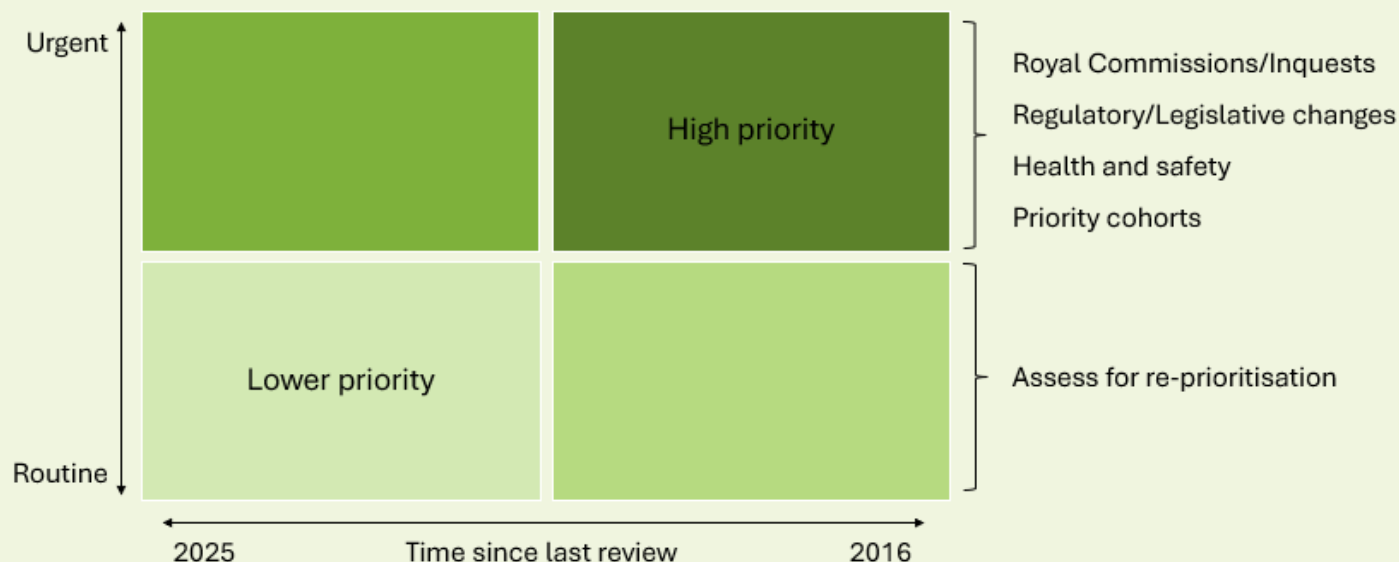
Project categories

Training projects and initiatives can be grouped into four main categories based on their source.

PLANNED PROJECTS	UNPLANNED PROJECTS
Workforce Challenge Strategies Workforce Insight Reports identify training strategies to be progressed to meet workforce challenges. As Jobs and Skills Councils are generally required to work on such training strategies annually, the Strategy needs to absorb new training related priorities every 12 months. 	Urgent Industry-Sector Priorities Urgent industry-sector requests for development/review of Training Packages due to health and safety reasons, regulatory/legislative changes, royal commission recommendations and/or coronial inquest findings. 
Routine Training Package Reviews Jobs and Skills Councils are required to review Training Packages to ensure they remain contemporary, compliant and fit for purpose. Noting the volume of Training Packages that Public Skills Australia supports, a transparent and informed cycle of Training Package review is required. 	Ministerial Priorities Initiatives mandated by Skills Ministers requiring Jobs and Skills Councils to undertake Training Package work. 

Prioritisation Model

Prioritisation of routine Training Package reviews is supported by data, weighed against the time since last review and an urgency scale. Reviews that fall into the lower priority quadrant can be weighed against urgent priorities for adjustment.



Several metrics would be used to assess Training Packages for potential review scheduling. These metrics provide a broad indication of the health of each Training Package. Public Skills Australia notes that a singular metric should not drive decisions to review Training Package products, however, a holistic view provides evidence to inform prioritisation.

Data

NCVER enrolments and completions.
Identification of low or no use qualifications for streamlining.

Contemporary job role alignment

Regulatory/legislative changes.
Whether the qualification is entry level.

Users of the qualifications

Priority cohorts including women, First Nations peoples, and those with disability.
Demand from industry-sectors.

Efficiency

Alignment to approved projects and initiatives.
Availability of resources.

Prioritisation Process

Underpinned by industry engagement, the prioritisation process is used to determine routine Training Package reviews and involves the following steps.

1. Public Skills Australia desktop analysis will be undertaken to inform prioritisation of Training Package products against metrics identified in the Strategy.
2. Stakeholder engagement to validate assessment.
3. Presentation of priorities to relevant Public Skills Australia subcommittees for recommendation to the Industry Advisory Group (IAG).
4. Presentation of recommendations to the IAG for endorsement.
5. Public Skills Australia Board approval.
6. DEWR Activity Project Submissions (where updates result in a major change to training products).

Note: *Police and Defence sectors would commence at Step 3 in this process as authority for priority setting sits with senior leadership within relevant agencies.*

Public Skills Australia notes that the Training Packages under its remit vary in size and thus project volume may be greater in some industry-sectors to accommodate a higher number of training products.

Regular Strategy Review

The *Training Package Prioritisation Strategy 2025-2030* would be reviewed on a quarterly basis through a change request process to support reprioritisation.

Actions to Support Reprioritisation

The below table outlines proposed actions aligned to project categories to prepare for and support reprioritisation of projects.

PLANNED PROJECTS	
	Workforce Challenge Strategies • IAG and Board to consider how many mitigating training strategies can be accommodated in an annual cycle. • Public Skills Australia to develop annual project schedules against strategies. • Public Skills Australia to foreshadow urgent industry-sector priorities in Workforce Insights Reports. • Public Skills Australia to develop Activity Project Submissions to seek funding from DEWR. • IAG and Board to note DEWR approved strategy projects currently underway or planned.
	Routine Training Package Reviews • Public Skills Australia to identify review and update projects as small, medium and large Training Package review and update projects to support effort mapping. • Public Skills Australia to consult with industry-sectors to agree on the prioritisation of routine Training Package reviews. • Public Skills Australia to seek endorsement from the IAG and approval of the Board to reprioritise projects due to Ministerial or Urgent Industry-Sector Priorities • Public Skills Australia to develop Activity Project Submissions to seek funding from DEWR. • IAG and Board to note DEWR approved training product projects currently underway or planned.

UNPLANNED PROJECTS

**Urgent Industry-Sector Priorities**

- IAG and Board to consider reprioritising annual Business Plan.
- Subcommittees or IAG to submit of a Project Concept Proposal to Public Skills Australia.
- Public Skills Australia to categorise urgent priorities as 'small', 'medium' or 'large' to allow adequate effort mapping and consideration of rescheduling of routine priorities to accommodate.
- Public Skills Australia to re-align workplans referenced within the Strategy.
- Public Skills Australia to develop Activity Project Submissions to seek funding from the DEWR.

**Ministerial Priorities**

- Requires either 'additional funding' (separate from Activity Submission funding) or to be absorbed within the core budget.
- Public Skills Australia to present Ministerial priorities to IAG and Board to ensure transparency and to support reprioritisation efforts.

Project Sizing

Training product review and update projects are categorised based on their complexity as outlined in the *Training Package Organising Framework*. Public Skills Australia can effectively deliver 8-10 Training Package projects of varying sizes using internal resources annually.

EFFORT	NATURE OF CHANGE	INDICATIVE TIMEFRAME
Minor	Minor editorial changes to training products. Development of Skill Sets. Updates to qualifications packaging rules.	6 months (fast track)
Moderate	Major changes to training products involving review, update of up to three qualifications. Review of a highly used Units of Competency critical for capability. Development of a single Unit of Competency.	12 months (routine)
Complex	Projects that impact multiple industry-sectors outside of the remit of Public Skills Australia, requiring broader consultation. Projects involving a large volume of qualifications or Units of Competency. Updates that require initial evidence gathering phase. Development of several Units of Competency.	18 Months (complex)

Project Effort Mapping

The percentage of effort that is placed against project categories needs to be flexible to accommodate changing priorities (unplanned activities). The below table highlights the effort against categories between projects throughout 2024-25 (current state) and the potential future state where greater effort is based on planned reviews. This would allow for timelines to be varied where needed to facilitate urgent priorities.

	MINISTERIAL PRIORITIES	URGENT INDUSTRY PRIORITIES	STRATEGY PROJECTS	ROUTINE TRAINING PACKAGE REVIEWS
Current State	40% Qualification Reform VET Workforce	10% Auslan, Interpreting and Translating Qualification Review	40% Current and planned projects	10% Aligned to strategy projects
Future State	15% Training product template implementation (from July 1) Minor input into all of Government Priorities (closing the gap, etc.)	15% To be advised on an ad hoc basis	50% As per Workforce Insights Reports	20% Arising from the Training Package review schedule