

**Future Skills Organisation**  
**Annual Implementation, Promotion and Monitoring Activity Plan**  
**2025 – 2026**

## Acknowledgements

FSO extends its gratitude to the industry representatives and other stakeholders who provided their insights to inform our Implementation, Promotion and Monitoring activities.

## Legal disclaimer

The information set out in this Annual Implementation, Promotion and Monitoring Activity Plan provides a general overview only. It is not a substitute for independent professional or training advice and should not be relied upon. FSO recommends that organisations/individuals obtain appropriate independent professional advice relevant to their particular needs and circumstances.

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## Version Control:

Release	Notes	Date of Publication
<b>Version 1</b>	Reflects projects approved in the FSO Annual Activity Schedule 2024-25, that will be in delivery during the period of June 2025 to June 2026.	June 2025
<b>Version 2</b>	Addition of projects approved in the FSO Annual Activity Schedule 2025-26, that will be in delivery during the period of January 2026 to July 2027.  Addition of project website links.	February 2026

## **Annual Implementation, Promotion and Monitoring Plan**

Future Skills Organisation (FSO) Annual Implementation, Promotion and Monitoring Activity Plan provides an overview of the Implementation, Promotion and Monitoring activities underway as described below. These activities complement the training product development activities listed in our Annual Training Product Development Plan to also address the skills and capabilities gaps described our Workforce Plan.

To find out more about FSOs current projects, please visit our [Projects Page](#).

## 2026 Project Commencing

Projects Commencing 2026		
Code & Title Stakeholder engagement via link.	Summary of the activity	Expected timeframe
FSO_ANN_2526_001 <b>Earn While You Learn (EWYL) - Job Ready Skills</b> Link: TBC	This Implementation, Promotion and Monitoring activity will test the demand for, and effectiveness of, targeted EWYL programs to support upskilling, reskilling and lifelong learning. The intention is to ensure responsive speed-to-market training for job ready skills within the National training system.	<b>Project Commencement:</b> February 2026 <b>Project Completion:</b> July 2027
FSO_ANN_2526_002 <b>Cross JSC – Generalist Skills Review</b> Link: TBC	This Implementation, Promotion and Monitoring activity seeks to: <ol style="list-style-type: none"> <li>1. Define the generalist skills needed across the economy by assessing relevant frameworks to identify and define the generalist skills               <ol style="list-style-type: none"> <li>a. define how those generalist skills are related to Foundation Skills</li> </ol> </li> <li>2. Determine existing coverage of those generalist skills, within selected training packages through analysis of existing units of competency and qualifications</li> <li>3. Identify duplication across training packages, qualifications and units of competency</li> <li>4. Identify gaps in existing products and priority product development, and</li> <li>5. Provide a roadmap to development, implementation and reduction in duplication over time across defined training packages.</li> </ol>	<b>Project Commencement:</b> January 2026 <b>Project Completion:</b> January 2027

**Projects Commencing 2026**

Code & Title Stakeholder engagement via link.	Summary of the activity	Expected timeframe
	Provide broader policy advice/ advocacy to enable this approach more broadly, for consideration by Government or other stakeholders.	

**2025 Project Commencing**

**Projects Commencing 2025**

Code & Title Stakeholder engagement via link.	Summary of the activity	Expected timeframe
FSO_ANN_2425_004 <b>Uplift Digital Capability</b> – BSB Training Package Link: <a href="#">Digital Capability Training Product Trial - Future Skills Organisation</a>	<p>This activity has a Training Product Development (TPD) component and an Implementation, Promotion and Monitoring (IPM) component. The TPD component will update the Business Services (BSB) Training Package with new units of competency (UoCs) in digital capability based on DigComp 2.2.</p> <p>In recognition of the urgent need for digital capability uplift, this activity will also trial and evaluate the delivery of self-directed online digital capability training through a <a href="#">Training Product Trial</a>. This approach means that learners will be able to uplift their digital skills while the training products complete accreditation through the Training Package Organisation Framework process.</p>	<p><b>Project Commencement:</b> March 2025</p> <p><b>Project Completion:</b> December 2026</p>
FSO_ANN_2425_007 <b>Entry Level Pathways (Personas)</b>	<p>This Implementation, Promotion and Monitoring activity will support the understanding of entry level pathways into employment in the technology industry through developing pathways that capture the</p>	<p><b>Project Commencement:</b> February 2025</p> <p><b>Project Completion:</b></p>

Projects Commencing 2025		
Code & Title	Summary of the activity	Expected timeframe
Stakeholder engagement via link. Link: <a href="#">Entry Level Pathways - Future Skills Organisation</a>	skills needed by industry. This activity will inform training package and qualifications design, starting with the <a href="#">ICT Training Package Update</a> .	May 2026
FSO_ANN_2425_008 <b>Supporting Generative Artificial Intelligence (Gen AI) adoption by workers: the role of employers</b> Link: <a href="#">Supporting Generative AI Adoption by Workers: The Role of Employers - Future Skills Organisation</a>	This Implementation, Promotion and Monitoring activity will research factors influencing the adoption of Generative Artificial Intelligence by different groups within FTB workforces, including priority cohorts, and will also develop resources for employers to support greater adoption.	<b>Project Commencement:</b> February 2025 <b>Project Completion:</b> February 2026
FSO_ANN_2425_009 <b>Digital Capability Delivery</b> Link: <a href="#">Digital Capability Training Product Trial - Future Skills Organisation</a>	This Implementation, Promotion and Monitoring activity will utilise the <a href="#">Training Product Trial (TPT)</a> concept.  The existing Uplift Digital Capability Activity (FSO_ANN_2425_004) includes development of self-directed online delivery, while this activity will focus on teacher-led/face to face delivery. The teacher-led delivery trial will also prioritise recruitment of learners from priority cohorts. This activity will also support access to digital badging and future RPL for the trial cohort of learners.	<b>Project Commencement:</b> May 2025 <b>Project Completion:</b> December 2026
FSO_ANN_2425_013 <b>FNS Training Product Update: Insurance Qualifications Needs and Gaps Analysis (NGA)</b>	This Implementation Promotion and Monitoring activity is in response to stakeholder requests to update 9 insurance related qualifications in the Financial Services Training Package. This activity will conduct a needs and gaps analysis to determine whether training product development is the most appropriate response, or if other supports would be more suitable in addressing skills needs.	<b>Project Commencement:</b> May 2025 <b>Project Completion:</b> May 2026

## Projects Commencing 2025

Code & Title	Summary of the activity	Expected timeframe
<b>Stakeholder engagement via link.</b> Link: <a href="#">Insurance Needs and Gaps Analysis - Future Skills Organisation</a>		
FSO_ANN_2425_014 <b>FNS (Payroll and Bookkeeping) Needs and Gaps Analysis (NGA)</b> Link: <a href="#">Payroll, Bookkeeping and Accounting Needs and Gaps Analysis - Future Skills Organisation</a>	This implementation, promotion and monitoring activity is in response to stakeholder requests to update training products related to two areas of the Financial Services Training Package – Payroll and Bookkeeping. This activity will involve a needs and gaps analysis for each sub-sector to determine whether Training Product Development (TPD) is the most appropriate response, or if other interventions would be more suitable in addressing workforce needs.	<b>Project Commencement:</b> June 2025  <b>Project Completion:</b> March 2026
FSO_ANN_2425_010 <b>Artificial Intelligence and Training Product Development</b> Link: TBC	This IPM activity is to undertake exploratory research and develop a prototype pilot to assess potential efficiencies in using artificial intelligence to support TPD consultation processes. This activity is underpinned by FSO's adoption of Voluntary AI Safety Standard, proposed AI guardrails, and FSO's commitment to maintain compliance with Australian regulations and guidance on the use of AI as these develop.	<b>Project Commencement:</b> June 2025  <b>Project Completion:</b> August 2026

## Ongoing 2024 Projects

Code & Title	Summary of the activity	Expected timeframe.
<b>Stakeholder engagement via link.</b>		

<p>EGR_ANN_2324_006</p> <p><b>Digital Knowledge Exchange</b></p> <p>Link: <a href="#">Digital Knowledge Exchange - Future Skills Organisation</a></p>	<p>This IPM activity supports the sharing of knowledge and good practice across states and territories and accelerates collaborative digital skills initiatives to address the digital skills shortage.</p>	<p><b>Project Commencement:</b> May 2024</p> <p><b>Project Completion:</b> June 2026</p>
<p>FTB_ADD_2324_001</p> <p><b>JSC-led VET Workforce Actions</b></p> <p>Link: <a href="#">Finance, Technology and Business VET Workforce Project - Future Skills Organisation</a></p>	<p>The <a href="#">VET Workforce Blueprint</a> was developed by DEWR in collaboration with states and territories to provide a roadmap to grow, support and sustain the VET workforce.</p> <p>Aligned to the Blueprint, DEWR has funded each Jobs and Skills Council (JSC) to take forward a program of work until March 2026. FSO will deliver research and initiatives with significant input from VET workforce stakeholders, industry, State and Territory Governments and community groups.</p>	<p><b>Project Commencement:</b> June 2024</p> <p><b>Project Completion:</b> March 2026</p>

## Completed Projects

Code & Title Stakeholder Engagement via link.	Summary of the activity	Date Completed
<p>EGR_ANN_2324_001</p> <p><b>ICT Training Package Review (Needs and Gaps Analysis)</b></p> <p>Link: <a href="#">Information and Communications Technology (ICT) Training Package: (Release 8.1): Needs and Gaps Analysis - Future Skills Organisation</a></p>	<p>This IMP activity will conduct a comprehensive needs and gap analysis of the ICT Training Package, with the exclusion of telecommunications qualifications. The objective is to engage employers, industry, RTO stakeholders and learners to review the current content of the ICT Training Package and identify areas that do not meet the needs of the stakeholders.</p>	<p>March 2025</p>

<p>EGR_ANN_2324_003</p> <p><b>Progressing findings of the Digital and Tech Skills Working Group - Earn While You Learn (EWYL)</b></p> <p>Link: <a href="#">Earn While You Learn - Future Skills Organisation</a></p>	<p>This IPM activity will review and map a small number of existing qualifications and non-accredited courses to provide recommendations for updating and scaling them to ensure high-quality, sustainable and diverse pathways for learners and employers. This work is based on the findings of the Digital and Tech Skills Working Group.</p>	<p>April 2025</p>
<p>EGR_ANN_2324_004</p> <p><b>Testing a new approach to qualification design to build digital capability</b></p> <p>Link: <a href="#">Qualification Design to Support Digital Capability - Future Skills Organisation</a></p>	<p>This Qualifications Reform Demonstration Project seeks to develop and test a new approach to qualification design (Purpose 3) utilising digital capability. This will be done by considering the ADCF as a common language, which may be employed in redesigned training products to deliver the digital capabilities required across the economy to ensure Australians of all backgrounds are equipped to benefit from Australia's digital future.</p>	<p>April 2025</p>
<p>EGR_ANN_2324_005</p> <p><b>Research on AI adoption in the FTB workforces</b></p> <p>Link: <a href="#">Building an AI-Enabled Workforce: Impacts for Finance, Technology and Business Education and Training - Future Skills Organisation</a></p>	<p>This IPM activity will undertake a research project to identify how Generative AI is being adopted in the workplace, including which occupations and skills are being impacted, how this impact is manifesting and what skills will be needed to implement and utilise GAI. This will enable a further understanding of the impact of GAI on the FTB workforces and implications for FNS, ICT and BSB training packages (FTB training packages).</p>	<p>December 2024</p>