

Future Skills Organisation
Annual Training Product Development Plan
2025 – 2026

Acknowledgements:

FSO extends its gratitude to the industry representatives and other stakeholders who provided their insights to formulate this Annual Training Product Development Plan.

Legal disclaimer

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Version Control:

Release	Notes	Date of publication
Version 1	Reflects projects approved in the FSO Annual Activity Schedule 2024.	April 2024
Version 2	Addition activities added as per the FSO Annual Activity Schedule 2025.	20 December 2024
Version 3	Updated project commencement date. Addition of new projects approved in the FSO Annual Activity Schedule 2024-25, that will be in delivery during the period of June 2025 to June 2026. Alignment with TPOF (1 July 2025) guidance.	June 2025
Version 3.1	Updated 3 project prioritisations. Reverting to original project commencement dates. Updated link to project website.	July 2025
Version 3.2	Addition of Appendix 1: Purpose for FSO_ANN_2025_004 Uplift Digital Capability Purposes – BSB Training Package. Addition of Appendix 2: Purpose for FSO_ANN_2025_002 Telecommunications Technology Qualifications Update Purposes – ICT Training Package.	October 2025

Version 3.3 Addition of Appendix 3: Purposes for FSO_ANN_2425_011 BSB January 2026
Training Package (TP) Update: Safe and Respectful
Workplaces Unit of Competency (UoC) - BSB Training
Package.

Annual Training Product Development Plan

Future Skills Organisation (FSO) Annual Training Product Development Plan provides an overview of the training products to be developed as part of the activities described below. These activities address the skills and capabilities gaps described our Workforce Plan. This Annual Training Product Development Plan only identifies activities that require changes to training package products, such as updating and reviewing existing training products, creating new training products to reflect industry skills needs, and or deleting training products that are no longer required.

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

2025 Projects Commencing

Projects Commencing 2025			
Code & Title	Description & Scope	Prioritisation	Duration <i>Please refer to FSO Project Page for details</i>
FSO_ANN_2425_004 Uplift Digital Capability – BSB Training Package	<p>This training product development activity will update the Business Services (BSB) Training Package with new units of competency (UoCs) in digital capability. In recognition of the urgent need for digital capability uplift, this activity will trial and evaluate the delivery of these training products as non-accredited training. This will be concurrent with Training Package Organisation Framework processes.</p> <p>Training Product Purposes for this activity are in Appendix 1.</p>	Complex	<p>Project Commencement: March 2025</p> <p>Project Completion: December 2026</p>
FSO_ANN_2425_006 Specialist Artificial Intelligence – ICT Training Package	<p>This training product development activity will update the Information and Communications Technology (ICT) training package with new and urgent training products related to the skills needed to work with specialist AI following the Training Package Organising Framework (TPOF) (1 July 2025) process.</p> <p>Note: This activity will respond to the most urgent needs in specialist AI. Any other Artificial Intelligence areas which are identified as required, but which are not included within the Specialist AI activity, can be considered within the ICT Training Package Update.</p>	Complex	<p>Project Commencement: May 2025</p> <p>Project Completion: November 2026</p>
FSO_ANN_2425_005 Specialist Cyber Security Skills – ICT Training Package	<p>This training product development activity will update the Information and Communications Technology (ICT) Training Package with new training products in cyber security to address the skills gaps identified in the 2023-2030 Australian Cyber Security Strategy. Preliminary findings indicate a critical skills gap in emerging specialist cyber security skills and the need for agile, flexible training products.</p>	Complex	<p>Project Commencement: July 2025</p> <p>Project Completion: December 2026</p>

Projects Commencing 2025

Code & Title	Description & Scope		Prioritisation	Duration <i>Please refer to FSO Project Page for details</i>
FSO_ANN_2425_002 Telecommunications technology qualifications update – ICT Training Package	<p>This training product development activity will update 6 Telecommunications Technology qualifications; related skills sets and units of competency within the Information and Communications Technology (ICT) Training Package. These updates will reflect current industry practices, standards, technology and regulations.</p> <p>The specific occupations related to these qualifications are for Telecommunication workers, apprentices and related occupations.</p> <p>Training Product Purposes for this activity are in Appendix 2.</p>		Complex	Project Commencement: June 2025 Project Completion: May 2027
	Qualifications for review	Related occupation/s		
	ICT20219 Certificate II in Telecommunications Network Build and Operation	Telecommunications Linesworkers		
	ICT20319 Certificate II in Telecommunications Technology	Telecommunications Technology Operators: <ul style="list-style-type: none"> • install telecommunications equipment, data cabling and cabling products on customer premises • perform fault-finding on a limited range of digital reception equipment for both cable television and free-to-air 		

Projects Commencing 2025

Code & Title	Description & Scope		Prioritisation	Duration <i>Please refer to FSO Project Page for details</i>
		television reception, for either a customer or an enterprise <ul style="list-style-type: none"> • install and maintain telecommunications radio communications equipment in base stations and connect wireless base stations • install and maintain telecommunications equipment on high structures including radio towers or for installation and connection of wireless base stations. 		
	ICT30419 Certificate III in Telecommunications Network Build and Operation	Telecommunications Linesworkers: <ul style="list-style-type: none"> • copper cable jointer • fibre splicer • fibre technician • HFC technician • telecommunications customer service technician – HFC technician. 		
	ICT30524 Certificate III in Telecommunications Technology	Telecommunications Technology Operators: <ul style="list-style-type: none"> • digital reception technology • optical networks 		

Projects Commencing 2025

Code & Title	Description & Scope		Prioritisation	Duration <i>Please refer to FSO Project Page for details</i>
		<ul style="list-style-type: none"> • radio communications • telecommunications cabling • telecommunications networks • telecommunications rigging • wireless networks. 		
	ICT41119 Certificate IV in Telecommunications Network Design	Telecommunications Technician: <ul style="list-style-type: none"> • Infrastructure Network Design 		
	ICT41219 Certificate IV in Telecommunications Engineering Technology	Advanced Technician (technical officer): <ul style="list-style-type: none"> • network engineering • optical networks • radio communications • smart device installation • telecommunications network technician – hybrid fibre coaxial. 		
	<p>These following updates will also be included as part of the updates to the Telecommunications Technology qualifications update:</p> <p>Updating 2 superseded Units of Competency:</p> <ul style="list-style-type: none"> • CPCCOHS1001A Work safely in the construction industry • CPCCWHS1001 to the updated unit of competency. <p>Qualifications in scope:</p> <ul style="list-style-type: none"> • ICT20219 Certificate II in Telecommunications Network Build and Operation, Group C General. 			

Projects Commencing 2025

Code & Title	Description & Scope	Prioritisation	Duration <i>Please refer to FSO Project Page for details</i>
	<ul style="list-style-type: none"> ○ <i>CPCCOHS1001A Prepare to work safely in the construction industry</i> update to the new Prepare to work safely in construction industry unit of competency. ● ICT20319 Certificate II in Telecommunications Technology, Group E General <ul style="list-style-type: none"> ○ <i>CPCCWHS1001 Prepare to work safely in the construction industry</i> update to the new Prepare to work safely in construction industry unit of competency. ● ICT30419 Certificate III in Telecommunications Network Build and Operation, Group D General <ul style="list-style-type: none"> ○ <i>CPCCOHS1001A Prepare to work safely in the construction industry</i> update to the new Prepare to work safely in construction industry unit of competency. ● ICT30519 Certificate III in Telecommunications Technology, Group G Work Health and Safety <ul style="list-style-type: none"> ○ <i>CPCCWHS1001 Prepare to work safely in the construction industry</i> update to the new Prepare to work safely in construction industry unit of competency. <p>Units of Competency in scope:</p> <ul style="list-style-type: none"> ● CPCCDE3014A Remove non-friable asbestos. Pre-requisite <i>CPCCOHS1001A prepare to work safely in the construction industry</i> to be updated to the new Prepare to work safely in construction industry unit of competency. ● CPCCDE314 Remove non-friable asbestos. Pre-requisite <i>CPCCOHS1001A prepare to work safely in the construction industry</i> to be updated to the new Prepare to work safely in construction industry unit of competency. 		

Projects Commencing 2025

Code & Title	Description & Scope	Prioritisation	Duration <u>Please refer to FSO Project Page for details</u>
FSO_ANN_2425_001 Information and Communication Technology update – ICT Training Package	<p>This training product development activity will update the Information and Communications Technology (ICT) Training Package based on the findings of FSO's previous activity (ICT Training Package Review: Needs and Gaps Analysis). This will include addressing skills gaps, allowing agility and contextualisation and clarifying pathways.</p> <p>This activity will deliver new and revised UoCs, develop sustainable training products, and update the ICT Companion Volume Implementation Guide (CVIG) in line with Training Package Operating Framework (TPOF) requirements and Qualifications Reform directives.</p>	Complex	Project Commencement: May 2025 Project Completion: August 2027
FSO_ANN_2425_003 Sustainable finance disclosures – FNS Training Package	<p>This training product development activity will write new units of competency for Skills Sets and electives in the Financial Services (FNS) Training Package to meet compliance requirements for the newly introduced financial sustainability reporting legislation.</p>	Routine	Project Commencement: January 2025 Project Completion: March 2027
FSO_ANN_2425_011 BSB Training Package (TP) Update: Safe and Respectful Workplaces Unit of Competency (UoC) – BSB Training Package	<p>This activity will update the BSB Training Package with a new Qualification and new unit of competency in Safe and Respectful Workplaces to address urgent industry needs in meeting employer obligations to prevent sexual harassment and manage psychosocial hazards in the workplace.</p> <p>Training Product Purposes for this activity are in Appendix 3.</p>	Routine	Project Commencement: July 2025 Project Completion: October 2026
FSO_ANN_2425_012 FNS Training Product (TP) Update: Diploma / Cert IV in	<p>This activity will update the Diploma and Certificate IV in Finance and Mortgage Broking in the Financial Services (FNS) Training Package to ensure currency and alignment with industry needs.</p>	Routine	Project Commencement: September 2025

Projects Commencing 2025

Code & Title	Description & Scope	Prioritisation	Duration <u>Please refer to FSO Project Page for details</u>
Finance and Mortgage Broking – FNS Training Package	Specific occupation related to these qualifications is Mortgage Brokers and updates will meet Mortgage Broking licencing Australian Credit Licence requirements.		Project Completion: March 2027

Completed Projects

Completed Projects 2024			
Code & Title	Description & Scope	Prioritisation	Duration
EGR_ANN_2324_002 Update ICT30519 Certificate III in Telecommunications Technology – ICT Training Package	<p>Description:</p> <p>Industry consultation with the Technology and Telecommunications sector identified a workforce challenge, due to an omission in the one of the elective groups in the current version of ICT30519 Certificate III in Telecommunications Technology.</p> <p>To attain the Certificate III with a Telecommunications Rigging specialisation learners are required to complete three (3) elective units of competency from Group J Telecommunications Rigging. This group, however, currently only offers one unit of competency ICTTCR203 Use safe rigging practices to climb and perform rescues on telecommunications network structures; therefore, the qualification with this specialisation cannot be achieved.</p> <p>Consultation also identified an error in the unit of competency <i>ICTCBL247 - Install, maintain, and modify customer premises communications cabling</i>. A legislative reference in the knowledge evidence lists an outdated version of the Australian Standard AS/CA S009 that needs to be updated to the current Communications Alliance – Standard from <i>AS/CA S009 Installation Requirements for customer cabling (Wiring Rules)</i>.</p> <p>Scope:</p> <p>The work proposed includes two updates to the following Training Products included in the ICT Training Package:</p> <p>ICT30519 - Certificate III Telecommunications Technology - Group J Telecommunications Rigging specialisation</p> <p>ICTCBL247 - Install, maintain, and modify customer premises communications cabling - Knowledge Evidence list to include current legislative reference.</p>	Fast track	<p>Project Commencement:</p> <p>April 2024</p> <p>Project Completion:</p> <p>February 2025</p>

Appendix 1: Purpose for FSO_ANN_2025_004 Uplift Digital Capability Purposes – BSB Training Package

What is the purpose of the training product?

The purpose of this training product development activity is to update the Business Services (BSB) Training Package with new Units of Competency (UoCs) in generalist digital capability, artificial intelligence (AI), and cyber security.

This activity builds on the work undertaken in 2024 related to the Qualification Reform Demonstration Project (QRDG). This tested new approaches to qualification design. That work highlighted the importance of transferable or “Purpose 3” qualifications to equip learners with skills that can be applied across sectors.

It is anticipated that the new digital capability UoCs will respond directly to these reform priorities by providing scalable, cross-sector digital skills in literacy, AI, and cyber security. These UoCs are not intended to be tied to a single occupation or industry, but rather to support a baseline of competence that can be contextualised in multiple workplace settings.

How will learners use the training products?

It is anticipated that learners will use the generalist digital capability, AI, and cyber security UoCs to gain knowledge and skills that can be applied across many different jobs, industries, and contexts.

The units can be used as transferable building blocks that could support vertical progression (from AQF 2 through to AQF 5) and be embedded within existing qualifications or delivered as stand-alone training.

Learners are also expected to benefit from broad, life-wide skills that extend beyond the workplace into personal and community contexts - aligning with the learner-centred approach tested in Qualification Reform.

As these will be new training products, there is currently no enrolment or completion history. Their development is anticipated to address identified workforce gaps in digital capability and create training that allows learners to gain more complex workplace-focused digital skills as they progress in their careers or transfer into different industries.

How will employers use the training products?

Employers are anticipated to use the generalist digital capability, AI, and cyber security UoCs to:

- screen for core digital skills when recruiting,

- support workforce development by embedding transferable skills in staff training, and
- adapt to digital transformation where cross-industry digital capability is more critical than industry-specific technical detail.

FSO Workforce Plan 2025 - Pathways to Impact demonstrates that demand for digital skills is consistent across finance, business, and technology industries, with employers repeatedly identifying capability gaps as a barrier to both productivity and workforce mobility. Projections to 2030 show significant shortfalls across all three sectors - 61,000 in technology, 25,000 in finance, and 22,000 in business - driven not only by specialist shortages but also by gaps in generalist digital capabilities. Employers emphasise that these skills are increasingly required across occupations, yet current education and training pipelines are not delivering them at scale, leading to a system under pressure. The Workforce Plan notes that nationally portable, generalist digital Units of Competency (UoCs) would provide a recognised benchmark to support mobility across industries and help employers build confidence in transferable skills.

This aligns with Qualification Reform directions, which highlight the importance of cross-sector units and stackable, flexible qualifications in providing a common skills language and supporting workforce transitions, thereby strengthening both confidence in skills recognition and national workforce resilience.

How will RTO's deliver the training products?

It is anticipated that RTOs may deliver the generalist digital capability, AI, and cyber security UoCs as:

- stand-alone units of competency,
- skill sets to meet targeted workforce needs, and
- components of existing qualifications where digital capability underpins vocational outcomes.

There is also potential for these UoCs to contribute to a new cross-sector digital capability qualification in the future, consistent with the priorities identified in Qualification Reform.

Consultation during the reform project highlighted the importance of flexibility and contextualisation. It is anticipated that the new digital capability UoCs may provide a consistent national benchmark while allowing RTOs to integrate industry-specific examples, case studies, and delivery approaches.

This approach aligns with the Training Package Organising Framework (TPOF) by ensuring the products are fit for purpose, transferable across industries, and responsive to employer and learner needs.

Appendix 2: Purpose for FSO_ANN_2025_002 Telecommunications Technology Qualifications Update Purposes – ICT Training Package

What is the purpose of the training products?

The purpose of this training product development activity is to review and update the 6 Telecommunications Technology qualifications; related skills sets and units of competency. These updates will reflect current industry practices, standards, technology, emerging sectors and regulations.

The specific occupations related to these qualifications are for Telecommunication workers, apprentices and related occupations.

How will learners use the training products?

The certificate II qualifications serve as entry-level pathways into the telecommunications industry.

Ideal for school-based programs, traineeships, or work experience.

Provide foundational skills in:

- Cable installation (underground/aerial)
- Site preparation
- Equipment setup
- Basic fault-finding

These qualifications include high-risk work units (e.g., rigging), requiring learners to be 18+ and licensed.

Learners often use these qualifications to:

- Start careers in NBN-related infrastructure
- Transition into Certificate III-level roles or apprenticeships/traineeships
- Gain exposure to industry standards and safety practices.

The **certificate III** qualifications are designed for learners aiming to become qualified technicians and are commonly used in traineeships/apprenticeships.

Provide skills in:

- Copper, fibre, and HFC cabling
- Fault diagnosis and system integration
- Wireless and digital reception systems
- Radio communications and rigging

These qualifications include licensing requirements for High-Risk Work (HRW) such as dogging and rigging.

Learners use these qualifications to:

- Advance from entry-level roles
- Specialise in areas like fibre splicing or network installation
- Meet industry and regulatory standards for field work

The certificate IV qualifications are targeted at learners seeking advanced technical or supervisory roles. They support specialist skills in network design, planning and implement infrastructure and engineering technology - including IP networks, broadband systems, and converging technologies.

Suitable for those with:

- Prior certificate II/III qualifications
- Verified industry experience
- Electrical licences or ACMA registration

Learners use these qualifications to:

- Transition into leadership or specialist roles
- Fulfill licensing and compliance requirements
- Participate in structured traineeships/apprenticeships for career advancement

Refer to **Table 1** for how learners will use the Telecommunications qualifications.

How will employers use the training products?

Certificate II qualifications are used to identify and recruit entry-level workers with foundational skills relevant to network infrastructure and technology operations.

Certificate III qualifications are used to recruit and train workers with practical, job-ready skills for building, maintaining, and troubleshooting network infrastructure and technology systems.

Certificate IV qualifications are used to recruit and develop skilled workers for advanced roles in telecommunications network design and engineering technology, particularly in areas involving infrastructure planning, installation, and maintenance of complex systems.

Refer to **Table 1** for how employers will use the Telecommunications qualifications.

Table 1 – Overview of qualification, occupations, licencing inclusions and possible traineeships and apprenticeships

Current Qualifications for review	Related occupation/s	Potential Licencing	Traineeship/Apprenticeships
ICT20219 Certificate II in Telecommunications Network Build and Operation	Telecommunications Linesworker	<p>ACMA cabling rules apply: Work on the customer side of the network termination device must comply with Australian Communications and Media Authority (ACMA) regulations.</p> <p>Industry registration required: Workers must be registered with relevant industry bodies.</p> <p>Specialisations (Copper, Fibre, HFC) may require additional safety training (e.g., working at heights, asbestos handling).</p>	<p>Used in traineeships.</p> <p>Applicable in all states and territories, subject to RTO scope and employer arrangements.</p> <p>Commonly used for entry-level NBN infrastructure roles.</p>

<p>ICT20319 Certificate II in Telecommunications Technology</p>	<p>Telecommunications Technology Operators:</p> <ul style="list-style-type: none"> • install telecommunications equipment, data cabling and cabling products on customer premises. • perform fault-finding on a limited range of digital reception equipment for both cable television and free-to-air television reception, for either a customer or an enterprise. • install and maintain telecommunications radio communications equipment in base stations and connect wireless base stations. • install and maintain telecommunications equipment on high structures including radio towers or for installation and connection of wireless base stations. 	<p>ACMA cabling compliance: Cabling work must meet ACMA standards.</p> <p>High Risk Work (HRW) licences: Required for dogging and rigging tasks, with age restrictions (must be over 18).</p> <p>Units like CPCCLDG3001 and CPCCLRG3001 are tied to HRW licensing under Safe Work Australia guidelines.</p>	<p>Suitable for traineeships and apprenticeships, especially in school-based programs.</p> <p>Applicable nationally, but high-risk units (e.g., rigging) may have age restrictions (must be 18+).</p> <p>Ideal for probationary employment or work experience pathways.</p>
<p>ICT30419 Certificate III in Telecommunications Network Build and Operation</p>	<p>Telecommunications Linesworker:</p> <ul style="list-style-type: none"> • copper cable jointer • fibre splicer • fibre technician • HFC technician • telecommunications customer service technician – HFC technician. 	<p>ACMA cabling rules: Applies to work downstream of the network termination device (NTD).</p> <p>Licensing for cabling: Includes units for Restricted and Open cabling registration (e.g., ICTCBL246 and ICTCBL247).</p>	<p>Used in traineeships.</p> <p>Available across Australia, depending on RTO scope.</p> <p>Supports roles in copper, fibre, and HFC cabling for NBN and similar infrastructure.</p>

		Safety compliance: Includes WHS units and prerequisites for working with asbestos and explosive tools.	
ICT30524 Certificate III in Telecommunications Technology	<p>Telecommunications Technology Operators:</p> <ul style="list-style-type: none"> digital reception technology optical networks radio communications telecommunications cabling telecommunications networks telecommunications rigging wireless networks. 	<p>ACMA cabling compliance: Required for customer premises cabling.</p> <p>HRW licences: Mandatory for dogging and rigging work (e.g., CPCCLDG3001, CPCCLRG3001).</p> <p>Safe Work Australia regulations: Workers must be over 18 and hold appropriate HRW licences issued by state/territory authorities.</p>	<p>Used in traineeships and apprenticeships.</p> <p>Applicable nationally, with licensing requirements for HRW (High Risk Work) in rigging and dogging.</p> <p>Covers a wide range of technical roles including cabling, radio, and digital reception.</p>
ICT41119 Certificate IV in Telecommunications Network Design	<p>Telecommunications Technician:</p> <ul style="list-style-type: none"> Infrastructure Network Design 	<p>Regulatory compliance required: Work functions may be subject to licensing and legislative requirements.</p> <p>ACMA cabling registration: May be necessary depending on the scope of work.</p> <p>Entry pathways include holding an unrestricted electrical licence or ACMA open registration with verified work experience.</p>	<p>Can be used in traineeships/apprenticeships.</p> <p>Available nationally, with entry requirements including prior qualifications or work experience.</p> <p>Suitable for network design technicians in carrier-grade environments.</p>

<p>ICT41219 Certificate IV in Telecommunications Engineering Technology</p>	<p>Advanced Technician (technical officer):</p> <ul style="list-style-type: none"> • network engineering • optical networks • radio communications • smart device installation • telecommunications network technician – hybrid fibre coaxial. 	<p>ACMA cabling rules: Applies to cabling and infrastructure work.</p> <p>HRW licensing: Required for tasks involving high-risk activities like rigging and working at heights.</p> <p>Entry requirements include:</p> <p>Prior qualifications in telecommunications or electrotechnology.</p> <p>700+ hours of verified work experience, or</p> <p>Unrestricted electrical licence, or</p> <p>ACMA open registration with 2100+ hours of cabling experience.</p>	<p>Explicitly supports traineeships/apprenticeships.</p> <p>Nationally applicable, with multiple entry pathways:</p> <p>Prior Cert II/III in telecom or electrotechnology</p> <p>700+ hours of verified work experience</p> <p>Unrestricted electrical licence</p> <p>ACMA open registration with 2100+ hours of cabling experience</p> <p>Used for advanced technician and supervisory roles.</p>
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How will RTO's deliver the training products?

RTOs may deliver the Telecommunications training products as full qualifications, individual units of competency or skill sets.

Certificate II qualifications are typically delivered through a mix of classroom instruction, simulated environments and/or workplace-based learning.

Certificate III qualifications are typically delivered as part of traineeships/apprenticeships, partnering with employers to deliver training on-site or through blended delivery models or standalone vocational training.

Certificate IV qualifications are typically targeted at learners with prior qualifications or industry experience and are delivered through advanced technical training, project-based learning, workplace integration. Some RTOs may deliver training in partnership with telecommunications employers for real-world application.

Appendix 3: Purpose for FSO_ANN_2425_011 BSB Training Product (TP) Update: Safe and Respectful Workplaces Unit of Competency (UoC) - BSB Training Package

What is the purpose of the training product?

The purpose of this training product development project is to promote behaviour change to support safe and respectful workplaces. This will result in an update to the BSB30719 Certificate III in Work Health and Safety Qualification to include a new elective unit of competency (UoC). It is anticipated the new UoC will contain skills and knowledge of employee and employer obligations, along with identifying, preventing, and responding to sexual harassment and psychosocial hazards in the workplace.

This UoC is not intended to be applied to a single occupation or industry but rather to be contextualised for application across various industries.

How will learners use the training products?

It is anticipated that learners will gain skills and knowledge that can be applied across various occupations, industries, and contexts to identify, prevent, and respond to workplace sexual harassment and psychosocial hazards. These skills and knowledge will enhance their ability to contribute to positive workplace cultures.

As this UoC will be a new elective in the BSB30719 Certificate III in Work Health and Safety, there is currently no enrolment or completion history.

How will employers use the training products?

Employers are anticipated to use the UoC to:

- meet new legislative obligations under the Fair Work Act 2009, Work Health and Safety Regulations 2011 (Cth) and positive duty obligations in the Sex Discrimination Act 1984 (Cth). Through workforce training to actively prevent unlawful conduct from occurring in the workplace or in connection to work, taking preventative action will help to create safe, respectful and inclusive workplaces.
- create practical strategies and tools to enhance their workplace culture, which improves employee well-being, productivity, and retention.
- demonstrate a proactive stance on workplace safety and respect, which strengthens their workplace culture and helps attract employees.

To prepare employees for contemporary employment pathways, the FSO Workforce Plan and stakeholder consultation have further emphasised the importance of addressing digital exclusion, gender inequality, cultural safety, and psychological safety.

How will RTO's deliver the training products?

It is anticipated RTOs may deliver the UoC:

- as a nationally accredited unit of competency, aligning with current industry standards and legal frameworks, that can be imported and contextualised for various training packages, qualifications and skill sets
- as an elective unit of competency within the BSB30719 Certificate III in Work Health and Safety
- by integration into learning programmes by using the customised learning materials.
- through use of provided assessment resource examples.