

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.

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Version Control:

Release	Notes	Date of Publication
Version 1	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
Version 2	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
Version 3	Addition of projects approved in the FSO Annual Activity Schedule 2025-2026 Agreement Variation Proposal 2.	July 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 Earn While You Learn (EWYL) - Job Ready Skills 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.	Project Commencement: February 2026 Project Completion: July 2027
FSO_ANN_2526_002 Cross JSC – Generalist Skills Review Link: Cross-Jobs and Skills Council (JSC) Generalist Skills Review - Future Skills Organisation	This Implementation, Promotion and Monitoring activity seeks to: 1. Define the generalist skills needed across the economy by assessing relevant frameworks to identify and define the generalist skills a. define how those generalist skills are related to Foundation Skills 2. Determine existing coverage of those generalist skills, within selected training packages through analysis of existing units of competency and qualifications 3. Identify duplication across training packages, qualifications and units of competency 4. Identify gaps in existing products and priority product development, and	Project Commencement: January 2026 Project Completion: January 2027

Projects Commencing 2026

Code & Title

Stakeholder engagement via link.

Summary of the activity

Expected timeframe

	5. Provide a roadmap to development, implementation and reduction in duplication over time across defined training packages. Provide broader policy advice/ advocacy to enable this approach more broadly, for consideration by Government or other stakeholders.	
FSO_ANN_2526_004 FSO Skills Accelerator AI (Skills Accelerator) Link: Skills Accelerator-AI - Future Skills Organisation	The Skills Accelerator is a national collaboration hub and a front door for industry and RTO engagement to achieve rapid system level AI upskilling. The Implementation, Promotion and Monitoring initiative aims to: • Facilitate rapid learning and sharing to ensure quick and responsible AI adoption across the VET system. Bring together employers, industry partners, RTOs, and experts to share effective practices, co design new solutions, and scale AI skilling. The upskilling of the VET workforce will support the rapid AI skill development of VET learners and ensure that industry practice regarding AI is reflected in VET training. The continued operation of the Skills Accelerator will build on the trial developed in FSO's JSC led VET Workforce project.	Project Commencement: May 2026 Project Completion: March 2027
FSO_ANN_2526_005 Digital Knowledge Exchange Continuation	This Implementation, Promotion and Monitoring activity supports the continuation of the Digital Knowledge Exchange (DKX), an established national coordination mechanism led by the Future Skills Organisation (FSO). DKX enables state and territory governments to share knowledge, align priorities and collaborate on scalable digital and AI skills and workforce initiatives.	Project Commencement: June 2026 Project Completion: June 2027

Projects Commencing 2026

Code & Title		
Stakeholder engagement via link.	Summary of the activity	Expected timeframe
Link: Digital Knowledge Exchange - Future Skills Organisation	The activity will maintain existing DKX governance, partnerships and collaborative projects, supporting alignment and reducing duplication across jurisdictions. Subject to jurisdictional agreement, DKX will provide a platform to explore options for deeper national alignment, including consideration of a potential National Digital Skills and Workforce Compact.	

2025 Project Commencing

Projects Commencing 2025

Code & Title		
Stakeholder engagement via link.	Summary of the activity	Expected timeframe
FSO_ANN_2425_004 Uplift Digital Capability – BSB Training Package Link: Digital Capability Training Product Trial - Future Skills Organisation	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 3.0. 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 Training Product Trial. This approach means that learners will be able to uplift their digital skills while the	Project Commencement: March 2025 Project Completion: September 2026 – Submission of Training Products to the Training Product Approval Body

Projects Commencing 2025

Code & Title

Stakeholder engagement via link.

Summary of the activity

Expected timeframe

	training products complete accreditation through the Training Package Organisation Framework process.	
FSO_ANN_2425_009 Digital Capability Delivery Link: Digital Capability Training Product Trial - Future Skills Organisation	This Implementation, Promotion and Monitoring activity will utilise the Training Product Trial (TPT) 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. This Implementation, Promotion and Monitoring activity trials and evaluates teacher led delivery of draft training products developed for the Training Product Trial (TPT) being delivered under FSO's Uplift Digital Capability activity (FSO_ANN_2425_004). This includes the early release of draft training products concurrent with TPOF accreditation). This Activity will also support access to digital badging and future RPL for learners who participate in the trial. The existing Uplift Digital Capability activity is limited to self directed online learning, 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.	Project Commencement: May 2025 Project Completion: March 2027

Projects Commencing 2025

Code & Title		
Stakeholder engagement via link.	Summary of the activity	Expected timeframe
FSO_ANN_2425_013 FNS Training Product Update: Insurance Qualifications Needs and Gaps Analysis (NGA) Link: Insurance Needs and Gaps Analysis - Future Skills Organisation	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.	Project Commencement: May 2025 Project Completion: May 2026
FSO_ANN_2425_014 FNS (Payroll and Bookkeeping) Needs and Gaps Analysis (NGA) Link: Payroll, Bookkeeping and Accounting Needs and Gaps Analysis - Future Skills Organisation	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 subsector to determine whether Training Product Development (TPD) is the most appropriate response, or if other interventions would be more suitable in addressing workforce needs.	Project Commencement: June 2025 Project Completion: June 2026
FSO_ANN_2425_010 Artificial Intelligence and Training Product Development 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.	Project Commencement: June 2025 Project Completion: August 2026

Ongoing 2024 Projects

Code & Title		
Stakeholder engagement via link.	Summary of the activity	Expected timeframe.
FTB_ADD_2324_001 JSC-led VET Workforce Actions Link: Finance, Technology and Business VET Workforce Project - Future Skills Organisation	The VET Workforce Blueprint was developed by DEWR in collaboration with states and territories to provide a roadmap to grow, support and sustain the VET workforce. 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.	Project Commencement: June 2024 Project Completion: July 2026

Completed Projects

Code & Title Stakeholder Engagement via link.	Summary of the activity	Date Completed
EGR_ANN_2324_001 ICT Training Package Review (Needs and Gaps Analysis) Link: Information and Communications Technology (ICT) Training Package: (Release 8.1): Needs and Gaps Analysis - Future Skills Organisation	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.	March 2025
EGR_ANN_2324_003 Progressing findings of the Digital and Tech Skills Working Group - Earn While You Learn (EWYL) Link: Earn While You Learn - Future Skills Organisation	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.	April 2025
EGR_ANN_2324_004 Testing a new approach to qualification design to build digital capability	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	April 2025

Link: Qualification Design to Support Digital Capability - Future Skills Organisation	Australians of all backgrounds are equipped to benefit from Australia's digital future.	
EGR_ANN_2324_005 Research on AI adoption in the FTB workforces Link: Building an AI-Enabled Workforce: Impacts for Finance, Technology and Business Education and Training - Future Skills Organisation	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).	December 2024
EGR_ANN_2324_006 Digital Knowledge Exchange Link: Digital Knowledge Exchange - Future Skills Organisation	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.	Project Commencement: May 2024 Project Completion: June 2026
FSO_ANN_2425_007 Entry Level Pathways (Personas) Link: Entry Level Pathways - Future Skills Organisation	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 skills needed by industry. This activity will inform training package and qualifications design, starting with the ICT Training Package Update .	Project Commencement: February 2025 Project Completion: May 2026

FSO_ANN_2425_008 Supporting Generative Artificial Intelligence (Gen AI) adoption by workers: the role of employers Link: Supporting Generative AI Adoption by Workers: The Role of Employers - Future Skills Organisation	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.	Project Commencement: February 2025 Project Completion: February 2026
FSO_ANN_2526_003 National Skills Taxonomy Cyber Security Credit Transfer Pilot Link: TBC	This Implementation, Promotion and Monitoring activity project will see FSO participate as the Jobs and Skills Council partner in the National Skills Taxonomy pilot conducted by Jobs and Skills Australia. This project will test a shared, evidence based skills language across VET and higher education utilising cyber security training and education. FSO will validate NST derived skills and metadata from selected cyber security units of competency and provide usability feedback. Skills will then be matched to university skills derived from learning outcomes to inform transparent VET to university mapping and credit recommendations. The outcomes from this pilot will inform tertiary harmonisation and improved learner mobility providing a clear proof point to inform the development of the NST.	Project Commencement: April 2026 Project Completion: June 2026