

Review Of Culinary Qualifications

Consultation Strategy

PROJECT SNAPSHOT

Item	Description	
Project Sponsor	Aaron Hines, Executive Director Products and Projects	
Project Manager	Katrina Higham, General Manager, Product Design and Development	
Project Lead	Philip Caldicott, Product & Project Development Lead	
Project Type	Complex: 18 months	February 2025 - September 2026
Stages	Pre-stage 1 – Establishment of Project	March 2025 – April 2025
	Stage 1 – Initial Development	February 2025 – October 2025
	Stage 2 – Public and Government Consultation	October 2025 - March 2026
	Stage 3 – Incorporation of Feedback	March 2026 – April 2026
	Stage 4 – Senior Officials Check	April 2026
	Stage 5 – Submission to the Assurance Body	April 2026
	Stage 6 – Assurance Body consideration	May 2026 – June 2026
	Stage 7 – Skills Ministers Endorsement	July 2026 – August 2026
	Stage 8 – Publication of training products	August 2026

PROJECT BACKGROUND

SaCSA has received approval from the Department of Employment and Workplace Relations (DEWR) to undertake a full review and update of the following qualifications (*the qualifications*):

- SIT30821 Certificate III in Commercial Cookery
- SIT30921 Certificate III in Catering
- SIT31021 Certificate III in Patisserie
- SIT31121 Certificate III in Asian Cookery

This Training Package Development (TPD) Activity Project will:

- Undertake a full review of the units of competency (UoC) including Elements, Performance Criteria and Assessment Requirements to ensure fit for purpose knowledge, skills and application and identify opportunities to consolidate core skills (where appropriate).
- Identify opportunities to develop specialisations that stem from the core units (4 qualifications into 1 qualification with specialisations)
- Address the identified duplication of knowledge and skills to create a better alignment with industry practices, whilst keeping the integrity of repetition necessary to develop competency
- Create a more streamlined approach to foundational practical skills to ensure individuals are job ready
- Enabling flexibility in importing units from other training packages to ensure that industry trends can be met
- Provide enhanced alignment between industry practices and Registered Training Organisations (RTOs) education and training
- Align qualification outcomes with current and emerging trends
- Enable RTOs to deliver competency-based training effectively, with a focus on flexibility and relevance.

The review of the qualifications will result in a major update in alignment with the Training Package Organising Framework (TPOF).

SCOPE

In Scope

SaCSA has received Activity Project approval from the Department Employment and Workplace Relations (the Department) to:

- Identify duplication of knowledge and skills to create a better alignment with industry practices, whilst keeping the integrity of repetition necessary to develop competency of skills
- Develop one uniform qualification by removing duplication of units and creating specialisation streams that enable a better learner experience
- Create a more streamlined approach to foundational practical skills to ensure individuals are job ready.

Out of Scope

During this Activity Project, SaCSA will only be reviewing the above qualifications.

It is noted that this Activity Project proposes to review four qualifications, however there will be impacts to other qualifications within the SIT Travel, Tourism and Hospitality Training Package. These qualifications include, but are not limited to:

- SIT20322 Certificate II in Hospitality
- SIT20421 Certificate II in Cookery

- SIT30622 Certificate III in Hospitality
- SIT30722 Certificate III in Hospitality (Restaurant Front of House)
- SIT40422 Certificate IV in Hospitality
- SIT40521 Certificate IV in Kitchen Management
- SIT40621 Certificate IV in Catering Management
- SIT40721 Certificate IV in Patisserie
- SIT40821 Certificate IV in Asian Cookery
- SIT50422 Diploma of Hospitality Management
- SIT60322 Advanced Diploma of Hospitality Management

If, through the work of this Activity Project, SaCSA identifies other qualifications within the SIT Training Package that are directly impacted, SaCSA will propose a separate Activity Project Submission in line with the Training Package Organising Framework (TPOF).

STAKEHOLDER CONSULTATION STRATEGY

This Stakeholder Consultation Strategy is designed to ensure that targeted and meaningful engagement informs SaCSA's training product development processes, in order to meet industry need for current and relevant training products.

Stakeholders, including industry experts, Registered Training Organisations (RTOs), Strategic Workforce Advisory Groups (SWAGs), and Technical Committees, will be consulted to identify opportunities for reform, review and refine outputs, and validate training product outcomes.

By engaging early and meaningfully, SaCSA will ensure the revised qualifications are current, fit-for-purpose, and reflective of real-world job roles and practices.

Engagement activities will be accurately recorded, and records of discussion retained to ensure transparency and accountability.

This is not an exhaustive list of consultation points undertaken throughout this Activity Project, however, will provide an overview of intended consultation activities.

Strategy Evaluation and Review

SaCSA's engagement strategy is fluid and responsive to the needs of our stakeholders. SaCSA will periodically review and evaluate engagement to ensure that consultation is open, inclusive and facilitates feedback from all key users of the training products.

PURPOSE AND OUTCOMES OF CONSULTATION

The purpose of consultation is to inform and involve stakeholders in the Review of Culinary Qualifications, according to the requirements of the TPOF. This consultation forms a critical phase in ensuring the proposed qualifications are relevant, future-focused, and aligned with workforce demands across the Culinary and Hospitality Sectors

The focus of the engagement is to test and validate the draft recommendations developed through initial research and expert input. Stakeholders are invited to assess the suitability of proposed changes to qualification structures, content, and assessment approaches, and to help identify any potential impacts of implementation.

SaCSA is seeking feedback on:

- The relevance and accuracy of the proposed qualification updates.
- Alignment with current and emerging industry practices.
- Practicality for delivery by Registered Training Organisations (RTOs).
- Potential challenges or impacts on learners, educators, and employers.

All feedback received during the consultation will be analysed and used to refine the draft qualifications. This will help ensure the final products are responsive to industry needs, educationally sound, and practical to implement. Where required, stakeholder insights will lead to adjustments in content, structure, and delivery guidance.

Intended outcomes of the consultation:

- Validation of the proposed qualification content and structure.
- Assurance of alignment with contemporary industry requirements.
- Identification of implementation issues or unintended consequences.
- Strengthening of quality, relevance, and integrity of the final training products.

Through this consultation, SaCSA aims to deliver training products that support workforce capability, meet future industry challenges, and ensure quality outcomes for learners and employers alike.

INFORM AND ENGAGE STAKEHOLDERS

Identify Key Stakeholder Groups

Key stakeholder groups have been identified to ensure broad, representative input across all stages of the development process. Each group brings unique expertise and perspectives that contribute to the relevance, quality, and applicability of the training product. A detailed list of key stakeholder types is provided in [Appendix A: Stakeholder Group Summary](#).

Distribution of key stakeholders

The table below outlines the distribution of key stakeholder groups by location to support targeted and regionally informed engagement.

Stakeholder	AUS	ACT	NSW	NT	QLD	SA	TAS	VIC	WA
SWAG			X		X			X	X
Technical Committee	X		X		X	X		X	X
Industry stakeholders	X	X	X	X	X	X	X	X	X
Registered Training Organisations (RTOs)	X	X	X	X	X	X	X	X	X

In addition to the stakeholder groups already mentioned, a public consultation process will be undertaken to ensure that broad occupations and perspectives across the Hospitality (Commercial Cookery) sector are represented.

Activity Project Launch

Activity Project Page

SaCSA published the [Review of Culinary Qualifications](#) web page on 26 March 2025. This page will serve as a central hub for updates, ensuring industry professionals have access to the latest information and opportunities to engage in the consultation process.

SaCSA Newsletter

The SaCSA newsletter will keep stakeholders informed with regular updates on project progress and upcoming consultation opportunities. It will also be utilised to encourage participation in surveys and online feedback opportunities.

Activity Project EDM

SaCSA will use targeted Electronic Direct Mail (EDM) campaigns to deliver tailored information to stakeholder groups. These campaigns will ensure that the right audiences receive relevant updates, consultation invitations, and opportunities to provide input.

A tailored EDM was sent to each of the 435 Registered Training Organisations impacted by this Activity Project, via the publicly available details on training.gov.au, to advise of the commencement of this review and invite them to engage in consultation.

Initial Feedback Survey

SaCSA's Initial Feedback Survey aims to identify issues and opportunities within the current training products, gather stakeholder feedback on the potential solutions and to identify and validate industry practices and workforce needs.

Key areas of feedback that will be sought include but are not limited to:

- Identifying redundant or overlapping units of competency
- Evaluating whether current training aligns with industry standards and skills demands
- Improvement of flexibility and relevance in training delivery
- Emerging trends and skills gaps in the Culinary sector.

SaCSA launched the Initial Feedback survey on 26 March 2025 and made accessible via the Activity Project web page ([Review of Culinary Qualifications](#)) Industry members were invited to participate, and responses were collected over a period of 8 weeks.

Markup.IO

SaCSA will utilise Markup.IO to gather comprehensive feedback on the nuances of SaCSA's draft training products during the Public and Government Consultation phase. MarkUp.io will allow stakeholders to provide input and feedback across several key areas, including, but not limited to:

- Suitability of language used within the training products,
- Validation of knowledge and skills included within the draft training products,
- Any foreseen implementation issues, and
- Any persisting knowledge and skills gaps.

The draft training products will be launched on Markup.IO at the commencement of **Stage 2: Public and Government Consultation** and will collate responses for a minimum of four weeks.

Project Consultation Roadshow

In November 2025, SaCSA will facilitate a series of face-to-face workshops to gather feedback on the draft training products.

The workshops will involve technical discussions and collaborative review of the draft training products to ensure they are fit-for-purpose for stakeholders across the industry and VET sector.

SaCSA will also host a series of virtual workshops in November and December 2025 and February 2026 for those stakeholders who are unable to attend in person.

Regular Updates

As each stage of this Activity Project is progressed, SaCSA will utilise various methods such as direct emails, the SaCSA newsletter and the project website to communicate insights and updates.

ESTABLISH A TECHNICAL COMMITTEE

SaCSA opened applications for this Activity Projects Technical Committee on 26 March 2025.

Technical Committee member applications were screened and reviewed against the criteria of sector experience, VET sector experience, and the needs of this Activity Project. Interviews were conducted as part of the selection process to ensure appropriate representation and expertise, in alignment with the Technical Committee [Terms of Reference](#).

The Technical Committee was stood up in August 2025 to provide expert advice and support to this Activity Project, in line with the Technical Committee Terms of Reference.

Technical Committee Membership

Name	Stakeholder Type	State/Territory	Organisation
Geoff Gunton	RTO	NSW	Evolution Institute
Alison Taafe	RTO	QLD	The Institute of Culinary Excellence
Alison Garner	RTO	QLD	Mantle Group
Gurpreet Singh	RTO	VIC	Melbourne City Institute of Education
Mariano Velasquez	RTO	VIC	Holmesglen Institute of TAFE
Tam Nguyen	RTO	WA	North Metropolitan TAFE WA
Sheridan Marz	RTO	NSW	TAFE NSW - Ultimo
Cassy Baker	RTO	QLD	TAFE QLD
Kelley Edwards	Union	SA	United Workers Union
David Finlayson	Employer	National	ALH Group
Nick Brown	Employer	NSW & QLD	Star Entertainment Group
Angelica Iuliano	Employee	VIC	Mr Vincenzo's
Melissa Falson	Employer	National & NZ	Australian Venue Co Limited

Technical Committee Meetings

The Technical Committee will meet at least four times throughout the Activity Project.

Item	Date	Type	Meeting	Purpose
1	August 2025	Virtual	<i>Initial meeting</i>	Set up and expectations of Technical Committee. Review of initial feedback and recommendations for initial draft of training product.
2	October 2025	Virtual	<i>Progress review</i>	Discussion of feedback on draft training product. Review of reports and development of UoC.
3	March 2025	In Person	<i>Review of final draft</i>	Deep review of the draft training product and companion volume implementation guide.
4	June 2026	Virtual	<i>Final meeting for Technical Committee</i>	Final endorsement of draft training product and companion volume implementation guide.

Technical Committee sign-off

The Activity Project Technical Committee will review and provide their endorsement for the final draft training product. This product will then be submitted to the Senior Responsible Officers and the Quality Assurance Body.

PROVIDING PROJECT FEEDBACK

In line with the TPOF, SaCSA will be facilitating broad, public consultation and feedback of the draft training products, in addition to targeted engagement for this Activity Project.

Broad, public consultation will be facilitated for a minimum of four weeks, after which the feedback will be verified by additional engagement (if required) and incorporated into the draft training products.

How to provide feedback

There are mechanisms that Stakeholders can use to provide feedback around this Activity Project:

Workshops	SaCSA will host interactive workshops to provide project updates, foster discussion, and engage with industry perspectives. Each session will offer a platform for stakeholders to share insights, ask questions, and play an active role in shaping the development of training products. Workshops will be hosted virtually, via Microsoft Teams, and at a variety of different times and days to ensure maximum attendance opportunities.
Social media	SaCSA will use social media platforms, including LinkedIn and the SaCSA Webpage, to announce key project developments, share insights, and keep stakeholders informed. These platforms will also identify opportunities for stakeholders to participate in feedback sessions and public reviews.
Online Feedback Surveys	SaCSA will provide online surveys to collate in depth stakeholders feedback, structured to gather industry perspectives and valuable insights from a broad range of stakeholders, including those in regional and remote areas, in addition to nuanced feedback from training providers wishing to focus on specific training product changes, assessment structures, and competency requirements.
Roundtables	SaCSA will host face-to-face roundtables to provide stakeholders with direct opportunities to engage in meaningful discussions about training product developments. Sessions will create a space for open discussions on training product refinements and industry needs, strengthen industry ownership of training outcomes through direct stakeholder input and collaborate on refining training products to ensure they meet workforce needs.

What happens to the feedback

Feedback received throughout the Activity Project is recorded in the Consultation Log. This log will be updated after the Broad Consultation period and will be published on the Activity Project webpage.

All feedback will be considered and either incorporated into the draft training products or deemed as unfit for incorporation. In this instance, information and justification for this decision will be reflected in the Consultation Log.

Conflicting feedback

If feedback received for this Activity Project is conflicting and a broad consensus on the draft training product cannot be achieved, SaCSA will collaborate with the Technical Committee and SWAG (and other specialists/subject matter experts, as required) to reach an agreeable solution.

If required, an additional review and consultation phase will be opened to address the consensus.

If all methods to address the conflicting feedback have been undertaken and a resolution still cannot be reached, SaCSA will undertake the formal dispute resolution process, as outlined in the Training Package Product Development and Endorsement Process Policy.

APPENDIX A - STAKEHOLDER GROUP SUMMARY

Stakeholder	Function
Strategic Workforce Advisory Groups (SWAGs)	Consultation will occur during the project and to seek support of the outcomes from the review and consultation. The SWAG will be consulted of the proposed changes to the qualification and in turn, training.gov.au in line with the TPOF.
Technical Committee	<p>SaCSA will draw on the technical expertise of the Committee Members in this Activity Project to obtain advice on findings and suggestions of development of training product:</p> <ul style="list-style-type: none"> • Duplication of knowledge and skills to create a better alignment with industry practices, whilst keeping the integrity of repetition necessary to develop competency of skills. • Develop uniform qualifications by removing duplication of units and creating specialisation streams that enable a better learner experience • Create a more streamlined approach to foundational practical skills to ensure individuals are job ready.
Industry stakeholders	Consultation with industry stakeholders will be undertaken throughout the project to identify and validate knowledge and skill gaps among new entrants to the workforce, as well as individuals who have recently completed their qualifications. In addition, industry stakeholders will contribute valuable insights regarding current benchmarks, best practices, and the broader industry context, which will inform the development of the training products.
Registered Training Organisations (RTOs)	Training providers (RTOs) with impacted training products on their Scope of Registration will be consulted throughout the project to provide input on units of competency, the structure of the qualifications and the impact on learners. Once feedback is collated, SaCSA will engage with SWAGs to seek advice and ensure updates align with the TPOF.
The VET Feedback and Monitoring Group (VFMG)	The VET Feedback and Monitoring Group (VFMG) is established as a space for VET educators to share their thoughts on SaCSA projects and give practical input on how project outcomes and outputs can be put into action. Its role is to offer timely feedback throughout a project's lifecycle, from early direction right through to post-endorsement, with all input recorded in a consultation log for the SaCSA project team. Where there's a Technical Committee in place, the VFMG's feedback will also be shared with them. The VFMG is made up of experienced professionals from across the VET sector, the group will provide real-world insights into how SaCSA products are used, and where improvements can be made.

APPENDIX B - KEY STAKEHOLDER ORGANISATIONS BY TYPE AND LOCATION

Organisation	Location	Stakeholder Type
Accommodation Australia	National	Peak body/association
Australian Culinary Federation	National	Peak body/association
Restaurant & Catering Australia (R&CA)	National	Peak body/association
Australian Hotels Association (AHA)	National	Peak body/association
Australian Restaurant & Cafe Association (ARCA)	National	Peak body/association
Queensland Tourism Industry Council	QLD	Peak body/association
Clubs Queensland	QLD	Peak body/association
Clubs NSW	NSW	Peak body/association
Hospitality NT	NT	Peak body/association
STAR	NSW, QLD	Employer
Lasseters Casino & Entertainment Group	NT	Employer
Crown Casino	WA, NSW, QLD	Employer
The Entertainment and Education Group	National	Employer
Village Road Show	QLD	Employer
Red Spoon Company & DELI REPUBLIC	NSW	Employer
Herman D's - Private Catering	WA	Employer
DNATA Catering	National	Employer
Estia Health - Nathan Griffiths	QLD	Employer
Luke Mangan - Director/Celebrity Chef	NSW	Employer
Australian Venue Co.	National	Employer
Melbourne Convention & Entertainment Centre	VIC	Employer
Brisbane Convention Centre	QLD	Employer
Darwin Convention centre	NT	Employer
Australian Leisure and Hospitality Group	National	Employer
Black Rhino Group	VIC, SA, QLD	Employer
Federal Group	TAS	Employer
Delaware North	National	Employer
The Big Group	VIC	Employer
Momento Hospitality Group	NSW	Employer

Organisation	Location	Stakeholder Type
Oscars Group	NSW	Employer
Hallmark Hospitality	QLD	Employer
Howard Smith Wharves	QLD	Employer
Mantle Group	QLD	Employer
Fink Group	NSW	Employer
Hunter St Hospitality	NSW, VIC, WA	Employer
Darling Group	VIC	Employer
Lucas Group	VIC, ACT, NSW	Employer
Chiki Chan	VIC	Employer
Doltone House	NSW	Employer
Voyages Indigenous Tourism	NT	Employer
Choco Bean	NSW	Employer
Compass Group	National	Employer
United Workers Union (UWU)	National	Union
Australian Government Department of Health, Disability and Ageing	National	Commonwealth, state and territory governments
Aged Care Quality and Safety Commission	National	Commonwealth, state and territory governments
Department of Employment and Workplace Relations	National	Commonwealth, state and territory governments
NSW Department of Education	NSW	Commonwealth, state and territory governments
Training Accreditation Council (TAC)	WA	Regulatory Body
Australian Skills Quality Authority (ASQA)	National	Regulatory Body
FutureNow	WA	Training Council
Skills SA	SA	State Training Authority
Skills Tasmania	TAS	State Training Authority
Training Services NSW	NSW	State Training Authority
Department of Trade, Employment and Training	QLD	State Training Authority
Skills Canberra	ACT	State Training Authority
The Department of Education and Training	NT	State Training Authority

Organisation	Location	Stakeholder Type
Victorian Registration and Qualifications Authority	VIC	State Training Authority
Department of Training and Workforce Development	WA	State Training Authority
Hospitality Group Training	WA	Group Training
Training providers with one of the affected qualifications on their scope can be accessed through the following links: SIT30821 Certificate III in Commercial Cookery SIT30921 Certificate III in Catering SIT31021 Certificate III in Patisserie SIT31121 Certificate III in Asian Cookery	National	Registered Training Organisations

APPENDIX C: VET FEEDBACK AND MONITORING GROUP (VFMG)

Name	Location	Provider
Sharon Altman	NSW	TAFE NSW
Stuart Rimmington	SA	TAFE SA
Marketta Gray	VIC	Holmesglen TAFE
Mark Zelman	VIC	William Angliss Institute
Jamie Ryan	NSW	TAFE NSW
Amanda Smith	WA	South Regional Tafe
Alison Scotland	QLD	TAFE QLD
Rajan Mehra	NSW	Queensland International Business Institute and Canterbury Business College
Michael Tandean	WA	Greenwich College
Stephen Van Riet	SA	Adelaide Institute of Hospitality