SaCSA
Service and Creative Skills Australia

Annual Training Product Development Plan 2024–2027

Acknowledgements

SaCSA extends its gratitude to the industry representatives who provided their insights to formulate this Annual Training Product Development Plan.

Disclaimer

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"Annual Training Product Development Plan 2024 – 2026"

Version Control

Initial release: Reflects projects approved in the Annual Activity Schedule – 2023 - 2025.

ANNUAL TRAINING PRODUCT DEVELOPMENT PLAN 2024 – 2027

Service and Creative Skills Australia (SaCSA) Annual Training Product Development Plan provides a targeted overview of the training products to be developed as part of the activities described below.

These activities address skills and capabilities priorities described in the 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 SaCSAs current projects and pilot programs, please visit our projects page.

ONGOING PROJECTS 2024 - 2027

Culinary Qualification Review	
Descriptor	SaCSA has identified through stakeholder engagement with industry representatives from the hospitality sector that the qualifications are not meeting the skills and knowledge expectations or standards required by industry for those individuals completing a cookery qualification. This Training Package Development (TPD) Activity Project will: • Address the stakeholder identified duplication of knowledge and skills to improve 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 • 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.
Purpose	Purpose 1 This project will develop qualification(s) designed and primarily used for a specific occupation and requiring a higher level of specificity.
Scope	SIT30821 Certificate III in Commercial Cookery SIT30921 Certificate III in Catering SIT31021 Certificate III in Patisserie SIT31121 Certificate III in Asian Cookery
Prioritisation	Complex: 18 Months Rationale: to allow suitable time to conduct industry and stakeholder consultation throughout the development of training products.
Timeline	Start date: February 2025 Expected completion: April 2027

Review of Hairdressing and Barbering Qualifications	
Descriptor	Through significant stakeholder engagement with hairdressing and barbering industry representatives, SaCSA has identified that the current barbering and hairdressing qualifications are not meeting the knowledge and skills expectations or standards required by industry, specifically relating to technical and foundational skills. This Training Package Development (TPD) Activity Project will: • Address stakeholder-identified concerns and learner-identified needs around duplication of knowledge and skills, and improve alignment with industry practices, whilst keeping the integrity of repetition necessary to develop competency of skills (for example, cutting techniques) • Develop one uniform qualification (if appropriate) at a Certificate III level by removing duplication of units and creating specialisation streams that enable a better learning pathway and career progression • Design a qualification pathway that aligns with career progression between Certificate III level through to Diploma • Create a more streamlined approach to foundational practical skills to ensure individuals are job ready (for example, customer service skills, overall health and well-being) • Provide enhanced alignment between industry practices and training organisation training and assessment through improved implementation guidance • Align qualification outcomes with current and emerging industry and customer trends • Develop qualifications that emphasise skill techniques designed to enhance the technical training capacity within training organisations and the workplace.
Purpose	Purpose 1 This project will develop qualification(s) designed and primarily used for a specific occupation and requiring a higher level of specificity.
Scope	SHB30416 Certificate III in Hairdressing SHB30516 Certificate III in Barbering SHB40216 Certificate IV in Hairdressing SHB50216 Diploma of Salon Management
Prioritisation	Complex: 18 Months Rationale: to allow suitable time to conduct industry and stakeholder consultation throughout the development of training products.
Timeline	Start date: February 2025 Expected completion: April 2027

Review of SFL30115 Certificate III in Floristry	
Descriptor	This Training Product Development activity will review and update the core and elective units of competency in SFL30115 Certificate III in Floristry to reflect the evolving floristry business models and skills needed to transition between the different business types within the industry. This Activity will review and enhance the knowledge content to address existing gaps in the current training product.
Purpose	Purpose 1 This project will develop a qualification designed and primarily used for a specific occupation and requiring a higher level of specificity.
Scope	SFL30115 Certificate III in Floristry
Prioritisation	Complex: 18 Months Rationale: to allow suitable time to conduct industry and stakeholder consultation throughout the development of training products.
Timeline	Start date: March 2025 Expected completion: January 2027

Review of CUA30320: Certificate III in Assistant Dance Teaching	
Descriptor	This Training Product Development activity will review the Cert III in Assistant Dance Teaching to align the knowledge and skills required, to the content of the qualification. This will focus on revising or removing requirements from imported units, which are specific to childcare facilities and not relevant to dance teaching. SaCSA will update the qualification with a current, good practice approach to child-safety. The Activity project will also address complex superseded unit issues identified by the recent unit currency audit.
Purpose	Purpose 1 This project will develop a qualification designed and primarily used for a specific occupation and requiring a higher level of specificity.
Scope	CUA30320 Certificate III in Assistant Dance Teaching
Prioritisation	Complex: 18 Months Rationale: to allow suitable time to conduct industry and stakeholder consultation throughout the development of training products.
Timeline	Start date: April 2025 Expected completion: January 2027

Retail Qualifications Continuum Review	
Descriptor	This Training Product Development activity is set to align the Retail qualifications in the SIR training package with current industry practices and create a streamlined approach to foundational practical skills to ensure graduates are job ready. Where appropriate, the Activity will consolidate the qualifications and provide specialisations to support skill development, with a focus on retail career pathways.
Purpose	Purpose 2 This project will develop qualification(s) that prepare learners for multiple, related occupations will consider skill similarity and transferability, with reduction of product duplication and specification where possible, while retaining industry relevance
Scope	SIR20216 Certificate II in Retail Services SIR30216 Certificate III in Retail SIR30316 Certificate III in Business to Business Sales SIR40316 Certificate IV in Retail Management SIR50116 Diploma of Retail Leadership
Prioritisation	Complex: 18 Months Rationale: to allow suitable time to conduct industry and stakeholder consultation throughout the development of training products.
Timeline	Start date: April 2025 Expected completion: April 2027

Culinary Skills for Aged Care Food Service	
Descriptor	This Training Product Development activity responds to government policy relating to improving the quality and safety of aged care services. The activity will develop care sector specific units of competency to enable a 'care specialisation' within the Cert III Commercial Cookery. This will provide better, up to date and more relevant skills to chefs working in the aged, health and disability care sectors. It will also encourage those sectors to consider using apprenticeship pathways to develop their own chefs (rather than recruiting from the hospitality sector (itself already struggling with a shortage of chefs).
Purpose	Purpose 1 This project will develop units of competency designed and primarily used for a specific occupation and requiring a higher level of specificity.
Scope	New units of competency
Prioritisation	Complex: 18 Months Rationale: to allow suitable time to conduct industry and stakeholder consultation throughout the development of training products.
Timeline	Start date: April 2025 Expected completion: April 2027

Review of Community Pharmacy Qualifications	
Descriptor	This Activity Project will be implemented in two stages, to identify knowledge, skills, and application specific for the SIR30116 Certificate III in Community Pharmacy, SIR40116 Certificate IV in Community Pharmacy and SIR40216 Certificate IV in Community Pharmacy Dispensary. Stage 1 will complete detailed analysis and scoping, and Stage 2 will update or develop units as needed, to meet the current and future workforce and reduce duplication of knowledge and skills to enable streamlining of training and education.
Purpose	Purpose 1 This project will develop qualification(s) designed and primarily used for a specific occupation and requiring a higher level of specificity.
Scope	SIR30116 Certificate III in Community Pharmacy SIR40116 Certificate IV in Community Pharmacy and SIR40216 Certificate IV in Community Pharmacy Dispensary
Prioritisation	Complex: 18 Months Rationale: to allow suitable time to conduct industry and stakeholder consultation throughout the development of training products.
Timeline	Start date: April 2025 Expected completion: April 2027

Review of Travel and Tourism Qualifications	
Descriptor	Service and Creative Skills Australia (SaCSA) will undertake a two stage Training Product Development project to review and update the Certificate in Tourism, Certificate Ill in Travel, and Certificate Ill in Guiding qualifications. Stage 1 will develop updated, industry aligned training products that will aim to streamline pathways and embed future focused skills. Stage 2 implement and promote these products through national resources and support tools, enabling RTOs and industry to transition smoothly and strengthen capability across tourism and travel.
Purpose	Purpose 2 This project will develop qualification(s) that prepare learners for multiple, related occupations will consider skill similarity and transferability, with reduction of product duplication and specification where possible, while retaining industry relevance
Scope	SIT30125 Certificate III in Tourism SIT30222 Certificate III in Travel SIT30322 Certificate III in Guiding
Prioritisation	Complex: 18 Months Rationale: to allow suitable time to conduct industry and stakeholder consultation throughout the development of training products.
Timeline	Start date: April 2026 Expected completion: November 2027

Review of Beauty Qualifications	
Descriptor	Service and Creative Skills Australia (SaCSA) undertake a two stage Training Product Development project to review and update five Beauty qualifications, Certificate Ill to Diploma level. Stage 1 (Training Product Development) modernise training products to enhance industry relevance, learner and Stage 2 deliver an Implementation, Promotion and with comprehensive resources, mapping tools, and guidance to support consistent, sector wide adoption and delivery.
Purpose	Purpose 1 This project will develop qualification(s) designed and primarily used for a specific occupation and requiring a higher level of specificity.
Scope	SHB30121 Certificate III in Beauty Services SHB30221 Certificate III in Make-Up SHB30321 Certificate III in Nail Technology SHB40121 Certificate IV in Beauty Therapy SHB50121 Diploma of Beauty Therapy

Prioritisation	Complex: 18 Months Rationale: to allow suitable time to conduct industry and stakeholder consultation throughout the development of training products.
Timeline	Start date: April 2026 Expected completion: December 2027

Review of Beauty Qualifications	
Descriptor	Service and Creative Skills Australia (SaCSA) undertake a two stage Training Product Development project to review and update five Beauty qualifications, Certificate Ill to Diploma level. Stage 1 (Training Product Development) modernise training products to enhance industry relevance, learner and Stage 2 deliver an Implementation, Promotion and with comprehensive resources, mapping tools, and guidance to support consistent, sector wide adoption and delivery.
Purpose	Purpose 1 This project will develop qualification(s) designed and primarily used for a specific occupation and requiring a higher level of specificity.
Scope	SHB30121 Certificate III in Beauty Services SHB30221 Certificate III in Make-Up SHB30321 Certificate III in Nail Technology SHB40121 Certificate IV in Beauty Therapy SHB50121 Diploma of Beauty Therapy
Prioritisation	Complex: 18 Months Rationale: to allow suitable time to conduct industry and stakeholder consultation throughout the development of training products.
Timeline	Start date: April 2026 Expected completion: December 2027

COMPLETED PROJECTS

Descriptor	Scope	Prioritisation	Start Date	Expected Completion
RSA Language Review				
Service and Creative Skills Australia (SaCSA) received guidance from the Skills Minister that the SITHFAB021 Provide responsible service of alcohol unit of competency (the RSA UoC) may contain language that is potentially unlawful, offensive, or outdated. SaCSA acted upon this guidance by commencing a review of the RSA UoC, in conjunction with Australian Business Lawyers & Advisors (ABLA), who are specialists in human rights and discrimination law. It was identified that although there was not directly discriminatory, unlawful or inappropriate language within the RSA UoC, there is potentially discriminatory language within the 'Assessment Requirements' section. This activity will inform any proposed next steps, including implementation of changes to the RSA UoC, If changes to the RSA UoC are to be implemented, in line with the Training Package Organising Framework, SaCSA will proceed to the Training Package Product Development process (including initial targeted stakeholder consultation and formal public and government consultation).	SITHFAB021 Provide responsible service of alcohol	**To be determined**	May 2024	September 2024
CUA: Unit Currency Audit				
Service and Creative Skills Australia (SaCSA) has identified through stakeholder engagement with industry representatives from the Creative Arts and Culture sector that there is a high volume of units of competency that are superseded or deleted within the qualifications and/or skill sets. SaCSA conducted an initial review of 54 qualifications, and 56 skill sets within the CUA Creative Arts and Culture Training Package. It was identified that there are 174 superseded units of competency and a further 9 deleted units of competency that are still listed within current CUA Creative Arts and Culture qualification.	Review of 183 units of competency from the CUA Creative Arts and Culture Training Package	**Routine** 12 months Rationale: to allow suitable time to conduct industry and stakeholder consultation post audit and review.	May 2024	February 2025

This activity will determine if the superseded unit is equivalent to its updated (current) unit, or if there is a need/requirement to update a superseded (or deleted) unit which is non-equivalent.				
SHB, SFL, SIF, SIT, SIR: Unit Currency Audit				
Service and Creative Skills Australia (SaCSA) has identified through stakeholder engagement with industry representatives from the Personal Services, Retail, and Tourism, Travel and Hospitality sectors that there is a high volume of units of competency that are superseded or deleted within the qualifications and/or skill sets. SaCSA conducted an initial review of 63 qualifications, and 60 skill sets within the five training packages. It was identified that there are 157 superseded and a further 13 deleted units of competency that are still listed within current Personal Services, Retail and Tourism, Travel and Hospitality qualifications. This activity will determine if the superseded unit is equivalent to its updated (current) unit, or if there is a need/requirement to update a superseded (or deleted) unit which is non-equivalent.	Review of 170 units of competency from SHB Hairdressing & Beauty, SFL Floristry, SIF Funeral Services, SIR Retail Services and SIT Tourism, Travel and Hospitality Training Packages.	**Routine** 12 months Rationale: to allow suitable time to conduct industry and stakeholder consultation post audit and review.	May 2024	February 2025

ATTACHMENT A: TRAINING PACKAGE PRODUCTS FOR REVIEW 2024 – 2027

RESPONSIBLE SERVICE OF ALCOHOL LANGUAGE REVIEW

Code	Title	Product type	Change required
SITHFAB021	Provide responsible service of alcohol	Unit of Competency	Review

CUA: UNIT CURRENCY AUDIT

Code	Title	Product type	Change required
CUA10220	Certificate I in Aboriginal and/or Torres Strait Islander Cultural Arts	Qualification	Update
CUA10320	Certificate I in Visual Arts	Qualification	Update
CUA20220	Certificate II in Creative Industries	Qualification	Update
CUA20320	Certificate II in Aboriginal and/or Torres Strait Islander Cultural Arts Industry Work	Qualification	Update
CUA20420	Certificate II in Aboriginal and/or Torres Strait Islander Cultural Arts	Qualification	Update
CUA20520	Certificate II in Information and Cultural Services	Qualification	Update
CUA20720	Certificate II in Visual Arts	Qualification	Update
CUA30220	Certificate III in Community Dance, Theatre and Events	Qualification	Update
CUA30320	Certificate III in Assistant Dance Teaching	Qualification	Update
CUA30420	Certificate III in Live Production and Technical Services	Qualification	Update
CUA30520	Certificate III in Aboriginal and/or Torres Strait Islander Cultural Arts	Qualification	Update
CUA30620	Certificate III in Arts and Cultural Administration	Qualification	Update
CUA30920	Certificate III in Music	Qualification	Update
CUA31020	Certificate III in Screen and Media	Qualification	Update
CUA31120	Certificate III in Visual Arts	Qualification	Update
CUA40118	Certificate IV in Professional Writing and Editing	Qualification	Update

CUA40120	Certificate IV in Dance	Qualification	Update
CUA40220	Certificate IV in Community Culture	Qualification	Update
CUA40320	Certificate IV in Dance Teaching and Management	Qualification	Update
CUA40420	Certificate IV in Live Production and Technical Services	Qualification	Update
CUA40620	Certificate IV in Aboriginal and/or Torres Strait Islander Cultural Arts	Qualification	Update
CUA40720	Certificate IV in Design	Qualification	Update
CUA40820	Certificate IV in Arts and Cultural Administration	Qualification	Update
CUA40920	Certificate IV in Music	Qualification	Update
CUA41120	Certificate IV in Photography and Digital Imaging	Qualification	Update
CUA41220	Certificate IV in Screen and Media	Qualification	Update
CUA41320	Certificate IV in Visual Arts	Qualification	Update
CUA50118	Diploma of Professional Writing and Editing	Qualification	Update
CUA50320	Diploma of Dance Teaching and Management	Qualification	Update
CUA50420	Diploma of Live Production and Technical Services	Qualification	Update
CUA50620	Diploma of Aboriginal and/or Torres Strait Islander Cultural Arts Industry Work	Qualification	Update
CUA50720	Diploma of Graphic Design	Qualification	Update
CUA50820	Diploma of Music	Qualification	Update
CUA50920	Diploma of Photography and Digital Imaging	Qualification	Update
CUA51020	Diploma of Screen and Media	Qualification	Update
CUA51120	Diploma of Visual Arts	Qualification	Update
CUA51220	Diploma of Ceramics	Qualification	Update
CUA51320	Diploma of Arts and Health	Qualification	Update
CUA51420	Diploma of Arts and Cultural Management	Qualification	Update
CUA60220	Advanced Diploma of Live Production and Management Services	Qualification	Update

CUA60320	Advanced Diploma of Graphic Design	Qualification	Update
CUA60420	Advanced Diploma of Creative Product Development	Qualification	Update
CUA60520	Advanced Diploma of Music	Qualification	Update
CUA60620	Advanced Diploma of Screen and Media	Qualification	Update
CUA60720	Advanced Diploma of Visual Arts	Qualification	Update

SHB, SFL, SIF, SIT, SIR: UNIT CURRENCY AUDIT

Code	Title	Product type	Change required
SHB20216	Certificate II in Salon Assistant	Qualification	Update
SHB30416	Certificate III in Hairdressing	Qualification	Update
SHB30516	Certificate III in Barbering	Qualification	Update
SHB40216	Certificate IV in Hairdressing	Qualification	Update
SHB50216	Diploma of Salon Management	Qualification	Update
SHB60118	Advanced Diploma of Intense Pulsed Light and Laser for Hair Reduction	Qualification	Update
SHB30121	Certificate III in Beauty Services	Qualification	Update
SHB30221	Certificate III in Make-Up	Qualification	Update
SHB30321	Certificate III in Nail Technology	Qualification	Update
SHB40121	Certificate IV in Beauty Therapy	Qualification	Update
SHB50121	Diploma of Beauty Therapy	Qualification	Update
SFL20115	Certificate II in Floristry (Assistant)	Qualification	Update
SFL30115	Certificate III in Floristry	Qualification	Update
SFL40115	Certificate IV in Floristry	Qualification	Update
SFL50115	Diploma of Floristry Design	Qualification	Update

SIF20113	Certificate II in Funeral Operations	Qualification	Update
SIF30113	Certificate III in Cemetery and Crematorium Operations	Qualification	Update
SIF30213	Certificate III in Gravedigging, Grounds and Maintenance	Qualification	Update
SIF30313	Certificate III in Funeral Operations	Qualification	Update
SIF40113	Certificate IV in Funeral Services	Qualification	Update
SIF40213	Certificate IV in Embalming	Qualification	Update
SIT30122	Certificate III in Tourism	Qualification	Update
SIT40122	Certificate IV in Travel and Tourism	Qualification	Update
SIT20122	Certificate II in Tourism	Qualification	Update
SIT30921	Certificate III in Catering	Qualification	Update
SIT30322	Certificate III in Guiding	Qualification	Update
SIT40621	Certificate IV in Catering Management	Qualification	Update
SIT30125	Certificate III in Tourism	Qualification	Update
SIT30222	Certificate III in Travel	Qualification	Update
SIT30322	Certificate III in Guiding	Qualification	Update
SIR40116	Certificate IV in Community Pharmacy	Qualification	Update
SIR10116	Certificate I in Retail Services	Qualification	Update
SIR20116	Certificate II in Community Pharmacy	Qualification	Update
SIR20216	Certificate II in Retail Services	Qualification	Update
SIR30116	Certificate III in Community Pharmacy	Qualification	Update
SIR30216	Certificate III in Retail	Qualification	Update
SIR30316	Certificate III in Business to Business Sales	Qualification	Update
SIR40216	Certificate IV in Community Pharmacy Dispensary	Qualification	Update

SIR40316	Certificate IV in Retail Management	Qualification	Update
SIR50116	Diploma of Retail Leadership	Qualification	Update
SIR50217	Diploma of Visual Merchandising	Qualification	Update
SIR50317	Diploma of Retail Merchandise Management	Qualification	Update

REVIEW OF HAIRDRESSING AND BARBERING QUALIFICATIONS

Code	Title	Product type	Change required
SHB30416	Certificate III in Hairdressing	Qualification	Update
SHB30516	Certificate III in Barbering	Qualification	Update
SHB40216	Certificate IV in Hairdressing	Qualification	Update
SHB50216	Diploma of Salon Management	Qualification	Update

CULINARY QUALIFICATION REVIEW

Code	Title	Product type	Change required
SIT30821	Certificate III in Commercial Cookery	Qualification	Update
SIT30921	Certificate III in Catering	Qualification	Update
SIT31021	Certificate III in Patisserie	Qualification	Update
SIT31121	Certificate III in Asian Cookery	Qualification	Update

REVIEW OF SFL30115 CERTIFICATE III IN FLORISTRY

Code	Title	Product type	Change required
SFL30115	Certificate III in Floristry	Qualification	Update

REVIEW OF CUA30320 CERTIFICATE III IN ASSISTANT DANCE TEACHING

Code	Title	Product type	Change required
CUA30320	Certificate III in Assistant Dance Teaching	Qualification	Update

RETAIL QUALIFICATIONS CONTINUUM REVIEW

Code	Title	Product type	Change required
SIR20216	Certificate II in Retail Services	Qualification	Update
SIR30216	Certificate III in Retail	Qualification	Update
SIR30316	Certificate III in Business to Business Sales	Qualification	Update
SIR40316	Certificate IV in Retail Management	Qualification	Update
SIR50116	Diploma of Retail Leadership	Qualification	Update

REVIEW OF COMMUNITY PHARMACY QUALIFICATIONS

Code	Title	Product type	Change required
SIR30116	Certificate III in Community Pharmacy	Qualification	Update
SIR40116	Certificate IV in Community Pharmacy	Qualification	Update
SIR40216	Certificate IV in Community Pharmacy Dispensary	Qualification	Update