# An opportunity to design training for the future

The change to the way qualifications are designed gives you and your industries greater choice in shaping qualifications that are fit-for-purpose, flexible, and aligned with workforce needs.

It builds on the strengths of the vocational education and training (VET) system, preserving what works, while providing greater flexibility in the design of qualifications that make it easier for industries to shape training packages to reflect their needs — enabling more relevant, flexible training.

As a Jobs and Skills Council (JSC), you’ll use the new purpose-led, principles-based approach to tailor qualifications, whether that’s to a specific job, a broad occupational group, or foundation-level entry points.

The new design approach and templates will be available from July 2025, with updated qualifications starting to roll out from the end of the year, depending on sector readiness and demand.

## Designing world-leading qualifications

This is your opportunity to:

* Apply a purpose-led and principles-based approach to qualification design.
* Streamline qualifications where possible — reducing specificity and making skills more transferable across roles and sectors.
* Strengthen industry confidence in qualifications that are clearer, more practical, and fit for the future.
* Support improved career and skills outcomes by working directly with employers, learners, and training providers.
* Lead innovation in qualification design and contribute to a world-leading VET system.

### Training package product development obligations

You’ll continue to lead training product development through the process outlined in the Training Package Organising Framework (TPOF).

There will be new tools to enable diversity and flexibility in qualification design, including:

* A revised qualification template that provides clearer expectations of graduate skills and knowledge, including foundation skills.
* A new Skill Set template that provides a consistent approach for all credentials on the National Training Register.
* An adjusted Unit of Competency template that provides additional guidance and continues to support training for highly specific tasks and functions.
* A new, optional Application of Skills and Knowledge template that gives you the flexibility to take a knowledge-focused approach, moving away from task specification where appropriate.

### How flexibility supports industry needs

This reform gives you the tools to decide what level of flexibility is right for your industry.

If your sector benefits from structured, task and function‑based qualifications, you can keep them. If your industry needs broader, more transferable qualifications, you have the option to redesign.

### What’s changing and what it means for you

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| **What’s changing** | **What it means** |
| Purpose-driven qualification design | More clarity and intent behind qualification design |
| Updated and new Unit of Competency templates | More choice over how skills and knowledge are framed |
| Consistency in embedding foundation skills | Described at the qualification level, to provide clearer expectations of graduate skills and knowledge outcomes |
| Consistency in Skill Set template | Provides consistent approach for all credentials on the National Training Register |
| Flexible implementation timelines | You can roll out changes at a pace that suits your sector |
| Industry-led development | You continue to lead, backed by national tools and guidance |

### What’s not changing?

No change to your core role in leading training package product development — just better tools and more options.

No forced changes to qualifications that are working — only where your industry sees the need.

No changes to alignment with industry awards or certifications.

**This reform builds on the strengths of the VET system, preserving what works, while providing greater flexibility in the design of qualifications.**