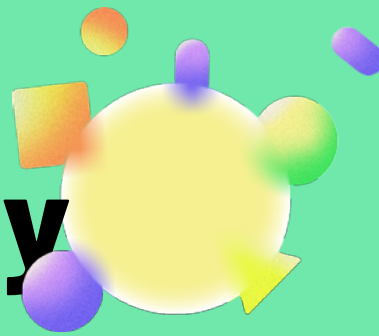


# Training a future-ready workforce



Australia's vocational education and training (VET) system is evolving to better meet the needs of learners, employers, and industries. The new purpose-led, principles-based approach enables VET qualification developers to design adaptable training package products, supported by updated and new templates, to meet the diverse needs of industries.

The approach preserves the strengths of the VET sector and supports safety and quality in training outcomes, while providing opportunities for new approaches where needed. This approach will make some training packages more agile, where appropriate, and better suited to learners and industry needs.

There are minimal changes to the training product development process outlined in the Training Package Organising Framework (TPOF). RTOs will continue to engage with Jobs and Skills Councils in the training product development process, including through representation on the technical committee and planning for future updates.

The reform enables qualifications to be designed with clearer intent, stronger links to industry, and more focus on transferable skills. This may mean fewer updates and more room to tailor delivery to your learners and industry partners.

## Delivering great learning experiences

The reform will help you:

- to deliver training with greater stability, through clearer templates and fewer ongoing updates.
- focus on quality delivery and assessment.
- adapt delivery models to better meet the needs of industry and learners.
- confidently support learners with clearer qualification outcomes and stronger career relevance.



# What's changing in the structure of Training Products?

- A **qualification-first approach** is replacing the traditional unit-first approach. Qualifications will now be built around knowledge and skills progression, rather than units focused on functions and tasks.
- **Unit of Competency templates** give qualification developers a greater choice:
  - An adjusted Unit of Competency template provides additional guidance and continues to support training for highly specific tasks and functions.
  - A new, optional Application of Skills and Knowledge (ASK) template provides the flexibility to take a knowledge-focused approach, moving away from task specification where appropriate.
- A new **Skill Set template** that provides a consistent approach for all credentials on the National Training Register.
- **Foundation skills** will be consistently presented as a qualification and skill set outcome and become optional for units of competency.

## How will compliance be affected?

The fundamentals of compliance aren't changing.

Australian Skills Quality Authority (ASQA) and state regulators existing standards still apply, and you'll continue delivering nationally endorsed qualifications.

Whether you're designing, delivering, learning, or hiring – this reform is about building a system that works better for everyone.

## When will the change occur?

Changes won't happen all at once and there's no blanket changeover date.

The revised TPOF comes into effect from July 2025, with updated qualifications rolling out progressively from the end of the year. Changes won't happen all at once – your transition will depend on when your relevant qualifications are updated.

You'll begin to see updated qualifications as JSCs gradually revise existing products or develop new training packages. You can expect advice on transition arrangements, timelines, and delivery planning to be made available well in advance.

## What this means for your teaching teams

Trainers and assessors will need to understand the intent and structure of the new unit templates.

The Training Package Companion Volume and Implementation Guide will continue to provide guidance for implementation and delivery.

## Operational impact

There is an opportunity to reduce duplication and overly specific requirements in some training package products, that may result in fewer updates, making it easier to maintain consistency.

While there may be short-term planning involved, the overall shift is designed to save time and effort.



**Jobs and Skills Councils**

An Australian Government Initiative

There's support to help you understand what's changing and what's next. Engage with JSCs or visit [dewr.gov.au/skills-reform](https://dewr.gov.au/skills-reform)

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