

# Smart and Skilled

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**SMART AND SKILLED UPDATE – NO. 113**

**29 September 2020**

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## 1. CONSULTATIONS ON IMPROVING POST-TRAINING OUTCOMES FOR STUDENTS WHO EXPERIENCE DISADVANTAGE

### a. About the consultations

The Department of Education is consulting with Smart and Skilled Providers and other key stakeholders on how to improve post-training outcomes for disadvantaged cohorts of students who participate in Government funded training.

The consultations will focus on identifying training and non-training issues which limit the likelihood of disadvantaged cohorts of students achieving a positive post-training outcome, and identifying opportunities to address these issues.

The consultations will cover the types of support and arrangements available under NSW Government-funded VET. This includes support available under Smart and Skilled (such as fee-free training initiatives, loading payments etc), Community Service Obligation funding and the Adult and Community Education (ACE) program.

A discussion paper has been prepared to guide the consultations (please see the attachment to this Update: *Improving post-training outcomes for VET students who experience disadvantage – Discussion Paper*).

There are two opportunities for you to participate and provide feedback, either by webinar or through a written response.

#### **b. Consultation webinars**

The Department will host four (4) webinars (each with the same content). Providers are free to attend the webinar which suits them best, however **registration is required**.

- Wednesday 7 October, 2.30pm – 3.30pm – [Register here](#)
- Friday 9 October, 11:30pm – 12:30pm – [Register here](#)
- Tuesday 13 October, 4:00 – 5:00pm – [Register here](#)
- Wednesday 14 October, 1.30 – 2.30pm – [Register here](#)

These webinars will highlight the key issues covered in the discussion paper and enable providers to ask questions or share ideas.

#### **c. Written feedback via survey**

A short survey (based on issues and questions raised in the discussion paper) has been prepared to capture your written feedback. The survey can be accessed at: <https://www.surveymonkey.com/r/P8YKTLC>.

The survey will close on **Friday 16 October 2020**.

#### **d. Next steps**

Feedback provided through this first round of consultation activities will inform the development of policy options. Stakeholders will be consulted on any possible changes.

If you have any questions about these consultations please email [MarketDesign.Implementation@det.nsw.edu.au](mailto:MarketDesign.Implementation@det.nsw.edu.au) or contact your Strategic Relationship Manager directly.

## **2. AGSKILLED 2.0 TRAINING STRATEGY: NEW AGRICULTURAL INDUSTRY SECTORS ADDED AND EXPRESSIONS OF INTEREST NOW OPEN TO DELIVER TRAINING**

#### **a. Program specifics**

The AgSkilled 2.0 training strategy is an expansion of the initial AgSkilled program and is now available to primary producers in the following agricultural industry sectors:

- plant-based fibre (e.g. cotton),
- grains,
- production horticulture,
- viticulture,
- rice growing.

This is a part qualification program with a funding allocation of \$15 million over three (3) years to 30 June 2023.

The strategy will be overseen by a Steering Committee consisting of industry associations representing the identified sectors, the NSW Department of Primary Industries, the NSW Agrifood Industry Training Advisory Board (ITAB) and Training Services NSW. The Steering Committee will be responsible for identifying industry-relevant training.

In consultation with industry, AgSkilled 2.0 aims to meet agricultural workforce development needs through four (4) industry-identified key training pillars:

- Production;
- Technology;
- Business; and
- Safety.

The strategy specifically aims to:

- Attract, develop and retain a productive workforce to underpin continued growth of the plant-based fibre (e.g. cotton), grains, production horticulture, viticulture and rice-growing agricultural industries in NSW,
- Support plant-based fibre (e.g. cotton), grains, production horticulture, rice and viticulture primary producers and their workforce to develop production, technology, business and safety skills to increase farm productivity and profitability,
- Develop industry capacity to adopt new technologies and sustainable farming practices,
- Support career progression, entry pathways and employment outcomes across the wider agricultural industry and regional NSW economy,
- Leverage research and development in the identified agricultural industry sectors to ensure training is relevant, current and meets industry needs.

#### **b. Training locations**

Farming operations in the identified agricultural industry sectors and which are located in regional and rural NSW (i.e. outside the Greater Sydney metropolitan region) are eligible to access AgSkilled 2.0 training.

These areas include the Illawarra & South East, Hunter & Central Coast, Western, New England, Riverina and Mid and North Coast Training Services NSW Regions.

#### **c. Expressions of Interest (EOIs) to deliver training**

As a result of industry consultation and the unique requirements of the agricultural sector, training providers must be endorsed by the AgSkilled 2.0 Steering Committee to deliver related training.

Training Services NSW is now seeking EOIs from training providers who wish to deliver AgSkilled 2.0 training.

To submit an EOI please contact the AgSkilled Project Officer, **Claudia Vicary** at [claudiav@cotton.org.au](mailto:claudiav@cotton.org.au) or your Training Services NSW Strategic Relationship Manager (SRM).

EOIs can be submitted **at any time** throughout the duration of the program and should address the following criteria:

- Training delivery mode (note: face to face or blended delivery is preferred; where online training is offered, please outline available support for students)

- Training delivery location (i.e. willingness to deliver training in regional and remote locations to suit the needs of the identified industries)
- Training delivery scope
- Agricultural industry expertise and experience
- Trainer qualifications, experience and/or networks
- Willingness to work with industry to develop new courses that leverage industry research and development
- Ability to deliver/undertake work based assessments in a COVID-19 safe environment (as required)
- Willingness to contextualise training to suit the needs of the plant-based fibre (e.g. cotton), grains, production horticulture, viticulture and rice-growing industries
- All training payment claims to be made within 28 days of due date.

EOIs should also include an endorsement from your Training Services NSW Strategic Relationship Manager.

#### d. Existing providers endorsed to deliver AgSkilled 2.0 training

The following training providers who delivered training for the original AgSkilled program are automatically endorsed to deliver AgSkilled 2.0 training:

- Forsythes Training Pty Ltd
- Kreate Pty Ltd
- LDO Group Training Pty Ltd
- NSW Department of Regional NSW T/A TOCAL College
- TAFE NSW
- Training Services 4 You Pty Ltd.

#### e. Skill sets and Units of Competency (UoCs) available for delivery

The AgSkilled 2.0 Steering Committee has endorsed the following skill sets, courses and accompanying Units of Competency (UoCs) for delivery under the strategy:

Ref #	Course / Skill set	Units of Competency (UoCs)	Training Pillar
P1	<b>Advanced Spray Training</b> <i>Note: requires on-farm training assessment</i>	AHCWRK302 Monitor weather conditions AHCMOM315 Operate chemical application machinery and equipment AHCCHM307 Prepare and apply chemicals to control pest, weeds and diseases AHCCHM304 Transport and store chemicals	Production
P2	<b>Biosecurity – farm workers/employees</b>	AHCBIO305 Apply Biosecurity Measures	Production
P3	<b>Biosecurity – for Managers/Supervisors</b>	AHCBIO403 Plan and implement a farm or enterprise biosecurity plan	Production

Ref #	Course / Skill set	Units of Competency (UoCs)	Training Pillar
P4	<b>Agricultural Chemical Skill Set</b> – for farm workers/employees	AHCCHM304 Transport and store chemicals AHCCHM307 Prepare and apply chemicals to control pest, weeds and diseases	Production
P5	<b>Chemical Risk Management</b> (i.e. AQF4)	AHCCHM404 Develop procedures to minimise risks in the use of chemicals AHCCHM405 Plan and implement a chemical use program	Production
P6	<b>Chemical Use Strategy</b> – for Managers, Supervisors, Agronomists	AHCCHM501 Develop and manage a chemical use strategy	Production
P7	<b>Field Graft Vines</b>	FBPVIT3006 Field graft vines FBPVIT2011 Operate vineyard equipment	Production
P8	<b>Introduction to Agronomy</b>	AHCSOL202 Assist with soil or growing media sampling and testing AHCBAC404 Plan and implement agricultural crop maintenance AHCSOL401 Sample soils and interpret results	Production
P9	<b>Pest Management</b>	AHCPMG413 Define the pest problem AHCPMG412 Develop a pest management plan AHCPMG409 Implement a pest management plan	Production
P10	<b>Vine Canopy Maintenance</b>	FBPVIT2015 Carry out basic canopy maintenance FBPVIT2011 Operate vineyard equipment	Production
P11	<b>Vine Management: Pest and Disease</b>	FBPVIT3009 Monitor and control vine disorders and damage FBPVIT2013 Recognise disorders and identify pests and diseases FBPTEC3002 Implement a pest prevention program	Production
T1	<b>Precision Agronomy</b>	AHCAGB402 Analyse and interpret production data AHCWRK502 Collect and manage data AHCSOL402 Develop a soil use map for a property AHCMOM306 Ground spread fertiliser and soil ameliorant AHCMOM311 Operate precision control technology	Technology
T2	<b>Production Horticulture Technology</b>	AHCBUS301 Use hand held e-business tools AHCMOM305 Operate specialised machinery and equipment AHCMOM311 Operate precision control technology BSBWOR204 Use business technology	Technology

Ref #	Course / Skill set	Units of Competency (UoCs)	Training Pillar
<b>T3</b>	<b>Soil Monitoring</b>	AHCWRK301 Collect samples for a rural production or horticulture monitoring program AHPCPM505 Conduct environment and food safety risk assessment of plant nutrition and soil fertility programs AHPCPM402 Develop a soil health and plant nutrition program	<b>Technology</b>
<b>T4</b>	<b>Welding (Basic)</b>	AHCINF204 Fabricate and repair metal or plastic structures MEM18002 Use power tools/hand held operations	<b>Technology</b>
<b>T5</b>	<b>Maintain Pressurised Irrigation Systems</b>	AHCIRG347 Maintain pressurised irrigation systems	<b>Technology</b>
<b>B1</b>	<b>Farm Business Management</b>	AHCBUS512 Develop and implement family business structures and relationships AHCBUS516 Develop and review a business plan AHCBUS517 Monitor and review business performance BSBR5K501 Manage risk	<b>Business</b>
<b>B2</b>	<b>Farm Business Workforce</b>	AHCBUS511 Manage enterprise staff requirements AHCWRK403 Supervise work routines and staff performance BSBHRM405 Support the recruitment, selection and induction of staff TAEDEL301 Provide work skill instruction	<b>Business</b>
<b>B3</b>	<b>Governance and Board Membership</b>	BSBGOV401 Implement board member responsibilities BSBADM502 Manage meetings BSBGOV405 Undertake the roles and responsibilities of committee or board members BSBGOV402 Work within organisational structure	<b>Business</b>
<b>B4</b>	<b>Human Resources (HR), Workplace Health and Safety (WHS) Fundamentals</b>	BSBWHS401 Implement and monitor WHS policies, procedures and programs to meet legislative requirements AHCBUS511 Manage enterprise staff requirements AHCWRK403 Supervise work routines and staff performance	<b>Business</b>
<b>B5</b>	<b>Risk Management</b>	BSBR5K501 Manage risk BSBMGT516 Facilitate continuous improvement	<b>Business</b>

Ref #	Course / Skill set	Units of Competency (UoCs)	Training Pillar
<b>B6</b>	<b>Time Management, Networking, Human Resources (HR), Workplace Health and Safety (WHS)</b>	BSBWOR424 Develop a time management plan BSBREL401 Establish networks BSBWHS401 Implement and monitor WHS policies, procedures and programs to meet legislative requirements AHCBUS511 Manage enterprise staff requirements BSBWOR501 Manage personal work priorities and professional development AHCWRK403 Supervise work routines and staff performance	<b>Business</b>
<b>B7</b>	<b>Time Management, Work Priorities and Networking</b>	BSBWOR424 Develop a time management plan BSBREL401 Establish networks BSBWOR501 Manage personal work priorities and professional development	<b>Business</b>
<b>B8</b>	<b>Workplace Relationships and Team Effectiveness</b>	BSBLDR502 Lead and manage effective workplace relationships BSBWOR502 Lead and manage team effectiveness	<b>Business</b>
<b>S1</b>	<b>Implement and monitor Workplace Health and Safety (WHS) – for Managers/Supervisors</b>	BSBWHS401 Implement and monitor WHS policies, procedures and programs	<b>Safety</b>
<b>S2</b>	<b>Safely Operate Tractors</b>	AHCMOM202 Operate tractors	<b>Safety</b>
<b>S3</b>	<b>Workplace Health and Safety (WHS) – for employees</b>	AHCWHS301 Contribute to work health and safety processes	<b>Safety</b>
<b>S4</b>	<b>Work in Confined Spaces &amp; Work Safely at Heights</b>	RIIWHS202D Enter and work in confined spaces RIIWHS204D Work safely at heights	<b>Safety</b>
<b>S5</b>	<b>Work in Confined Spaces</b>	RIIWHS202D Enter and work in confined spaces	<b>Safety</b>
<b>S6</b>	<b>Work Safely at Heights</b>	RIIWHS204D Work safely at heights	<b>Safety</b>

#### f. Student Eligibility

To be eligible for AgSkilled 2.0 training, students must be:

- [eligible for Smart and Skilled training](#);

and

- employed or seeking employment in the identified agricultural industry sectors; or
- primary producers (e.g. farmers/growers); or
- related on-farm employees (e.g. farm workers); or



- contractors providing specialised/technical on-farm services (e.g. contract machinery operators); or
- researchers, subject to evidence that the training provides a clear benefit to industry.

In order for their eligibility to be assessed, potential students and/or their employers must provide as a minimum a completed *AgSkilled 2.0 application form* or a Letter of Support to the endorsed training provider, who will in turn attach/include this as part of their TNI application submitted to Training Services NSW.

The *AgSkilled 2.0 application form* and details of any further information required will be provided to those training providers who are endorsed for AgSkilled 2.0 training delivery.

#### g. Submitting Training Needs Identification (TNIs)

Training Needs Identification (TNI) applications for AgSkilled 2.0 training must be categorised into one or more of the agricultural industry sectors listed under “Target Group” in the table below.

TNI Online Application	
STS Online data field	Select option
Program:	Targeted Priorities Pre-vocational & Part Qualifications
Program Stream:	Targeted Priorities Pre-vocational & Part Qualifications (Part Qualification Targeted Skills)
Employment status of student:	Existing Workers Job Seekers
Target Group Type:	Specific Target Group
Target Group:	AgSkilled 2.0 – Fibre AgSkilled 2.0 – Grains AgSkilled 2.0 – Production Horticulture AgSkilled 2.0 – Viticulture AgSkilled 2.0 – Rice AgSkilled 2.0 – Multiple sector* <b>* if this option is selected, please note the additional information required in ‘Special Instructions’ below</b>
Is the training targeting a specific industry:	Yes
Target Industry:	Agriculture, Forestry and Fishing
Special Instructions:	If in the ‘Multiple sector’ target group: <ul style="list-style-type: none"> <li>• Ensure the TNI supporting documentation outlines the industry sector(s) each student belongs to</li> </ul>

**Note:** All TNI applications submitted by endorsed training providers must include a completed *AgSkilled 2.0 application form* or a Letter of Support, to aid Training Services NSW in the assessment and review of student eligibility.



#### h. Further information

For further information, please visit/contact the:

- [AgSkilled 2.0 Training Services NSW webpage](#)
- dedicated [AgSkilled 2.0 website](#)
- dedicated AgSkilled Project Officer, **Claudia Vicary** at [claudiav@cotton.org.au](mailto:claudiav@cotton.org.au)
- your Training Services NSW Strategic Relationship Manager (SRM)
- nearest [Training Services NSW Regional Office](#) on 13 28 11.

### 3. CORRECTION TO THE STUDENT ENROLMENT DATE FOR SKILLING FOR RECOVERY FULL QUALIFICATIONS

The Department wishes to advise of a correction to the date by which Providers must have progressively enrolled students in Skilling for Recovery Priority Qualifications, which was advised in Smart and Skilled Update No. 112 (23 September 2020). The date of April 2020, which appears on page 3 and on pages 15 and 16 (Appendix B) of that Update, should be **April 2021**.

The amended text under section **2.b Conditions related to additional Financial Cap allocations to deliver Skilling for Recovery full qualifications** should read:

Providers who receive additional Financial Cap allocation(s) for the delivery of Skilling for Recovery Priority Qualifications will be expected to enrol these additional students progressively through to **April 2021**, with training commencing in the 2020-21 Activity Period.

The amended text in **Appendix B**, under **1.1.B.** (p. 15) and **1.2.A.** (p. 16) should similarly read:

- Providers are expected to enrol the additional students progressively through to the end of **April 2021** with a commencement date in the 2020-21 Activity Period.

For technical support in relation to this update, contact Training Market Customer Support at [Training.Market@det.nsw.edu.au](mailto:Training.Market@det.nsw.edu.au).

*Please note that this update is for the information of approved Smart and Skilled providers only. If providers require further information for students or employers, please contact Training Market Customer Support, as above, unless otherwise instructed.*