

Primary Industry



CONTACT DETAILS FOR WA ITAB:

MR PAUL RAWLINGS
EXECUTIVE OFFICER
PRIMARY ITC
100 BOUGAINVILLEA AVENUE
FORRESTFIELD WA 6058
PO BOX 157, FORRESTFIELD WA 6058

PH: 9359 4000
FAX: 9359 4007
MOB: 0417 184 277
E-mail: paul@wapitc.org
Web: www.wapitc.org



Department of
Education
and Training

INDUSTRY AREA COVERAGE

GROUP	CLASS	DESCRIPTION
011	-	Horticulture and Fruit Growing
	0111	Plant Nurseries
	0112	Cut Flower and Flower Seed Growing
	0113	Vegetable Growing
	0114	Grape Growing (Coverage of: Grapes growing; Grapes sun-drying; Table grape growing).
	0115	Apple and Pear Growing
	0116	Stone Fruit Growing
	0117	Kiwi Fruit Growing
	0119	Fruit Growing n.e.c.
012	-	Grain, Sheep and Beef Cattle Farming
	0121	Grain Growing
	0122	Grain-Sheep and Grain-Beef Cattle Farming
	0123	Sheep-Beef Cattle Farming
	0124	Sheep Farming
	0125	Beef Cattle Farming
013	-	Dairy Cattle Farming
	0130	Dairy Cattle Farming
014	-	Poultry Farming
	0141	Poultry Farming (Meat)
	0142	Poultry Farming (Eggs)
015	-	Other Livestock Farming
	0151	Pig Farming
	0152	Horse Farming
	0153	Deer Farming
	0159	Livestock Farming n.e.c.
016	-	Other Crop Growing
	0161	Sugar Cane Growing
	0162	Cotton Growing
	0169	Crop and Plant Growing n.e.c.
021	-	Services to Agriculture
	0212	Shearing Services
	0219	Services to Agriculture n.e.c.
022	-	Hunting and Trapping
	0220	Hunting and Trapping
030	-	Forestry and Logging
	0301	Forestry
	0302	Logging
	0303	Services to Forestry (Coverage of: Forest conservation services; Forest nursery operation or service, Forest planting; Pest control service (forestry; except aerial or wild animal control); Reforestation services; Timber plantation maintenance; Timber tract maintenance; Tree pruning (forest); Tree thinning (forest).
041	-	Marine Fishing
	0411	Rock Lobster Fishing
	0412	Prawn Fishing
	0413	Finfish Trawling
	0414	Squid Jigging
	0415	Line Fishing
	0419	Marine Fishing n.e.c.
042	-	Aquaculture
	0420	Aquaculture

231	-	Log Sawmilling and Timber Dressing
	2311	Sawmilling and Drying
	2312	Wood Chipping
	2313	Timber Resawing and Dressing
232	-	Other Wood Product Manufacturing
	2321	Plywood & Veneer Manufacturing
	2322	Fabricated Wood Manufacturing
233		Paper & Paper Prod Mfg
	2331	Pulp, Paper and Paperboard Manufacturing
	2332	Solid Paperboard Container Manufacturing
	2333	Corrugated Paperboard Container Manufacturing
	2334	Paper Bag and Sack Manufacturing
	2339	Paper Product Manufacturing n.e.c.
425		Other Construction Services
	4251	Landscaping Services (Coverage of: Garden and streetscape planting; Garden design implementation; Lawn construction; Rockery work).
525	-	Other Personal and Household Good Retailing
	5253	Garden Supplies Retailing
	5254	Flower Retailing (Coverage of Floriculture).
864	-	Veterinary Services
	8640	Veterinary Services
923	-	Parks and Gardens
	9231	Zoological & Botanic Gardens (Coverage of: Aquarium operation; Arboretum operation; Aviary operation; Botanical garden operation; Herbarium operation).
	9239	Recreational Parks & Gardens (Coverage of: Parks and Gardens operation only).
952	-	Other Personal Services
	9525	Gardening Services

- * ANZSIC Group - Australian New Zealand Standard Industrial Classification
 ** n.e.c. - not elsewhere classified

NATIONAL INDUSTRY TRAINING ADVISORY BODIES

- Agri-Food Industry Skills Council (AFISC)
- Forest and Forest Products Employment Skills Company Ltd (FAFPESC)
- Seafood Training Australia (STA)

STATE INDUSTRY TRAINING ADVISORY BODIES

- WA Primary Industries Training Council (WA PITC)

TRAINING PACKAGES

This industry has coverage for the following Training Packages:

- *Rural Production Training Package (RTE03)*
- *Amenity Horticulture Training Package (RTF03)*
- *Animal Care and Management Training Package (RUV04)*
- *Conservation and Land Management Training Package (RTD02)*
- *Forest and Forest Products Training Package (FPI05)*
- *Seafood Training Package (SFI04)*

Rural Production Training Package – (RTE03)


The training package is designed to address the training needs of the rural production industry and includes the Rural Operations, Beef Cattle Production, Cotton Production, Dairy, Goat Production, Grain Production, Horse Breeding, Irrigation, Milk Harvesting, Pig Production, Poultry Production, Rural Business Management, Rural Merchandising, Sheep & Wool Production, Sugar Cane Production, Wool Harvesting and General Agriculture sectors of the industry. The range of qualifications covered by the Training Package is Certificate I to Advanced Diploma and will provide comprehensive and integrated training for new entrants and existing workers.

Status – Endorsed

Qualifications

Agriculture

National Code	Qualification Name
RTE10103	Certificate I in Rural Operations
	Certificate II in Agriculture - includes suggested pathways and specialisations in:
	Beef production
	Dairy production
	Goat production
	Horse breeding
	Pig production
	Poultry production
	Sheep and wool production
	Grain production
	Cotton production
	Sugar production
	Milk harvesting
RTE20103	
RTE20203	Certificate II in Irrigation
RTE20303	Certificate II in Wool Handling
RTE20403	Certificate II in Shearing
RTE20503	Certificate II in Crutching
RTE20603	Certificate II in Production Horticulture
RTE20703	Certificate II in Rural Operations
RTE30103	Certificate III in Agriculture
RTE30203	Certificate III in Agriculture (Beef Production)
RTE30303	Certificate III in Agriculture (Cotton Production)



RTE30403	Certificate III in Agriculture (Dairy Production)
RTE30503	Certificate III in Agriculture (Goat Production)
RTE30603	Certificate III in Agriculture (Grain Production)
RTE30703	Certificate III in Agriculture (Horse Breeding)
RTE30803	Certificate III in Agriculture (Milk Harvesting)
RTE30903	Certificate III in Agriculture (Pig Production)
RTE31003	Certificate III in Agriculture (Poultry Production)
RTE31103	Certificate III in Agriculture (Sheep and Wool Production)
RTE31203	Certificate III in Agriculture (Sugar Production)
RTE31303	Certificate III in Irrigation
RTE31403	Certificate III in Wool Clip Preparation
RTE31503	Certificate III in Shearing
RTE31603	Certificate III in Production Horticulture
RTE31703	Certificate III in Rural Business
RTE31803	Certificate III in Rural Merchandising
RTE31903	Certificate III in Rural Operations
RTE32003	Certificate III in Advanced Wool Handling
	Certificate IV in Agriculture - includes suggested pathways and specialisations in:
	Beef production
	Cotton production
	Dairy production
	Goat production
RTE40103	Grain production
	Horse breeding
	Milk harvesting
	Pig production
	Poultry production
	Sheep and wool production
	Sugar production
RTE40203	Certificate IV in Irrigation
RTE40303	Certificate IV in Wool Classing
RTE40403	Certificate IV in Shearing
RTE40503	Certificate IV in Production Horticulture
RTE40603	Certificate IV in Rural Business
	Diploma of Agriculture - includes suggested pathways and specialisations in:
	Beef production
	Cotton production
	Dairy production
	Goat production
RTE50103	Grain production
	Horse breeding
	Pig production
	Poultry production
	Sheep and wool production
	Sugar production

RTE50203	Diploma of Irrigation
RTE50303	Diploma of Production Horticulture
RTE50403	Diploma of Rural Business Management
RTE60103	Advanced Diploma of Agriculture
RTE60203	Advanced Diploma of Rural Business Management

More information on the Rural Production Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/Default.aspx?trainingpackage/RTE03>

Implementation Kits for Training Packages can be found at the following website:-

<http://www.vetinfonet.det.wa.edu.au/Course/SearchTP.aspx?menu=1&menuitem=4>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

Agriculture

- Characterised by physically demanding work, generally outdoors, with fluctuations in work activity resulting from climatic, seasonal or market variations.
- Increasing reliance on technology, machinery.
- Isolation of work from population centres.
- Increasing trend to casual labour to perform intensive seasonal tasks.
- Most employees employed by small business of less than 20 employees.
- 82% of workforce outside metropolitan area.
- Training delivery and assessment needs to suit small business owner operations, usually in regional or remote locations.
- Growing niche markets in agriculture and fishing (eg alpacas, emus, and ostriches, seafood value-adding).
- Some change in grain crops being harvested.
- Emphasis on value-adding, export, improvement of customer service and quality.

General Training

- Resource/Environmental management and leadership skills.
- Food safety and quality assurance systems
- OH&S legislation, regulations and practices
- Business management and organisational skills

INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only

Agriculture

- | | |
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| <ul style="list-style-type: none"> • Australian Alpaca Association • Australian Chicken Meat Federation • Australian Honey Bee Industry Council • Australian Meat and Livestock Association • Australian Meat Council- WA | <ul style="list-style-type: none"> • Australian Pig Breeders Association • Australian Pork Limited • Australian Wool Exchange • Australian Wool Handlers • Australian Workers Union |
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- Cashmere Goats Association
 - Cooperative Bulk Handling
 - CSIRO
 - Deer Farmers Association
 - Department of Conservation and Land Management
 - Dairy Goat Society of Australia
 - Dairy Industry Association of Australia
 - Deer Industry Association of Australia
 - Department of Agric and Food
 - Emu Farmers Association of Western Australia
 - Emu Farmers Federation of Australia
 - Farm Machinery Dealers Association
 - Farms West Service Ltd
 - Goat Industry Council of Australia
 - Grains Council of Australia
 - Great Southern Pig Company
 - Honey Packers and Marketers Association of Australia
 - Kondinin Group Inc.
 - Landcare Technicians Association
 - Meat and Livestock Australia
 - Mohair Goats Association
 - National Meat Association of Australia
 - Pastoralist and Graziers Association
 - Royal Agriculture Society of WA
 - Seed Growers Association
 - Shearing Contractors Association
 - Stock Feed Manufacturers Association of WA
 - WA Farmers Federation
 - WA Meat Industry Authority
 - WA Pork Producers Association
 - Wool Brokers Association
 - Wool Council of Australia
 - Woolclassers Association of Australia

LICENSING OR REGULATORY REQUIREMENTS

- Permit to Import Fresh Fruit, Vegetables or Seeds, Export Permit, Export Establishment Registration (Department of Primary Industry and Energy, AQIS)
- Clearance Certificate for Restricted Imports (Product and Stock) (Agriculture Protection Board)
- Plant Health Certificate for Movement of Plant Materials (Agriculture WA)
- Pollution Control Licence (water, air etc) (Environmental Protection Department)
- Industrial Waste Permit (Water Corporation)
- Offensive trades licence – Local Government

TRAINING ENVIRONMENT/ISSUES

- Industry requires training delivery to be flexible and to be assessable by workplace assessors in accordance with industry standards.
- Agriculture, forestry, fishing and horticulture industries support assessment by qualified industry assessors, using assessment tools based on national competency standards.
- Identified need for flexible delivery: Just in time training, some use of on-line learning and assessment strategies, resources to support workplace delivery, audiovisual materials.
- Need for skills recognition processes by RTO's suitable for primary industries.
- Need for workplace assessor and workplace trainer training.
- VET in schools programs in fishing, forestry, agriculture and horticulture.
- Trend to need more highly skilled workers to operate complex plant and equipment.
- Increasing focus on rural management skills and courses.
- Increasing recognition of need for Occupational Health and Safety training.
- Farm diversification becoming more important in agriculture industry. A range of diversification options available from fishing, forestry, horticulture, hospitality and tourism industries.
- Cross primary industries skilling
- Up skilling of current employees
- Short courses/skills sets designed for seasonal nature of employment
- On-farm technology, such as laser grading is increasing, specific technical education for operators means that the traditional farmer is becoming more of a business technician.



WORKSAFE

For the Primary Industry / National Resources sector, Worksafe identifies the following as areas to be addressed in staff induction and training:

- Hazard identification
- Fatigue Management
- Extended Working Hours
- Safe use of Hydraulics
- Induction training and supervision
- Manual handling
- Working in isolation and confined workspaces
- Machinery and equipment
- Hazardous substances
- Personal protective equipment
- Electrical safety
- The right to refuse work to undertake unsafe work practices

For occupational health and safety alerts specifically for agriculture please refer to:

<http://www.worksafe.wa.gov.au/newsite/worksafe/pages/alrtindx0005.html>

For Codes of Practice, Guidance Notes, Bulletins etc, please refer to

<http://www.worksafe.wa.gov.au/newsite/worksafe/pages/websgenl0013.html>

HIGH RISK TRAINING CONCERNS

- There currently exists a severe skills shortage of farm hands, particularly shearers and wool handlers due to a lower retention rate of family members on properties and a decrease in the number of new entrants into the primary industries across Australia.
- Due to the seasonal nature of the industry, uptake of traineeships remains low.

Amenity Horticulture Training Package – (RTF03)

The Amenity Horticulture Training Package is designed to address the training needs of the horticulture industry and includes the Arboriculture, Floriculture, Landscape, Nursery, Parks and Gardens, Turf Management, Production and General Horticulture sectors of the industry. The range of qualifications covered by the Training Package is at Certificates I to Advanced Diploma and will provide comprehensive and integrated training for new entrants and existing workers.

Status – Endorsed

Qualifications

Arboriculture

National Code	Qualification Name
RTF20203	Certificate II in Horticulture (Arboriculture)
RTF30203	Certificate III in Horticulture (Arboriculture)
RTF40203	Certificate IV in Horticulture (Arboriculture)
RTF50203	Diploma of Horticulture (Arboriculture)



Floriculture

National Code	Qualification Name
RTF20303	Certificate II in Horticulture (Floriculture)
RTF30303	Certificate III in Horticulture (Floriculture)
RTF40303	Certificate IV in Horticulture (Floriculture)
RTF50303	Diploma of Horticulture (Floriculture)

Horticulture

National Code	Qualification Name
RTF10103	Certificate I in Horticulture
RTF20103	Certificate II in Horticulture
RTF30103	Certificate III in Horticulture
RTF40103	Certificate IV in Horticulture
RTF50103	Diploma of Horticulture
RTF60103	Advanced Diploma of Horticulture

Landscape

National Code	Qualification Name
RTF20403	Certificate II in Horticulture (Landscape)
RTF30403	Certificate III in Horticulture (Landscape)
RTF40403	Certificate IV in Horticulture (Landscape)
RTF50403	Diploma of Horticulture (Landscape)

Parks and Gardens

National Code	Qualification Name
RTF20703	Certificate II in Horticulture (Parks and Gardens)
RTF30703	Certificate III in Horticulture (Parks and Gardens)
RTF40703	Certificate IV in Horticulture (Parks and Gardens)
RTF50703	Diploma of Horticulture (Parks and Gardens)



Retail Nursery

National Code	Qualification Name
RTF20503	Certificate II in Horticulture (Retail Nursery)
RTF30503	Certificate III in Horticulture (Retail Nursery)
RTF40503	Certificate IV in Horticulture (Retail Nursery)
RTF50503	Diploma of Horticulture (Retail Nursery)

Turf

National Code	Qualification Name
RTF20803	Certificate II in Horticulture (Turf)
RTF30803	Certificate III in Horticulture (Turf)
RTF40803	Certificate IV in Horticulture (Turf)
RTF50803	Diploma of Horticulture (Turf)

Wholesale Nursery

National Code	Qualification Name
RTF20603	Certificate II in Horticulture (Wholesale Nursery)
RTF30603	Certificate III in Horticulture (Wholesale Nursery)
RTF40603	Certificate IV in Horticulture (Wholesale Nursery)
RTF50603	Diploma of Horticulture (Wholesale Nursery)

More information on the Amenity Horticulture Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/Default.aspx?trainingpackage/RTF03>

Implementation Kits for Training Packages can be found at the following website:-

<http://www.vetinfonet.det.wa.edu.au/Course/SearchTP.aspx?menu=1&menuitem=4>



WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

Horticulture

- Characterised by physically demanding work, generally outdoors, with fluctuations in work activity resulting from climatic, seasonal or market variations.
- Increasing reliance on technology, machinery.
- Increasing trend to casual labour
- Most employees employed by small business of less than 20 employees.
- Training delivery and assessment needs to suit small business owner operations.
- Emphasis on value-adding, export, improvement of customer service and quality.
- Trend towards the development of “boutique” or specialist industries on a small scale in areas such as olive oil production and exotic fruits.
- Growth of amenities horticultural sector

General Training

- Resource/Environmental Management and leadership skills.
- Food safety and quality assurance systems
- OH&S legislation, regulations and practices
- Business Management skills

INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only

Horticulture

- Australian Institute of Horticulture
- Australian Mushroom Growers Association (WA Branch)
- Australian Turf Industries
- Australian United Fresh Fruit and Vegetables Association
- Australian Workers Union
- Avocado Growers Association of WA
- Broome Growers Association
- Carnarvon Growers Association
- Carrot Association for Research and Development
- Chamber of Fruit and Vegetable Industries in WA
- Flowerswest
- Geraldton Tomato Growers' Association
- Golf Course Superintendents Association
- Grape Growers Association of WA
- Grounds Managers Association (WA)
- Irrigation Association of Australia (WA Branch)
- Kununurra Horticulture Producers' Association
- Manjimup Vegetable Export Growers
- Margaret River Fruit and Vegetable Growers Association
- Market Gardeners Association
- Nursery & Garden Industry of WA (Inc)
- Ord River Cucurbit Growers
- Ord River Mango Growers Association
- Organic 2000
- Organic Growers Association
- Parks and Leisure Australia
- Permaculture Association of WA
- Potato Growers Association of WA
- Rainbow Coast Horticultural Association
- Royal Agriculture Society of WA
- Scott River Growers Group
- South West Table Grape Growers Association
- Strawberry Growers Association of WA
- Tree Guild of WA
- Turf Growers' Association
- Turf Grass Association of Australia
- WA Asparagus Growers Association

- WA Bowling and Greenkeepers Association
- WA Fruit & Vegetable Export Committee
- WA Fruit Growers Association
- WA Nashi Fruit Association
- WA Nut and Tree Crop Association
- WA Olive Council
- WA Vegetable Growers' Association
- WA Wildflower Growers' Association
- Western Potatoes
- Wildflowers Society of WA

LICENSING OR REGULATORY REQUIREMENTS

- Permit to Import Fresh Fruit, Vegetables or Seeds, Export Permit, Export Establishment Registration (Department of Primary Industry and Energy, AQIS)
- Clearance Certificate for Restricted Imports (Product and Stock) (Agriculture Protection Board)
- Plant Health Certificate for Movement of Plant Materials (Agriculture WA)
- Pollution Control Licence (water, air etc) (Environmental Protection Department)
- Industrial Waste Permit (Water Corporation)
- Offensive trades licence – Local Government

TRAINING ENVIRONMENT/ISSUES

- Industry requires training delivery to be flexible and to be assessable by workplace assessors in accordance with industry standards.
- Agriculture, forestry, fishing and horticulture industries support assessment by qualified industry assessors, using assessment tools based on national competency standards.
- Identified need for flexible delivery: just in time training, some use of on-line learning and assessment strategies, resources to support workplace delivery, audiovisual materials.
- Need for skills recognition processes by RTO's suitable for primary industries.
- VET in schools programs in fishing, forestry, agriculture and horticulture.
- Trend to need more highly skilled workers to operate complex plant and equipment.
- Increasing recognition of need for Occupational Health and Safety training.
- Short courses/skills sets designed for nature of employment
- Cross primary industries skilling
- Up skilling of current employees

WORKSAFE

For the Primary Industry / National Resources sector, Worksafe identifies the following as areas to be addressed in staff induction and training:

- Hazard identification
- Fatigue Management
- Extended Working Hours
- Safe use of Hydraulics
- Induction training and supervision
- Manual handling
- Working in isolation and confined workspaces
- Machinery and equipment
- Hazardous substances
- Personal protective equipment
- Electrical safety
- The right to refuse work to undertake unsafe work practices



For occupational health and safety alerts specifically for the horticulture industry, please refer to <http://www.worksafe.wa.gov.au/newsite/worksafe/pages/alrtindx0005.html>

For Codes of Practice, Guidance Notes, Bulletins etc, please refer to <http://www.worksafe.wa.gov.au/newsite/worksafe/pages/websgen0013.html>

HIGH RISK TRAINING CONCERNS

No high risk training concerns have been identified.

Conservation and Land Management Training Package – (RTD02)

The Conservation and Land Management Training Package is designed to address the training needs of the conservation industry and includes Weed Management, Vertebrate Pest Management, Lands, Parks and Wildlife, Indigenous Land Management, Natural Area Restoration and Management, Conservation Earthworks and Community Co-ordination and Facilitation sectors of the industry. The range of qualifications covered by the Training Package is at Certificates I to Advanced Diploma and will provide comprehensive and integrated training for new entrants and existing workers.

Status – Endorsed

Qualifications

National Code	Qualification Name
RTD10102	Certificate I in Conservation and Land Management
RTD20102	Certificate II in Conservation and Land Management
RTD30102	Certificate III in Conservation and Land Management
RTD40102	Certificate IV in Conservation and Land Management
RTD50102	Diploma of Conservation and Land Management
RTD60102	Advanced Diploma of Conservation and Land Management

Specialisations

	Conservation Earthworks
RTD20102	Certificate II in Conservation and Land Management (specialising in Conservation Earthworks)
RTD30102	Certificate III in Conservation and Land Management (specialising in Conservation Earthworks)
RTD40102	Certificate IV in Conservation and Land Management (specialising in Conservation Earthworks)
RTD50102	Diploma in Conservation and Land Management (specialising in Conservation Earthworks)

	Community Coordination and Facilitation
RTD30102	Certificate III in Conservation and Land Management (specialising in Community Coordination and Facilitation)
RTD40102	Certificate IV in Conservation and Land Management (specialising in Community Coordination and Facilitation)
RTD50102	Diploma in Conservation and Land Management (specialising in Community Coordination and Facilitation)



Indigenous Land Management

RTD20102	Certificate II in Conservation and Land Management (specialising in Indigenous Land Management)
RTD30102	Certificate III in Conservation and Land Management (specialising in Indigenous Land Management)
RTD40102	Certificate IV in Conservation and Land Management (specialising in Indigenous Land Management)
RTD50102	Diploma in Conservation and Land Management (specialising in Indigenous Land Management)

Lands, Parks and Wildlife

RTD20102	Certificate II in Conservation and Land Management (specialising in Lands, Parks and Wildlife)
RTD30102	Certificate III in Conservation and Land Management (specialising in Lands, Parks and Wildlife)
RTD40102	Certificate IV in Conservation and Land Management (specialising in Lands, Parks and Wildlife)
RTD50102	Diploma in Conservation and Land Management (specialising in Lands, Parks and Wildlife)

Natural Area Restoration and Management

RTD20102	Certificate II in Conservation and Land Management (specialising in Natural Area Restoration and Management)
RTD30102	Certificate III in Conservation and Land Management (specialising in Natural Area Restoration and Management)
RTD40102	Certificate IV in Conservation and Land Management (specialising in Natural Area Restoration and Management)
RTD50102	Diploma in Conservation and Land Management (specialising in Natural Area Restoration and Management)

Weed Management

RTD20102	Certificate II In Conservation and Land Management (specialising in Weed Management)
RTD30102	Certificate III in Conservation and Land Management (specialising in Weed Management)
RTD40102	Certificate IV in Conservation and Land Management (specialising in Weed Management)
RTD50102	Diploma in Conservation and Land Management (specialising in Weed Management)

Vertebrate Pest Management

RTD20102	Certificate II in Conservation and Land Management (specialising in Vertebrate Pest Management)
RTD30102	Certificate III in Conservation and Land Management (specialising in Vertebrate Pest Management)
RTD40102	Certificate IV in Conservation and Land Management (specialising in Vertebrate Pest Management)
RTD50102	Diploma in Conservation and Land Management (specialising in Vertebrate Pest Management)

More information on the Conservation and Land Management Training Package, its qualifications and units of competency can be found on the following websites:

<http://www.ntis.gov.au/?/trainingpackage/RTD02>

Implementation Kits for Training Packages can be found at the following website: -
<http://www.vetinfonet.det.wa.edu.au/Course/SearchTP.aspx?menu=1&menuitem=4>



WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

General Training

- Resource/Environmental Management and leadership skills.
- OH&S legislation, regulations and practices
- Environmental legislation, regulations and practices

INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only

Conservation and Land Management

- Agriculture WA
- Australian Association of Bush Regenerators
- Australian Workers Union
- Centre for Land Rehabilitation
- Department of Conservation and Land Management
- Department of Fisheries, WA
- Forest Industries Federation (WA)
- Forest Products Commission
- Green Skills
- Greening Australia
- Indigenous Land Corporation
- Landcare Technicians Association
- Pastoralist and Graziers Association
- Professional Fisherman's Association
- WA Farmers Federation
- WA Fishing Industry Council (WAFIC)

LICENSING OR REGULATORY REQUIREMENTS

- Plant Health Certificate for Movement of Plant Materials (Agriculture WA)
- Pollution Control Licence (water, air etc) (Environmental Protection Department)
- Industrial Waste Permit (Water Corporation)
- ChemCert Certificate (Agriculture WA)
- Gun License (Police Department)

TRAINING ENVIRONMENT/ISSUES

- Industry requires training delivery to be flexible and to be assessable by workplace assessors in accordance with industry standards.
- Agriculture, forestry, fishing and horticulture industries support assessment by qualified industry assessors, using assessment tools based on national competency standards.
- Identified need for flexible delivery: use of on-line learning and assessment strategies, Tele-centres, resources to support workplace delivery, audiovisual materials.
- Need for skills recognition processes by RTO's suitable for primary industries.
- Increasing recognition of need for Occupational Health and Safety training.
- Having available spray contractors in peak spraying times
- Availability of skilled doggers



WORKSAFE

For the Primary Industry / National Resources sector, Worksafe identifies the following as areas to be addressed in staff induction and training:

- Hazard identification
- Induction training and supervision
- Manual handling
- Working in isolation and confined workspaces
- Machinery and equipment
- Hazardous substances
- Personal protective equipment
- Electrical safety
- The right to refuse work to undertake unsafe work practices
- Chemical safety
- Animal and plant handling

For occupational health and safety alerts specifically for the conservation and land management industry, please refer to

<http://www.worksafe.wa.gov.au/newsite/worksafe/pages/alrtindx0005.html>

For Codes of Practice, Guidance Notes, Bulletins etc, please refer to <http://www.worksafe.wa.gov.au/newsite/worksafe/pages/websgenl0013.html>

HIGH RISK TRAINING CONCERNS

The Conservation and Land Management industry is in its infancy and requires industry development as there is limited employment for graduates of qualifications.

Animal Care and Management Training Package – (RUV04)

The Animal Care and Management Training Package is designed to address the training needs of the animal care and management industries and includes the animal technology, captive animals, companion animal services, animal control and regulation and veterinary nursing sectors of the industry. The range of qualifications covered by the Training Package is at Certificates I to Diploma and will provide comprehensive and integrated training for new entrants and existing workers.

Status – Endorsed

Qualifications

National Code	Qualification Name
RUV10104	Certificate I in Animal Studies
RUV20104	Certificate II in Animal Studies
RUV30104	Certificate III in Animal Technology
RUV30204	Certificate III in Captive Animals
RUV30304	Certificate III in Companion Animal Services
RUV40104	Certificate IV in Animal Control and Regulation
RUV40204	Certificate IV in Captive Animals
RUV40304	Certificate IV in Companion Animal Services
RUV40404	Certificate IV in Veterinary Nursing
RUV50104	Diploma of Animal Technology
RUV50204	Diploma of Veterinary Nursing (Surgical)
RUV50304	Diploma of Veterinary Nursing (Dental)
RUV50404	Diploma of Veterinary Nursing (Emergency and Critical Care)

More information on the Animal Care and Management Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/RUV04>

Implementation Kits for Training Packages can be found at the following website: -
<http://www.vetinfonet.det.wa.edu.au/Course/SearchTP.aspx?menu=1&menuitem=4>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

- Typically in metro or rural communities
- Involves extensive customer service, administrative and animal handling skills
- Requires constant training to be up to date with new research and techniques
- Use of complex and technological equipment
- Provide extra activities for the surgery eg. Puppy preschool

INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only

Animal Care and Veterinary Nursing

- Australian Veterinarians Association
- Canine Association of WA
- Feline Control Council of WA
- Perth Zoo
- Veterinary Nursing Council of Australia
- World Wide Fund for Nature

LICENSING OR REGULATORY REQUIREMENTS

- Registration with the Veterinary Nurses Council of Australia (requires a Certificate IV in Veterinary Nursing)



TRAINING ENVIRONMENT/ISSUES

- Involves extensive customer service, administrative and animal handling skills
- Requires constant training to be up to date with new research and techniques
- Use of complex and technological equipment
- Provide extra activities for the surgery eg. Puppy preschool

WORKSAFE

For the Primary Industry / National Resources sector, Worksafe identifies the following as areas to be addressed in staff induction and training:

- Hazard identification
- Induction training and supervision
- Manual handling
- Working in isolation and confined workspaces
- Machinery and equipment
- Hazardous substances
- Personal protective equipment
- Electrical safety
- The right to refuse work to undertake unsafe work practices
- Animal handling
- Handling of medicines, vaccines and other biological substances

For occupational health and safety alerts specifically for the animal care and management industry, please refer to

<http://www.worksafe.wa.gov.au/newsite/worksafe/pages/alrtindx0005.html>

For Codes of Practice, Guidance Notes, Bulletins etc, please refer to <http://www.worksafe.wa.gov.au/newsite/worksafe/pages/websgenI0013.html>

HIGH RISK TRAINING CONCERNS

Veterinary Nurses are being assigned greater responsibilities in the veterinary surgery and require more specialised qualifications at the higher levels.

Forest and Forest Products – (FPI05)

The Forest and Forest Products Training Package is designed to address the training needs of the forest and forest products industry and includes the Forest Growing and Management, Harvesting, Sawmilling and Processing, Wood Panel Products, Timber Manufactured Products and Timber Merchandising sectors of the industry. The range of qualifications covered by the Training Package is at Certificates I to Diploma and will provide comprehensive and integrated training for new entrants and existing workers.

Status – Endorsed.

Qualifications

Forest Growing and Management

National Code	Qualification Name
FPI20105	Certificate II in Forest Growing & Management
FPI30105	Certificate III in Forest Growing & Management

General

National Code	Qualification Name
FPI10105	Certificate I in Forest & Forest Products

Harvesting

National Code	Qualification Name
FPI20205	Certificate II in Harvesting & Haulage
FPI30205	Certificate III in Harvesting & Haulage

Management

National Code	Qualification Name
FPI40105	Certificate IV in Forest Operations
FPI50105	Diploma of Forest & Forest Products

Sawmilling and Processing

National Code	Qualification Name
FPI20605	Certificate II in Sawmilling & Processing
FPI30605	Certificate III in Sawmilling & Processing

Timber Merchandising

National Code	Qualification Name
FPI20605	Certificate II in Timber Merchandising
FPI30605	Certificate III in Timber Merchandising

Timber Processing

National Code	Qualification Name
FPI40205	Certificate IV in Timber Processing



Wood Panel Products

National Code	Qualification Name
FPI20405	Certificate II in Wood Panel Products
FPI30405	Certificate III in Wood Panel Products

Timber Manufactured Products

National Code	Qualification Name
FPI20505	Certificate II in Timber Manufactured Products
FPI30505	Certificate III in Timber Manufactured Products

Sawdoctoring

National Code	Qualification Name
FPI30705	Certificate III in Sawdoctoring

Woodmachining

National Code	Qualification Name
FPI30805	Certificate III in Woodmachining

More information on the Forest and Forest Products Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/FPI05>

Implementation Kits for Training Packages can be found at the following website:-

<http://www.vetinfonet.det.wa.edu.au/Course/SearchTP.aspx?menu=1&menuitem=4>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

- Forestry is undergoing change, with saw-milling practices changing – increasing use of mobile Harvesting and Processing equipment, computerisation, new markets, products, value-adding techniques, demand for multi-skilling.
- Long hours of work plus travel time.

General Training

- Resource/Environmental Management and leadership skills
- OH&S legislation, regulations and practices
- Environmental legislation, regulations and practices



INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only

Forestry

- Australian Forest Growers
- Australian Workers Union
- CALM
- Forest Industries Federation (WA)
- Forest Products Commission
- Institute of Foresters Australia
- Timber 2020

LICENSING OR REGULATORY REQUIREMENTS

- The Australian forestry industry is governed by a number of regulations, the majority of which relate to the access to, and sustainable management of, Australia's forests.
- For example, each State and Territory Government operates a forest management authority, which through the relevant state Forestry Act is responsible for the management and control of publicly owned forests within each state. Each State/Territory government (in conjunction with the Commonwealth Government) also operates a series of Regional Forest Agreements (RFA's) which are 20 year agreements designed to ensure the ecologically sustainable management of Australia's forests within certain distinct forest regions. According to the Department of Agriculture, Fisheries and Forestry-Australia (AFFA), these RFA's "address the Commonwealth's statutory requirements relating to environmental impact, world heritage, national estate and endangered species".
- At the Commonwealth level, the forestry industry is also governed by the Department of Agriculture, Fisheries and Forestry-Australia (AFFA), as well as by the Department of the Environment and Heritage. An additional regulatory body is the Ministerial Council on Forestry, Fisheries and Aquaculture (MCFFA), which is the successor to the Australian Forestry Council.
- Other regulations influencing the Australian forestry industry which will become increasingly important in the near future relate to global environmental issues as set out in the Montreal Process and the Kyoto Protocol. Of particular importance will be the development of a formal national emissions trading system which incorporates carbon credits.
- At the industry level, some industry participants are seeking a Code of Practice for Afforestation Companies as it is believed that this would facilitate formal accreditation systems, increase the transparency of industry activity and require greater third party verification of company reporting. The latter is specifically designed to prevent investment companies from using prospectuses which over-estimate yields and prices. Such companies, if left unchecked, have the potential to flood downstream markets.

TRAINING ENVIRONMENT/ISSUES

- Industry requires training delivery to be flexible and to be assessable by workplace assessors in accordance with industry standards.
- Skills development system for Plantation Harvesting Machine Operators post induction
- Training and Assessment difficulties due to safe access and communication issues in working environmental eg. Requirement for all personnel to be 3 tree lengths from harvesting operation
- Agriculture, forestry, fishing and horticulture industries support assessment by qualified industry assessors, using assessment tools based on national competency standards.

- Identified need for flexible delivery: use of on-line learning and assessment strategies, Telecentres, resources to support workplace delivery, audiovisual materials.
- Need for skills recognition processes by RTO's suitable for primary industries.
- Need for workplace assessor and workplace trainer training.
- VET in schools programs in fishing, forestry, agriculture and horticulture.
- Trend to need more highly skilled workers to operate complex plant and equipment.
- Increasing focus on rural management skills and courses.
- Compliance with Environmental Management Systems and Audits
- Increasing recognition of need for Occupational Health and Safety training.
- Loss of jobs/restructuring in forestry industry due to Implementation of Governments Saving the Old Growth Forests Policy
- Farm diversification becoming more important in agriculture industry. A range of diversification options available from fishing, forestry, horticulture, hospitality and tourism industries. (eg. Farm Forestry)

WORKSAFE

For the Primary Industry / National Resources sector, Worksafe identifies the following as areas to be addressed in staff induction and training:

- Hazard identification
- Fatigue Management
- Safe Use of Hydraulics
- Extended Hours of Work
- Induction training and supervision
- Manual handling
- Working in isolation and confined workspaces
- Machinery and equipment
- Hazardous substances
- Personal protective equipment
- Electrical safety
- The right to refuse work to undertake unsafe work practices

For occupational health and safety alerts specifically for the forest & forest products industry, please refer to

<http://www.worksafe.wa.gov.au/newsite/worksafe/pages/alrtindx0005.html>

For Codes of Practice, Guidance Notes, Bulletins etc, please refer to <http://www.worksafe.wa.gov.au/newsite/worksafe/pages/websgenl0013.html>

HIGH RISK TRAINING CONCERNS

There exists a projected skills shortage for harvester operators in WA. This skills shortage will come into affect within the next year unless an agreeable training process is put in place.

Seafood Training Package – (SFI04)

The Seafood Training Package covers the fishing, fisheries compliance, aquaculture, post harvest, and seafood processing sectors, with qualifications ranging from AQF levels Certificate I to Diploma.

Status – Endorsed



Aquaculture

National Code	Qualification Name
SFI10104	Certificate I in Seafood Industry (Aquaculture)
SFI20104	Certificate II in Seafood Industry (Aquaculture)
SFI30104	Certificate III in Seafood Industry (Aquaculture)
SFI40104	Certificate IV in Seafood Industry (Aquaculture)
SFI50104	Diploma of Seafood Industry (Aquaculture)

Fisheries Compliance

National Code	Qualification Name
SFI20404	Certificate II in Seafood Industry (Fisheries Compliance Support)
SFI30404	Certificate III in Seafood Industry (Fisheries Compliance)
SFI40404	Certificate IV in Seafood Industry (Fisheries Compliance)
SFI50404	Diploma of Seafood Industry (Fisheries Compliance)

Fishing Charter Operations

National Code	Qualification Name
SFI30304	Certificate III in Seafood Industry (Fishing Charter Operations)
SFI50304	Diploma of Seafood Industry (Fishing Charter Operations)

Fishing Operations

National Code	Qualification Name
SFI10204	Certificate I in Seafood Industry (Fishing Operations)
SFI20204	Certificate II in Seafood Industry (Fishing Operations)
SFI31204	Certificate III in Seafood Industry (Fishing Operations)
SFI32204	Certificate III in Seafood Industry (Fishing Operations - Marine Engine Driver II)
SFI33204	Certificate III in Seafood Industry (Fishing Operations - Master 5/Skipper 3)
SFI41204	Certificate IV in Seafood Industry (Fishing Operations)
SFI42204	Certificate IV in Seafood Industry (Fishing Operations - Marine Engine Driver I)
SFI50204	Diploma of Seafood Industry (Fishing Operations)



Seafood Processing

National Code	Qualification Name
SFI10504	Certificate I in Seafood Industry (Seafood Processing)
SFI20504	Certificate II in Seafood Industry (Seafood Processing)
SFI30504	Certificate III in Seafood Industry (Seafood Processing)
SFI40504	Certificate IV in Seafood Industry (Seafood Processing)
SFI50504	Diploma of Seafood Industry (Seafood Processing)

Seafood Sales and Distribution

National Code	Qualification Name
SFI20604	Certificate II in Seafood Industry (Seafood Sales and Distribution)
SFI30604	Certificate III in Seafood Industry (Seafood Sales and Distribution)
SFI40604	Certificate IV in Seafood Industry (Seafood Sales and Distribution)

More information on the Seafood Training Package, its qualifications and units of competency can be found on the following website:

<http://www.ntis.gov.au/?/trainingpackage/SFI04>

The Implementation Kit for the Seafood Training Package (SF104) can be accessed on:

<http://www.vetinfonet.det.wa.edu.au/Course/SearchTP.aspx?menu=1&menuitem=4>

WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES

- Growing niche markets in fishing (eg seafood value-adding)
- Rural based aquaculture marron yabbies silver bream

General Training

- Resource/Environmental Management and leadership skills.
- Food safety and quality assurance systems
- OH&S legislation, regulations and practices



INDUSTRY ORGANISATIONS / ASSOCIATIONS

This list is a guide only

Fishing

- Aquaculture Council of WA
- Department of Fisheries, WA
- Department of Transport, WA
- Kailis Bros
- Professional Fisherman's Association
- Westfish - Seafood Marketing Group
- WA Fishing Industry Council (WAFIC)
- West Coast Professional Fisherman's Association
- Western Rock Lobster Council

LICENSING OR REGULATORY REQUIREMENTS

Sea-going occupations require certification (Department of Planning and Infrastructure)

Fishing

The National Standard for Commercial Vessels and Licensing regulations apply.

Business Licences:

- Fish Processors Licence, Licence to Process Farm Fish (Fisheries Department)
- Fish Receiver Permit (Australian Fisheries Management Authority)


TRAINING ENVIRONMENT/ISSUES

- Industry requires training delivery to be flexible and to be assessable by workplace assessors in accordance with industry standards.
- Agriculture, forestry, fishing and horticulture industries support assessment by qualified industry assessors, using assessment tools based on national competency standards.
- Identified need for flexible delivery: use of on-line learning and assessment strategies, Telecentres, resources to support workplace delivery, audiovisual materials.
- Need for skills recognition processes by RTO's suitable for primary industries.
- Trend to need more highly skilled workers to operate complex plant and equipment.
- Increasing recognition of need for Occupational Health and Safety training.

WORKSAFE

For the Primary Industry / National Resources sector, Worksafe identifies the following as areas to be addressed in staff induction and training:

- Hazard identification
- Fatigue Management
- Extended Hours of Work
- Induction training and supervision
- Manual handling
- Working in isolation and confined workspaces
- Machinery and equipment

- 
- Hazardous substances
 - Personal protective equipment
 - Electrical safety
 - The right to refuse work to undertake unsafe work practices

For occupational health and safety guidelines specifically for the agriculture, forests and fishing industry, please refer to

<http://www.worksafe.wa.gov.au/newsite/worksafe/pages/alrtindx0005.html>

For Codes of Practice, Guidance Notes, Bulletins etc, please refer to <http://www.worksafe.wa.gov.au/newsite/worksafe/pages/websgenl0013.html>

Note that the WA Fishing Industry Council has developed a suite of Occupational Health and Safety Codes of Practice for the commercial fishing industry (also used by pearling and aquaculture), which is comprehensive with videos, handout materials, short courses, and complies with industry-specific requirements and the Occupational Health and Safety and Transport Marine Acts.

HIGH RISK TRAINING CONCERNS

No high risk training concerns have been identified.