



ANNUAL ACTIVITY SCHEDULE: ISA'S PROGRAM OF WORK 2026



JSC

Jobs and Skills Council
Transport and Logistics
An Australian Government Initiative



Industry Skills Australia (ISA) is undertaking a program of work across its industries to help build a highly productive and resilient, world-class workforce for the Transport Supply Chain Industries. Activities range from building the workforce development capabilities of industry and the national skills system, through to the development of new and updated training products, research into emerging sectors and their workforce requirements, and preparing the workforce for the transition to Net Zero.

We believe that great ideas can come from anyone and anywhere. Whether you'd like to collaborate with us, share your ideas, get involved in any of the activities listed below, or simply stay informed, we encourage you to get in touch and join us as we work to prepare the industry and its workforce for the future

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All Industries

ACTIVITY	#	DESCRIPTION	INDUSTRY PRIORITY	SKILLS REFORM PRIORITY ¹	FOCUS	TIMELINE**	CURRENT STATUS
VET Workforce Project	TSC1.	Research into the transport supply chain VET workforce to understand the challenges, opportunities, job roles and career pathways, and opportunities to build a sustainable skills pipeline of high-quality trainers and assessors.	✓	✓	Workforce Development	Jun 2024 – Jul 2026	In Progress
Improving Career Information	TSC2.	Working in collaboration with relevant partners, ISA will lead a campaign to redefine the image of the transport supply chain as a vital sector that underpins Australia's economic prosperity and quality of life. By promoting the benefits of working in the sector, the campaign aims to support long-term workforce growth and retention. This project will seek to leverage existing workforce development initiatives where appropriate.	✓	✓	Workforce Development	Jun 2024 – Jun 2027	In Progress
Digital Skills	TSC3.	Assess the digital skills needs of aviation, maritime, rail, transport & logistics occupations and map to the current Training Packages to identify any gaps. Draws on DigComp 2.2 (the Digital Competence Framework for Citizens, which is maintained by the European Commission).	✓	✓	Workforce Development	Jun 2025 – May 2027	In Progress

¹ Skills Reform Priority indicates whether an activity responds to any of the aims of the [Skills Reform Agenda](#) and/or the [National Skills Agreement](#) between the Commonwealth, states and territories.

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Increasing Diversity across Transport Supply Chain Industries	TSC4.	Scope, assess and analyse the current Diversity & Inclusion landscape within the Transport Supply Chain industries to inform future strategies for a diverse, future-ready workforce and improve access to inclusive training pathways.	✓	✓	Workforce Development	Feb 2026 – Feb 2027	In Progress
Technology Futures Taskforce Pilot – Occupational Analysis	TSC5.	Pilot a methodology to identify new and emerging technologies set to reshape key transport supply chain occupations and the training products that support them. It will combine AI analysis with expert insights from industry to validate the findings and anchor them into the Australian context. It will focus on four occupations undergoing significant technological change and deliver occupation reports, map affected training products, estimate the technology adoption rate and develop a scalable Technology Trend Radar. Together, these outputs will strengthen workforce readiness, guide upskilling and reskilling, and enable training packages to anticipate future skill needs.	✓	✓	Workforce Development	May 2026 - Aug 2027	In Progress
Qualification Reform Demonstration	TSC6.	Undertake a demonstration project to test a different approach to training product design (it is not intended that the products ever be endorsed – rather, they will be conceptual and for demonstration purposes only). The concept will align to Qualification Reform Purpose 2 (qualifications to prepare learners for multiple occupations within an industry) and aim to create a Qualification at Certificate III level that would support mobility and transferability of skills across different occupations and contexts.		✓	Workforce Development	N/A	Completed

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ACTIVITY	#	DESCRIPTION	INDUSTRY PRIORITY	SKILLS REFORM PRIORITY	FOCUS	TIMELINE*	CURRENT STATUS
Diploma of Aviation (Flight Instructor)	A1.	Review the Diploma of Aviation (Flight Instructor) qualification to align with CASA licensing requirements and enhance the usability and currency of training.	✓	✓	Training Product Development	Jun 2024 – Aug 2026	In Progress
Defence Flight Instructor	A2.	Investigate the barriers to transitioning military flight instructors into civil aviation. Recommendations and/or a framework to facilitate this transition will be developed for consideration by the Civil Aviation Safety Authority (CASA).	✓		Workforce Development	Jun 2024 – Sep 2026	In Progress
RePL Alignment	A3.	Review and update Certificate III in Aviation (Remote Pilot) to include current industry practices and more closely align with CASA's Remote Pilot Licence (RePL).	✓	✓	Training Product Development	Jun 2024 – May 2026	In Progress
Ground Operations Skills Analysis	A4.	Research to identify current ground operation job roles, industry practices, use of technologies, and existing gaps to determine how vocational qualifications can be updated to meet current and future skills needs. A report with recommendations will form the basis of phase two.	✓		Workforce Development	Jul 2025 – Jun 2026	In Progress
Flight Instructor Higher Apprenticeship / Traineeship Feasibility Study	A5.	Assess the feasibility of creating a structured higher apprenticeship or traineeship model for flight instructors in Australia, aligned with CASA's three grades of instructor ratings and endorsements.	✓		Workforce Development	Jan 2026 – Feb 2027	In Progress
Remote Pilot Aircraft Systems (RPAS) Tiered Competency Requirements	A6.	Develop a fit-for-purpose tiered framework for Remotely Piloted Aircraft Systems (RPAS) to support competency development, recognition and licensing. This includes exploring how existing remote pilot qualifications can be aligned with the proposed tiered system and how the new framework can assist with developing clear pathways.	✓		Workforce Development	Mar 2026 – Mar 2027	In Progress
AAM Skills Gap Analysis	A7.	Identify the required skills, roles, and training needs for the integration and growth of Advanced Air Mobility (AAM) in Australia by addressing critical gaps in workforce capability and regulatory readiness.	✓		Workforce Development	Mar 2026 – Dec 2026	In Progress

ACTIVITY	#	DESCRIPTION	INDUSTRY PRIORITY	SKILLS REFORM PRIORITY	FOCUS	TIMELINE*	CURRENT STATUS
Space Transport and Logistics Skills Gap Analysis	A8.	Conduct a skills gap analysis to understand the skills and knowledge requirements for the space transport industry and determine how well the vocational education and training sector is positioned to prepare the current and future workforce.	✓		Workforce Development	N/A	Completed
Transport Security Protection	A9.	Certificate II in Transport Security Protection has been updated to support improved training outcomes and mobility for security screening officers across aviation, maritime, and air cargo sectors.	✓		Training Product Development	N/A	Completed
Airborne Operations (Rescue)	A10.	Certificate III and Certificate IV in Airborne Operations replace the Certificate III in Aviation (Rescue Crew Officer) and the Certificate IV in Aviation (Air Crew Officer). The qualifications have been changed to be more inclusive of different job roles and aircraft types.	✓		Training Product Development	N/A	Completed
Cabin Crew Skills Recognition	A11	Investigate the barriers to industry recognition of Certificate III in Aviation (Cabin Crew). In the first phase, it will identify the gaps between industry practices and the current qualification content with the goal of revising the qualification to increase uptake.	✓		Workforce Development	N/A	Completed

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ACTIVITY	#	DESCRIPTION	INDUSTRY PRIORITY	SKILLS REFORM PRIORITY	FOCUS	TIMELINE*	CURRENT STATUS
National Maritime Skills Network	M1.	Establish a National Maritime Skills Network to bring together training providers from around Australia and build dynamic communities of practice. The Network will drive collaboration, innovation, and excellence in teaching, learning and assessment, with a common goal of building a skilled workforce for the Strategic Fleet and the Maritime workforce more broadly.	✓	✓	Workforce Development	Jun 2024 - Jun 2027	In Progress
Maritime Skills Pipeline	M2.	Scope, review and validate the key elements and policy settings of a sustainable skills pipeline for the Australian maritime industry. The agreed skills pipeline will identify elements that are missing or ineffective, and those that need to be reviewed or implemented. The agreed pipeline will inform the prioritisation of required initiatives to build a maritime workforce.	✓	✓	Workforce Development	May 2025 – Dec 2026	In Progress
Occupational Pathways for Defence	M3.	Develop a recognition of prior learning model to support transition from Naval occupations into civilian maritime occupations.	✓	✓	Workforce Development	Aug 2025 – Apr 2027	In Progress
Revalidation and Recognition of the Current Competency Model	M4.	Develop a model to improve Recognition of Prior Learning (RPL) outcomes through the VET system and support AMSA revalidation and recognition of current competency to increase the supply of Australian seafarers in response to existing occupational shortages in the maritime industry.	✓	✓	Workforce Development	Aug 2025 – Jun 2027	In Progress
Maritime Simulator Opportunities	M5.	Research into the advantages of introducing simulation into the maritime training ecosystem and how this technology could accelerate access to skilled and competent maritime workers in Australia.	✓	✓	Workforce Development	Aug 2025 – Jun 2026	In Progress
Sea Time Coordination Feasibility Study and Pilot Implementation Program	M6.	Building on the findings of the Coordination of Sea Time project, this will develop a feasibility business case to better understand and assist the delivery of a preferred sea time coordination model, proposed by the maritime sector. It will also develop an implementation plan for a coordination of sea time pilot program and a national training berth register.	✓		Workforce Development	August 2025 – Dec 2026	In Progress

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Sea Time Feasibility Business Case and Trial	M7.	Building on the Maritime Simulator Opportunities project, this activity will scope, design, validate and pilot a trial model to support the use of simulation in achieving sea time requirements for high demand maritime occupations.	✓		Workforce Development	June 2025 – June 2027	In Progress
Marine Order 505 Licensing & Regulatory Update	M8.	An update to the Maritime Training Package products to reflect new Marine Order 505 licensing and regulatory requirements.	✓	✓	Training Product Development	N/A	Completed
Vessel Traffic Services	M9.	Deletion of MAR30022 Certificate III in Vessel Traffic Services from the Training Package on advice from the Australian Maritime Safety Authority (one unit of competency has been retained). Vessel Traffic Service Operators will now use the International Maritime Organisation requirements as the basis for training.	✓	✓	Training Product Development	N/A	Completed
Autonomous Maritime Systems	M10.	Amendments to the pre-requisite chains in MAR31222 Certificate III in Autonomous Maritime Systems to remove barriers to training and recognise technology change.	✓	✓	Training Product Development	N/A	Completed
Coordination of Sea Time	M11	Scope, design, and validate a model for the effective coordination of training berths for maritime trainees.	✓		Research and Analysis	N/A	Completed
Strategic Fleet Workforce Supply and Demand Forecast	M12	Conduct a comprehensive Maritime Supply and Demand Forecast Study to establish an independent evidence base on the likely size and composition of the requisite workforce for the next 5-10 years.	✓		Workforce Development	N/A	Completed
Marine Order 505 Implementation	M13	Learning resources have been developed to support maritime Registered Training Organisations (RTOs) implement and learners understand the new requirements and changes made to the Maritime Training Package with the MAR 505 regulatory update.	✓	✓	Workforce Development	N/A	Completed

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Rail Fundamentals (Pre-vocational)	R1.	Develop a nationally recognised qualification from the Victorian-accredited 22681VIC Certificate II in Rail Fundamentals (Pre-Vocational) to create a clear pathway for school students, enabling them to gain foundational rail skills while completing secondary education. Increasing the supply of future rail talent through to industry.	✓	✓	Training Product Development	Mar 2026 – Mar 2027	In Progress
Autonomous Train Operations	R2.	Identify and benchmark autonomous train operations practices and existing skills gaps to determine how vocational training products can be updated to address emerging autonomous skills gaps. The report will inform Stage 2 of the project and the need for reviewing existing and/or developing new training products within the Transport and Logistics Training Package.	✓	✓	Workforce Development	N/A	Completed
Rail Digital Skills Analysis	R3.	A pilot project that analysed Rail digital skills for select occupations using the Australian Digital Capability Framework. Based on the analysis, a model was developed to describe digital skills in training products, and relevant training products were identified and prioritised for review.	✓	✓	Workforce Development	N/A	Completed
Mutual Recognition Phase 1	R4.	Develop the first three components of the National Transport Commission Mutual Recognition Blueprint: 1. National Rail Mutual recognition principles; 2. Guidance for validation/moderation of assessment; and 3. Guidance for the development and delivery of entry level rail skills.	✓	✓	Workforce Development	N/A	Completed

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ACTIVITY	#	DESCRIPTION	INDUSTRY PRIORITY	SKILLS REFORM PRIORITY	FOCUS	TIMELINE*	CURRENT STATUS
Addressing Heavy Vehicle Driver Shortages	TL1.	Develop a National Heavy Vehicle Driver Action Plan that identifies the current state of industry, the impact of national shortages of heavy vehicle drivers, projects or initiatives that are working towards addressing these shortages, required government intervention and recommendations within ISA's remit for future activity.	✓		Workforce Development	Aug 2025 – Jun 2026	In Progress
Skilling Heavy Vehicle Drivers and Licensing Update	TL2.	Update relevant heavy vehicle driver licensing competency standards within vocational training products to align with training components provided by Austroads as part of reforms approved under the Review of the National Heavy Vehicle Driver Competency Framework. It will also focus on the key skills identified by industry to bridge the gap for new heavy vehicle drivers and those who drive larger multi-combination vehicles.	✓	✓	Workforce Development	Aug 2025 – Jun 2027	In Progress
Livestock Transport Training	TL3.	Develop a new skill set to provide a benchmark for nationally consistent training and industry best practice for heavy vehicle drivers in the livestock transport sector.	✓		Training Product Development	Aug 2025 – Jun 2026	In Progress
Review of Dangerous Goods Driver Training	TL4.	Review and update training products to improve training for better alignment with the actions and behaviours required to ensure the safety of a dangerous goods (DG) driver and that relevant training is developed to allow an easy transition to the new Australian Dangerous Goods (ADG) code when it comes into force.	✓	✓	Training Product Development	Aug 2025 – Nov 2026	In Progress
Tasmanian T&L VET in Schools Pilot	TL5.	Establish a viable pathway for school students to gain skills while still at school that will assist them to successfully transition into work and provide an additional source of labour for Tasmania's T&L industry. This will develop a sustainable model that can be rolled out nationally.	✓	✓	Workforce Development	Aug 2025 – Mar 2027	In Progress
Diploma of Logistics Review Project	TL6.	Review and update the Diploma of Logistics to better align the qualification with current and future workforce needs, including to support pathways from Certificate I–IV in Supply Chain Operations through to the Advanced Diploma of Supply Chain Management, and address skills shortages in leadership, compliance, sustainability and digital capability.	✓		Training Product Development	Feb 2026 - Oct 2027	In Progress

ACTIVITY	#	DESCRIPTION	INDUSTRY PRIORITY	SKILLS REFORM PRIORITY	FOCUS	TIMELINE*	CURRENT STATUS
Pre-Vocational Supply Chain Operations Skill Set (Warehousing)	TL7.	Develop a nationally recognised pre-vocational Skill Set to prepare job seekers and school students for supply chain entry-level roles specialising in warehousing in consultation with the Transport and Logistics sector. The Skill Set will provide foundational knowledge and practical skills in inventory handling, safety compliance, and basic operational processes.	✓		Training Product Development	Mar 2026 – Mar 2027	In Progress
Fatigue Management Training Update	TL8.	Updating the TLI Transport and Logistics Training Package to reflect the updated Heavy Vehicle National Law (HVNL) fatigue requirements.	✓	✓	Training Product Development	Feb 2026 – Jun 2026	In Progress
Crane Licensing Training Update	TL9.	Safe Work Australia (SWA) has requested an update to crane operation Units of Competency to align with amendments to the model Work, Health and Safety (WHS) Regulations as of 5 December 2025. These amendments are part of the first stage of reforms to the Crane Licensing Framework which is currently under review to improve safety outcomes and ensure the licensing system keeps pace with changing work practices and technology.	✓	✓	Training Product Development	May 2026 – Jul 2027	In Progress
Heavy Vehicle Pilot and Escort Training Review	TL10.	This project aims to establish a nationally consistent training and licensing model for Certified Pilot Vehicle Drivers to strengthen safety, compliance, and capability across all jurisdictions. ISA will work with state and territory agencies to develop and review training products to address variations in current training quality, regulatory oversight, and operational expectations, as well as critical skills gaps, particularly in bridge supervision. The project will harmonise training, improve workforce capability and support a safer, more reliable approach to certified pilot operations nationwide.	✓	✓	Training Product Development	May 2026 – Aug 2027	In Progress
Stevedoring Workforce Analysis and Future Transformation Support	TL11.	Identify new and emerging technologies likely to transform the stevedoring occupation and assess the impact on the skills and knowledge currently required for the role. It will combine AI analysis with expert insights from industry to validate the findings and anchor them into the Australian context. The project will also identify stevedoring skills that are portable to other high-demand roles across the transport supply chain and related industries, and in doing so, lay the foundations for pathways into alternative occupations. In addition, the project will examine the relevance and current use of existing training products,	✓	✓	Workforce Development	May 2026 – Nov 2027	In Progress

ACTIVITY	#	DESCRIPTION	INDUSTRY PRIORITY	SKILLS REFORM PRIORITY	FOCUS	TIMELINE*	CURRENT STATUS
		identifying gaps and opportunities to better align qualifications with modern operating environments.					
Omnichannel Skills Gap Analysis	TL12.	Identification of skill requirements for key existing roles within the transport and logistics industries impacted by omnichannel logistics and new roles emerging within the sector. Recommendations are now being reviewed and include the potential development of Skill Sets.	✓		Workforce Development	N/A	Completed
Motor Vehicle Driver Training	TL13.	An update of superseded units of competency in Certificate IV in Motor Vehicle Driving Instruction to ensure that the qualification is current and relevant to the training of heavy vehicle driving instructors.	✓	✓	Training Product Development	N/A	Completed
Furniture Removal	TL14.	Inclusion of furniture removal-specific training into existing TLI Transport and Logistics qualifications. This will enable furniture removal workers to have greater access to training and a learning pathway, and gain accredited qualifications with skills that are highly transferable to a range of vocations across Supply Chain sectors.	✓		Training Product Development	N/A	Completed
Chain of Responsibility Regulatory Revision	TL15.	A review to ensure the current heavy vehicle regulations relating to chain of responsibility are reflected in the TLI Transport and Logistics Training Package.	✓	✓	Training Product Development	N/A	Completed

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