



WATER INDUSTRY SKILLS AND TRAINING NETWORK (WTAN) FORUM

26 November 2024

Acknowledgement of Country



WTAN Program

- NSW Public Sector skills and training update
- JSC update – BuildSkills Australia
- Water Utility Spotlight – Sydney Water – PFAS
- Pathways to entry level water industry jobs for aboriginal youth
- Town Water Risk Reduction Program's *Skills and Training Action Plan – Phase 2*

NSW ITAB – Industry Skills Update

Lisa Giammarco

Executive Officer

NSW Public Sector ITAB

www.australianindustrystandards.org.au/nsw-itab/



Industry Coverage

❖ LOCAL GOVERNMENT (LGA)



❖ PUBLIC SAFETY (PUA, POL, DEF)



❖ WATER (NWP)



❖ PUBLIC SECTOR (PSP)



❖ CORRECTIONS (CSC)



ITAB Update

The ITAB's remit is to:

- Collect employment and workforce development data for public sector industries
- Provide advice to DoE on sectoral and regional issues around skills and training
- Communicate issues related to critical skills shortages and training supply and demand
- Identify examples of best practice where employers are implementing innovative strategies to address unique local challenges
- Disseminate information on skills and training and VET more generally to NSW stakeholders

ITAB stakeholder engagement plan in 2025

Regional visits

- Recent engagement included Illawarra, Western Sydney and Capital regions
- Planned engagement includes:
 - New England Regional Cross-Industry Roundtable – Tamworth 19 March
 - Central West – Careers Facts Day – Orange/Bathurst: 8/9 May
 - Mid North Coast Local Industry and Schools forums x 3: 27, 28 29 May

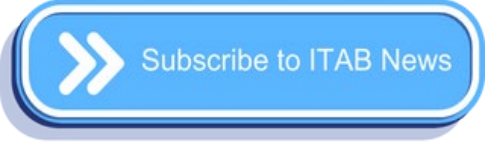
Government (GTAN) and Water (WTAN) Industry Network forums

- 11 March 2025
- 20 May 2025



Stakeholder engagement with ITAB

- Stay up to date by subscribing to monthly newsletter



- Contact me for
 - Information on accredited training courses
 - NSW Skills List
 - Access to training providers in your region
 - Apprenticeships & Traineeships
 - Advice on school to work pathways
- Let me know about your successes and innovative practices



Current funded training programs and grants

Smart and Skilled

- 2024-25 Targeted Priorities Prevocational and Part Qualifications (TPPPQ) Program
- Budget for program is limited and funding of a TNI (Training Needs Identification) application is not guaranteed.



1000 NSW Public Sector Apprentices and Trainees Program

- Round 2 Applications for funding support are now closed for all 67 NSW government, agencies and state-owned corporations
- 440 apprentice and trainee positions announced for next 12 months.
- Further 340 positions will be available in the final round. FY2025/26 are targeted to open in May 2025.



Fresh Start Apprentices and Trainees for Local Government Program

- To play a key role in training up new apprentices and trainees that will build better communities and alleviate skill shortages from 2025 - 2030
- Administered by the Office of Local Government.
Round 1 applications closed 8 November 2024. *Round 2 applications open March 2025*



Smart and Skilled RTO Contracts

Smart and Skilled Program for 2024-25

- RTOs contracted to deliver NWP:
 - NWP Certificate II
 - Simmonds & Bristow
 - TAFE NSW
 - Fusion Training Solutions
 - NWP Certificate III
 - Simmonds & Bristow
 - TAFE NSW
 - Fusion Training Solutions
 - NWP Certificate IV
 - TAFE NSW
 - Fusion Training Solutions
 - NWP Diploma
 - Timber Training Creswick Ltd



Improving school pathways to water industry careers - SBATs

TBC: NWP Certificate II in Water Industry Operations - SBAT Unit Recommendations

Core (Choose all)		
Core	BSBWHS211	Contribute to the health and safety of self and others
Core	NWPGEN018	Follow environmental and licensing procedures
General Electives (Choose a min of 6 units from list below)		
General options <i>** in Benchmark Cert III (Fundamentals)</i>	NWPGEN017	Apply the risk management principles of the water industry standards, guidelines and legislation
General options <i>** in Benchmark Cert III (Fundamentals)</i>	NWPGEN020	Sample and test source or drinking water
Original recomm.	NWPGEN024	Identify the role and functions of the water industry
Original recomm.	NWPNET019	Prepare and restore worksite
New recomm.	NWPNET063	Use digital imaging equipment in the field
Original recomm.	RIICOM201E	Communicate in the Workplace
New recomm.	BSBOPS203	Deliver a service to customers
New recomm.	CPCCOM1015	Carry out measurements and calculations
General Electives (Choose the remainder from list below)		
Network option	NWPNET049 (Note two units)	Construct and install water distribution assets (pre requisite - NWPNET064 Control electrical risk on network pipes)
Network option	NWPNET050	Construct and install wastewater collection assets
Network option	NWPNET063	Use digital imaging equipment in the field
Treatment options <i>** in Benchmark Cert III (Fundamentals)</i>	NWPTRT005	Monitor and operate water treatment processes
Treatment options <i>** in Benchmark Cert III (Fundamentals)</i>	NWPTRT027	Monitor and operate wastewater treatment processes
General options <i>** in Benchmark Cert III (Fundamentals)</i>	NWPGEN021	Sample and test wastewater



Apprenticeship and Traineeship Approvals

Qualification Level	2024	2023	2022
Certificate II	8	<5	9
Certificate III	58	97	64
Total	66	101	73

Apprenticeship and Traineeship Currently In-Training

Regional Office	Number of Training Contracts
Western Sydney & Blue Mountains	<5
Western NSW	<5
Riverina	<5
North Coast & Mid North Coast	<5
New England	10
Illawarra & South East NSW	<5
Hunter & Central Coast	<5
Total	19

Apprenticeship and Traineeship Completions

Regional Office	2024	2023	2022
Hunter & Central Coast	<5		5
Illawarra & South East NSW	6	12	8
New England	<5	<5	7
North Coast & Mid North Coast	<5	11	8
Riverina	<5	7	
Southern & South Western Sydney	<5	35	13
Western NSW	<5	<5	<5
Total	19	69	42

Smart & Skilled Commencements

Qualification ID & Name	2024	2023	2022	Total
NWP20119 Certificate II in Water Industry Operations		<5	5	6
NWP20122 Certificate II in Water Industry Operations	8			8
NWP30219 Certificate III in Water Industry Operations	<5	187	198	386
NWP30222 Certificate III in Water Industry Operations	354	223		577
NWP40120 Certificate IV in Water Industry Operations	70	42		112
NWP50118 Diploma of Water Industry Operations		9		9
Total	433	462	203	1,098

Smart & Skilled Completions

Training Region	2024/2025	2023/2024	2022/2023	2021/2022	Total
Capital Region	30	26	9	11	76
Far West and Orana		9	<5		10
Hunter Valley exc Newcastle		8	<5		10
Illawarra	<5	33	24	<5	61
Mid North Coast	<5	15	6		23
Murray	<5	14	<5		16
New England and North West	<5	<5	5		8
Newcastle and Lake Macquarie		7			7
Richmond - Tweed			<5		<5
Southern Highlands and Shoalhaven			<5		<5
Sydney	<5	34	32		69
Total	40	148	84	12	284

Prevailing challenges and training issues for sectors

Cross industry challenges

- Attraction and retention of workers / finite pool of skilled workers
- Climate Change – demand for renewables
- Rising energy costs + housing shortages + cost of living
- Diversity and inclusion issues
- Digital capability not meeting industry needs
- Foundation Skills not meeting training needs

Common training issues for Regional NSW

- Thin markets / gaps in delivery of essential training
- Access to funded and fit for purpose training
- Shortage of trainers and assessors
- S&S pricing model impacts delivery of some Quals

VET updates

- **NSW VET REVIEW**

Final Report highlights importance of skills development and vocational training in shaping the future workforce of the state

- Contains 21 recommendations designed to transform and better integrate the VET system while supporting its stakeholders
- Includes a new needs-based funding model, improved coordination of critical services, and enhanced support for equity cohorts
- Advocates for stronger ties and collaboration between government and industry, including formal commitments on skills development within priority sectors as well as building links between high school and post school training.

<https://education.nsw.gov.au/about-us/strategies-and-reports/our-reports-and-reviews/nsw-vocational-education-and-training-review>

- **Revised Standards for RTOs**

- New Standards for RTOs – Full regulatory effect from 1 July 2025
- Guidance for RTOs – New Users Guide will be released in the coming months

www.australianindustrystandards.org.au/nsw-itab/



National Jobs and Skills Bodies

- **Jobs and Skills Australia (JSA)**

- Jobs and Skills Australia (JSA) launched '*Better Together - The Jobs and Skills Report 2024*'
 - sets out a roadmap of strategic activities to guide next chapter of VET sector initiatives.



- **Public Skills Australia (PSA)**

- Released 2024 Workforce Plan – working towards 2025
- TPD Projects:
 - Review of 3 DEF Public Affairs Qualifications
 - Develop new PUA products for Firefighting Appliance Pump Technicians
 - Develop a Findings Report for Emergency Tree Operations



- **Build Skills Australia (BSA)**

- Water Industry Contact - George Wall
- Released 2024 Workforce Plan
- Current TPD Projects
 - White Card Implementation
 - Minimum Australian Context Gap Training for Migrant Plumbers



- **Future Skills Organisation (FSO)**

- Released 2024 Workforce Plan
- Active Projects include support for Workforce Digital Capability



Jobs and Skills Council Update

BuildSkills Australia (BSA)

George Wall, National Manager, Water Sector Industry Engagement

BuildSkills Australia (BSA) GeorgeW@buildskills.com.au



Water Utility Spotlight – Sydney Water

Strategies for PFAS detection, testing and management

Justice Esoun-Nyarkoh

Technical Specialist, Sydney Water

www.australianindustrystandards.org.au/nsw-itab/



New approach to job pathway support for aboriginal youth

George Rikiti

Co-founder Acadium

george@acadiam.com.au

www.australianindustrystandards.org.au/nsw-itab/



Town Water Risk Reduction Program (TWRRP) Skills and Training Action Plan (Phase 2)

Lisa Andersons & Josh Tickell

Local Water Utilities Branch,
Dept of Climate Change, Energy, the Environment and Water
(DCCEEW)

www.australianindustrystandards.org.au/nsw-itab/





Department of Climate Change, Energy, the Environment and Water



Skills and training project update

WTAN Meeting

Lisa Andersons
Skills and Training Coordinator

26 November 2024

Highlights from 2024

Phase 2

1

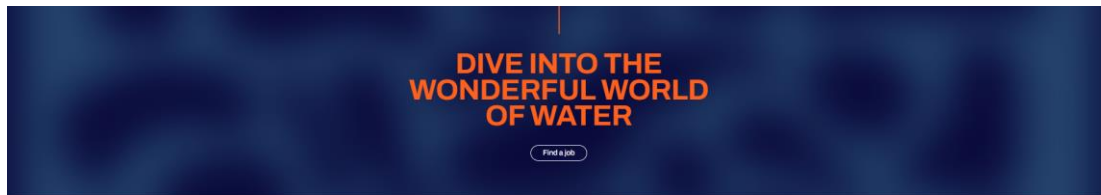
Outcomes of work in 2024

- Collaboration with water and VET industries
- Implement action plan
- 9 actions plus supporting activities
- On track to be delivered by June 2025



More careers resources....

CAREERS IN WATER



WITH THANKS TO OUR FOUNDING PARTNERS



Information and resources

We encourage local water utilities, councils and job seekers to view the below materials to help inform and promote skills and training opportunities in the water sector.


Career information

- [NSW university courses that provide a pathway into the water industry \(PDF, 153KB\)](#) →
- [Water Treatment Plant Operator Job Guide \(PDF, 2,300KB\)](#) →
- [Water Treatment Plant Operator \(Aboriginal\) Job Guide \(PDF, 1,700KB\)](#) →
- [Local Government of NSW careers flyer \(PDF, 431KB\)](#) →
- [Water industry careers and educational resources \(PDF, 105KB\)](#) →

Council resources

Resources for councils to plan and run a water industry showcase day and content to use across their social media, newsletters and job advertisements.

- Approval and inspection of treatment works ▾
- Funding and other programs ▾
- Educational materials for Councillors ▾
- Careers in the water industry**
- Non-urban metering ▾
- Plans and strategies ▾
- Projects and programs ▾
- Science, data and modelling ▾
- Water infrastructure ▾



Water industry showcase day toolkit

In 2023, the department held a Water Industry Showcase Day at the Calala Water Treatment Plant in Tamworth in partnership with the NSW Department of Education. We invited jobseekers and students from local high schools to learn about the range of careers available in the water industry.

This resource is to assist local water utilities to plan and hold a water industry careers event.

[Download the toolkit \(PDF, 2,850KB\)](#)

→



Careers in the water industry | NSW Government Water

More industry support



Group Training
Organisation paper
with case studies



Traineeship calendar



Supporting industry
through submissions
and reviews



Participating in
BuildSkills
roundtables



Planning for Phase 3

Key stakeholders

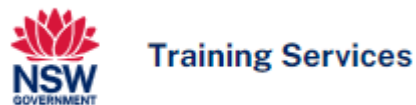


Central NSW
JOINT ORGANISATION



Local water utilities

Registered training organisations



Competency benchmark engagement



24 engagement opportunities



Approximately 600 persons reached



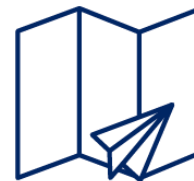
Over 25 organisations consulted in addition to LWUs



Internal DCCEEW collaboration



7 formal email submissions



51 survey submissions, 42 from LWU operators



3 submissions from Registered Training Organisations

Advocacy and presentations



Formal conferences/forums

Presentations

Informal meetings

Discussions

Many more....



Phase 3

2025-2028

2

Government and industry support for TWRRP extension



Announcement 2 October 2024

\$15 million over 3 years (to June 2028)

1. Skills and training
2. Advanced operational support
3. Productivity and Equality Commission's *Review of Funding Models for local water utilities*

The Committee recognised the program's successes and called for continued support of the local water utility sector

Recommendations from parliamentary enquiry on protecting local water utilities from privatisation



Recommendation 4: That the NSW Government fund the TWRRP beyond Phase 2, with NSW DCCEEW to determine the next phase of workstreams in consultation with the local water utilities sector.



Recommendation 10: That, in consultation with the local water utility and vocational education and training (VET) sectors, the NSW Government **develop and introduce minimum training requirements and/or competency standards for water operators**, in recognition of the critical role they play in safeguarding human health.



Recommendation 11: That NSW DCCEEW consult with First Nations communities in relation to its Water operations skills and training action plan and find ways to promote uptake of training and create further employment opportunities for Aboriginal people in the water utility sector.



Recommendation 12: That the NSW Government consider establishing regional water industry training facilities at suitable locations across the State to boost supply of trained operators to service regional and remote utilities

Focus areas



Improve operator competency by establishing the competency benchmark

- Governance committee
- Training resources, assessment requirements
- Training needs analysis
- Skills passports

Increase workforce sustainability –roadmap to 2030 workforce development strategy

- Attraction and recruitment
- Employee support and career progression
- Understanding workforce skills and training needs
- Sector collaboration

Improve Aboriginal employment opportunities in LWUs

- Provide targeted support
- Multi-agency collaboration
- Increase uptake of traineeships

Promote collaboration, inclusion and consistency of training and workforce development across the sector

- Seek finding opportunities
- Investigate regional training centres
- Ensure NSW requirements are met through national collaboration

Early deliverables in 2025



FINAL REPORT FOR WORKFORCE
COMPOSITION SURVEY



UPDATED COMPETENCY
BENCHMARK

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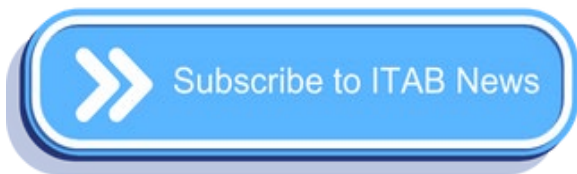


Stay in touch with Water Industry Skills & Training News

The ITAB website is now rebuilt and can be found here.

www.aisglobal.org.au/itab-home

You can subscribe to the ITAB Monthly Newsletter using this button:



www.australianindustrystandards.org.au/nsw-itab/





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Next WTAN – 11 March 2024

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