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****Australian Racing and Breeding Industry Sector

Annual Update 2021

IRC Skills Forecast and

Proposed Schedule of Work

Prepared on behalf of the Racing and Breeding Industry Reference Committee (IRC) for the Australian Industry Skills Committee (AISC).

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# Purpose of the Annual Update

This 2021 Annual Update to the Skills Forecast and Proposed Schedule of Work 2019 – 2022 (Skills Forecast) presents additional industry intelligence from 2021 to build on previously reported information. This Annual Update from the Racing and Breeding Industry Reference Committee (IRC), includes intelligence based on national and industry data sources and input from key stakeholders. It proposes vocational education and training (VET) training package review and development work that the IRC deems necessary to meet the needs of industry. The Australian Industry and Skills Committee (AISC) considers this information and includes commissioned work in the National Schedule[[1]](#footnote-1).

In 2019, the AISC changed the requirements for the annual Skills Forecast. IRCs are now required to submit comprehensive Skills Forecasts once every three years, with abridged annual updates in the intervening two years. As IRCs submitted comprehensive Skills Forecasts in 2019, the next are due in 2022. This Annual Update should be read in conjunction with the Skills Forecast and previous Annual Updates.

This document is not intended to be representative of every issue encountered across all industry sectors; it identifies and addresses the challenges and opportunities that industry has determined as ‘priority’ for this stage of the schedule, and is a resource for industry and associated skills, learning and accreditation bodies seeking to act upon them.

Detailed information concerning industry skills needs across all sectors covered by the Racing and Breeding IRC, including information from previous Skills Forecasts and Annual Updates, can be found on the Skills Impact website: https://www.skillsimpact.com.au/racing/skills-forecast/.

# Method & Structure

This is an annual update to the comprehensive Skills Forecast submitted in 2019. IRCs are required to answer the questions in **Section A** to provide updates on issues such as industry skills and workforce development, and qualification utilisation. Answers provided build on and are not repetitive of information reported in previous Annual Updates.

IRCs are also permitted to propose additional training package development work projects to be included in the Proposed Schedule of Work. These will now be submitted separately to the Annual Updates.

**Section B** detailsthe extensive, robust and ongoing industry consultation undertaken by IRC members and Skills Impact, including with rural, regional and remote stakeholders. In line with Skills Impact’s values[[2]](#footnote-2), this helps to ensure transparency and accountability in the process of industry research and Training Package development work.

This Skills Forecast and Proposed Schedule of Work is developed in line with:

* Standards for Training Packages 2012[[3]](#footnote-3);
* Training Package Products Policy[[4]](#footnote-4);
* Training Package Development and Endorsement Process Policy[[5]](#footnote-5).

# Industry Reference Committee

The Racing and Breeding IRC (RGR IRC) is responsible for national training package qualifications relevant to racing and breeding in the thoroughbred, harness and greyhound industries.

Qualifications overseen by the IRC are in the *RGR Racing and Breeding Training Package*.

The RGR IRC is supported by the Skills Service Organisation, Skills Impact.

|  |  |
| --- | --- |
| Name | Organisation or Area of Expertise |
| Geoff Bloom (Chair) | Racing Australia |
| Ron Fleming (Deputy Chair) | Racing and Wagering WA (RWWA) |
| Ali Wade | Expertise in animal welfare and breeding |
| Briony Moore | Racing SA |
| Cameron Wright | Australian Workers Union NSW |
| Cecelia Huynh | Greyhound Racing NSW |
| Dr Mariko Lauber | Greyhounds Australasia |
| Dr Ruth Taylor | Expertise in animal welfare and breeding |
| John Sutherland | Expertise in animal welfare and breeding |
| Kathleen Mullan | Harness Racing Australia |
| Kevin Ring | Australian Jockeys Association |
| Lisa Hocking | Racing Victoria |
| Rachael Bambry | Racing Queensland |
| Ruth Taylor | Expertise in animal welfare and breeding |
| Shaun Snudden | Harness Racing NSW |
| Stuart Rich | Racing NSW |
| Wayne Lee | Australian Trainers Association |

# Executive Summary

During 2020 the racing and breeding industry was fortunate to experience fewer COVID-19-related disruptions than many other Australian industry sectors. This was largely due to the industry’s already strict biosecurity protocols. Some smaller racetracks did close, and racing activities ceased for a period in Tasmania; but, in many parts of Australia, racing and breeding activities were relatively unaffected. The pandemic did, nonetheless, highlight the critical importance of capabilities development for industry participants. Formally recognised, quality-assured and independently assessed training is necessary for an industry that is highly regulated and which requires a workforce that is skilled in the unique safety, human welfare and animal welfare requirements of the job roles. However, registered training organisations (RTOs) are not delivering training and assessment to the racing and breeding industry through the VET system in the numbers expected by industry and government.

The industry is facing difficulties attracting RTOs to deliver training. A key challenge for RTOs is the cost in offering new training products, or gaining approval to have them on scope, especially for qualifications in thin training markets. Training requires access to live animals, stables/kennels, tracks and equipment, so significant capital investment is required of RTOs. There are also safety risks associated with the industry. In the COVID/Post-COVID environment, RTOs are not prepared to seek approval to have new qualifications on scope. The Principal Racing Authorities (PRAs) have been encouraging RTOs to deliver formal training and are also working with the Racing and Breeding IRC to find solutions for assisting RTOs to place relevant training on scope and commence delivery.

One possible solution is to develop national training and assessment materials to support and encourage RTOs to offer and deliver training. These resources would ease some of the initial costs involved for RTOs and assist employers to understand the benefits of engaging with the VET system. The Racing and Breeding IRC is therefore proposing a project for 2021-22 to develop national training resources to support the delivery of select qualifications. These resources would consist of an enterprise information guide, trainer guide, assessment tasks and tools, marking guide and a mapping matrix.

# Section A**: Overview**

## Industry Developments

Please refer to the [2020 Annual Update](https://www.skillsimpact.com.au/site/skilliampactmedia/uploads/2020/05/ISF.RGR_.IRCSkillsForecast.2020AnnualUpdate.pdf?x74804), which identified several trends, challenges and opportunities that are still relevant now. Additional and emerging trends include:

**Impacts of COVID-19**

*Industry*

The racing and breeding industry has been able to continue operating in the COVID-19 environment with fewer disruptions than in many other Australian industry sectors. In large part, this success has been due to the industry’s already strict biosecurity protocols, which were first developed as a result of ongoing health issues, such as Strangles and stable viruses, and strengthened following national outbreak events, such as equine influenza in 2007-2008.

While in many parts of Australia racing and breeding activities have been relatively unaffected, some industry participants have experienced localised issues that will have an enduring impact. As the COVID-19 pandemic took hold in Tasmania, all three codes – horseracing, harness racing and greyhounds – were ordered by the State Government to cease on 2 April 2020. Tasmanian racing events returned in mid-June, but shortfalls in race field fees and jockey numbers left operators struggling to cope with the deficits[[6]](#footnote-6). Some participants moved interstate from Tasmania during the hiatus to continue racing, while there has been a dependence on Victorian participants travelling to Tasmania to support events. In Victoria, the State Government provided Racing Victoria with $16.6 million as part of the ‘Experience Economy Survival Package’ to help protect jobs and sustain operations, including equine and participant welfare programs, while there is an absence of crowds and other race day revenue streams[[7]](#footnote-7).

Across Australia, especially outside of major east coast cities, smaller racetracks have closed due to their inability to adhere to heightened COVID-19 biosecurity protocols. Cancelled or postponed meetings have disrupted trainers’ annual schedules and so livelihoods due to their animals making it into fewer races[[8]](#footnote-8). This has been exacerbated by trainers being prevented from crossing borders (especially relevant with horses), and consequently having to relinquish them to other trainers[[9]](#footnote-9). The breeding and sales season, which is economically crucial for many regional communities, was similarly curtailed, with lucrative thoroughbred auctions being held exclusively online, leading to many horses being withdrawn from catalogues[[10]](#footnote-10).

The pandemic has highlighted the critical importance of capabilities development for industry participants, yet there are few RTOs willing to deliver training.

*Training provision*

The experience of this pandemic has highlighted the critical importance of capabilities development for industry participants yet, problematically, there are few RTOs willing to deliver RGR training.

Generally, training already being delivered by RTOs has been able to continue where adherence to increased biosecurity protocols is possible. This includes both delivery that is ‘hands-on’, where learners experience working with the health, safety and welfare of live animals and industry workers, and conceptual, with classroom-based activities now either being delivered virtually or in venues where gatherings are permissible and social distancing achievable.

The work of IRC members and Principal Racing Authorities (PRAs) in encouraging RTOs to place RGR products on scope, however, was severely disrupted by the pandemic. Initially, targeted RTOs were forced to lay-off or reduce the working hours of staff, especially when classroom activities were suspended. While RTOs have been bringing staff and programs back into operation, their ability to offer new products, or put them on scope, has been limited, especially for qualifications requiring high initial capital investment in thin training markets, as is typical for the racing and breeding industry. At a time when business viability has been impacted across all areas, persuading RTOs to invest in the newly created and updated RGR qualifications has proven enormously difficult, and has been further hampered by the uncertainty caused by the potential deletion of relevant ‘low enrolment’ training package products.

It is clear that the work of PRAs to encourage RTOs to deliver formal training will take longer than hoped. This is a disappointing outcome when the experience of the pandemic has demonstrated the importance, effectiveness and flexibility of the *RGR Training Package*. In the view of the IRC, it is critical that the AISC considers ways to support industries in encouraging RTOs to place training package products on scope. While IRC members put considerable time and effort into their work, they do so mainly on a voluntary basis. The RGR IRC is hence seeking additional support for the promotion of training and assessment delivery.

**The National Skills Commission and attracting new industry workers**

The National Skills Commission (NSC) was created in 2019 when much of the national debate focused on skills gaps; but, with the onset of COVID-19, the focus is now firmly on managing skills surpluses and identifying training options for unemployed workers, especially young people, women and city-dwellers, who have been disproportionately affected[[11]](#footnote-11). The racing and breeding industry has attempted to engage the National Careers Institute with potential opportunities to fill worker shortages and encourage the promotion of available work in the industry, so far without any apparent success.

As well as highlighting reskilling and upskilling options for improving the prospects of people already performing an industry role, the NSC are promoting ‘skills transferability’ to facilitate clearer pathways between roles in diverse industries that require similar capabilities. Many skills within RGR are shared by ACM Animal Care and management and AHC Agriculture, Horticulture and Conservation & Land management, and units of competency from each of these Training Packages are found in RGR qualifications, demonstrating transferability of skills. However, the RGR IRC note the critical differences that apply to professional sport which involves living animals, including integrity, animal welfare and specialist skills.

The primary role of VET is enabling potential workers to reach competency and be job-ready. Specific skills are required for many jobs roles within the industry to complete tasks safely and effectively.

**Industry-led educational pathways**

To provide training in trackwork riding, one of the most crucial and needed skills in the racing industry, Thoroughbred Industry Careers have created a formal education pathway called the ‘Accelerator Program’ (which commences in NSW in February 2021)[[12]](#footnote-12). The program offers practical, hands-on experience over 12 weeks of intensive training, after which learners will be guided into the workplace with the option of commencing the *RGR30518 - Certificate III in Racing (Trackwork Rider)* as a traineeship.

**Female jockeys eligible for maternity leave in SA**

Thoroughbred Racing SA (TRSA) has announced that female jockeys in South Australia will be eligible for maternity leave for the first time (following the lead of NSW in 2016 and WA in 2018)[[13]](#footnote-13). In what was once a male-dominated sport, women now account for one-third of SA’s jockeys and this new scheme is aimed at attracting and retaining a greater number.

**Jockey and Animal Welfare Initiatives**

Industry is seeking to improve the safety of jockeys and the welfare of horses, and so make industry careers more attractive to new entrants. Initiatives include:

* An on-going project funded by AgriFutures Thoroughbred Horses Program, partnering with Racing Victoria and La Trobe University, to develop tests to better identify concussion and so improve jockey health and wellbeing[[14]](#footnote-14).
* Alongside an inquiry by the Queensland Government into the welfare of retired racehorses[[15]](#footnote-15), Thoroughbred Breeders Australia, in conjunction with national stakeholders, including the Australian Trainers’ Association and Australian Jockeys’ Association, established the Thoroughbred Aftercare Welfare Working Group (chaired by Denis Napthine) to investigate and enact measures to ensure and enhance the welfare outcomes for retired racehorses, unraced horses, and those retired from the breeding industry[[16]](#footnote-16). This initiative is supported by a wide cross-section of Australia’s breeders, trainers, race clubs and industry organisations[[17]](#footnote-17).
* In October, a new racehorse welfare facility was unveiled in WA. The Off The Track WA (OTTWA) Retraining Program encompasses the OTTWA Estate and a network of OTTWA Official Retrainers, who will provide retired racehorses with the necessary skills and experiences needed to transition from racing to their second career as a pleasure or performance horse. OTTWA will support owners to transition retired animals, as well as offer clinics and events, and provide support for emergency welfare cases[[18]](#footnote-18).

## VET Qualifications & Employment Outcomes

The data and literature references presented in the [2020 Annual Update](https://www.skillsimpact.com.au/site/skilliampactmedia/uploads/2020/05/ISF.RGR_.IRCSkillsForecast.2020AnnualUpdate.pdf?x74804) remain relevant.

The racing and breeding industry is facing difficulties attracting RTOs to deliver training (see the table below)[[19]](#footnote-19).

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At the Australian Thoroughbred Workforce Development Forum in April 2021, evidence was presented that the key issues relating to RTO delivery include:

* Limited Training Providers engaged with racing and breeding.
* Limited courses on scope.
* Predominantly workplace delivery.
* Lack of formal knowledge and skill development opportunities.
* Feedback from industry participants that workplace training is convenient, but quality of the training and assessment is poor and relies upon the Employers training capabilities.
* Face-to-face delivery requires large amount of time “off the job” or completion prior to commencement of employment.
* Delivery methods not meeting industry requirements.

As leaders in setting and meeting international standards, Racing Australia and the PRAs are currently developing plans for a national training and assessment approach. A forum to continue this work and promote VET qualifications took place in April 2021. The content of the training package is a key component of this work.

A major reason for businesses not employing VET graduates is because qualifications are rarely delivered in full. The issues leading to this are:

* Government-funded apprenticeship/traineeship requirements are inconsistent with the structure of training required by industry.
* RTO viability challenges have led to a restructuring of the delivery landscape, with a greater emphasis on micro-credentials.
* Superseded versions of the *RGR Training Package* were overly complex. This has mostly been rectified with updates in the superseding versions, including through recently approved projects to address implementation barriers and RTO viability issues.
* Few RTOs are delivering RGR qualifications, and there is little incentive for them to launch new programs.

RTO viability challenges are undoubtedly a foremost barrier to the wider delivery of RGR qualifications. Examples reported to the IRC include:

* RTOs are concerned with the risks to learners who enrol but then struggle with the physical requirements of racing industry training. While striving to adhere to equitable delivery principles, RTOs also have a duty of care to their customers, such that only potential leaners who are anticipated to be able to complete relevant qualifications or skill sets should be enrolled (as ascertained through the Pre-Training Review process).
* RTO instability has led some learners to transfer to different training providers, resulting in disrupted record-keeping and issues surrounding Recognition of Prior Learning.
* RTOs have experienced difficulties in consistently delivering relevant training under units imported into the RGR Training Package from other training packages (in line with the preferences of the Ministers, AISC and IRC to simplify the national system by utilising imported and cross-sector units).
* RTOs’ inability to respond quickly to ‘major changes’ in the training package that impact on training and assessment materials, compliance procedures and delivery but which do not alter the intended occupational outcomes.

## Other Training Used by Employers

The data and literature references presented in the [2020 Annual Update](https://www.skillsimpact.com.au/site/skilliampactmedia/uploads/2020/05/ISF.RGR_.IRCSkillsForecast.2020AnnualUpdate.pdf?x74804) remain relevant.

Throughout 2020, as the barriers to RTOs delivering training grew, PRAs were forced to seek informal and non-accredited training opportunities, many of which were based on RGR units of competency. This is not the preferred option of the racing and breeding industry, which seeks to facilitate nationally recognised training so that:

* Workers meet all relevant standards across jurisdictions.
* Qualifications and skill sets provide evidence of compliance with industry regulations.
* Consistency and integrity are maintained at all levels of the industry.

While evidence of compliance can be obtained through local non-formal training, the IRC expects that not all credentials would be recognised *across* jurisdictions (in some areas, specific licences are also required to meet regulatory requirements).

## Enrolment Levels

The data and literature references presented in the [2020 Annual Update](https://www.skillsimpact.com.au/site/skilliampactmedia/uploads/2020/05/ISF.RGR_.IRCSkillsForecast.2020AnnualUpdate.pdf?x74804) remain relevant. As stated, the recency of RGR qualification releases (most of which were 10/09/2019 or 05/07/2018) means most RTOs – especially in the context of the delays caused by COVID-19 – have as yet been unable or unwilling to develop training and assessment materials and apply to have the RGR product(s) on scope. As stated above, PRAs and IRC members are striving to promote the *RGR Training Package* to RTOs but have thus far been unsuccessful.

|  |
| --- |
| Table 1: Qualifications recently reviewed/updated/created |
| |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Qualification** | **2015** | **2016** | **2017** | **2018** | **2019** | **No. of RTOs approved to deliver** | | RGR10118- Certificate I in Racing (Stablehand) | 83 | 40 | 38 | 33 | 23 | 6 | | RGR20117- Certificate II in Racing (Greyhound) | 0 | 0 | 0 | 0 | 0 | 1 | | RGR30117- Certificate III in Racing (Greyhound) | 0 | 0 | 0 | 0 | 0 | 0 | | RGR30318- Certificate III in Racing (Driving Stablehand) | 0 | 0 | 0 | 0 | 0 | 0 | | RGR30419- Certificate III in Racing Services | 22 | 61 | 52 | 18 | 11 | 2 | | RGR30619- Certificate III in Horse Breeding | 108 | 86 | 42 | 28 | 59 | 2 | | RGR40318- Certificate IV in Racing (Harness Race Driver) | 47 | 28 | 9 | 5 | 6 | 2 | | RGR40419- Certificate IV in Greyhound Racing Industry | 714 | 27 | 0 | 0 | 0 | 0 | | RGR40518- Certificate IV in Racing Integrity | 2 | 0 | 0 | 0 | 0 | 0 | | RGR40619- Certificate IV in Horse Breeding | 0 | 0 | 0 | 0 | 0 | 0 | | RGR50118- Diploma of Racing (Racehorse Trainer) | 14 | 29 | 4 | 4 | 0 | 1 | | RGR50218- Diploma of Racing Integrity Management | 3 | 0 | 0 | 0 | 0 | 0 | | RGR50319- Diploma of Horse Stud Management | 0 | 0 | 0 | 0 | 0 | 0 | |
| Source: NCVER VOCSTATS, TVA program enrolments 2015-2019 |

## Reasons for Non-Completion

The data and literature references presented in the [2020 Annual Update](https://www.skillsimpact.com.au/site/skilliampactmedia/uploads/2020/05/ISF.RGR_.IRCSkillsForecast.2020AnnualUpdate.pdf?x74804) remain relevant. There is no additional information to add at this time.

## Cross-Sector Units

The response presented in the [2020 Annual Update](https://www.skillsimpact.com.au/site/skilliampactmedia/uploads/2020/05/ISF.RGR_.IRCSkillsForecast.2020AnnualUpdate.pdf?x74804) remains relevant. There is no additional information to add at this time.

## Changes to Skill Requirements

The nature of racing and the associated breeding industries is that many of the roles and skills remain relatively consistent over time, with technological changes mainly impacting on the measurement of performance and delivery of general functions covered by other training packages and imported for use by RGR.

The major issue for the racing and breeding industry in relation to skills is the lack of training and assessment delivery by RTOs. The RGR IRC continues to support projects relating to the development of resources that will assist and encourage RTOs to gain approval to have relevant qualifications on scope and to commence delivery. In particular, this work should focus on areas where there are currently low or no enrolments.

## Apprenticeship & Traineeship Barriers

The data and literature references presented in the [2020 Annual Update](https://www.skillsimpact.com.au/site/skilliampactmedia/uploads/2020/05/ISF.RGR_.IRCSkillsForecast.2020AnnualUpdate.pdf?x74804) remain relevant. Likewise, barriers to VET delivery and the reasons for industry’s low engagement with the system, detailed in questions 2., 4. and 5., should also be considered relevant here.

Industry-specific data relating to the Australian Government’s $2 billion JobTrainer skills package, which includes objectives to attract new apprentices and keep existing apprentices in jobs, is being progressively released; however, it appears that there has yet to be a satisfactory consideration of the racing and breeding industry. The IRC will assess the outcomes of such initiatives as information becomes available.

Key concerns remain over the structure of apprenticeships and traineeships being unsuitable for the employment structures used within the racing and breeding industries. In any event, the lack of RTOs willing to deliver RGR training and assessment makes the use of traineeships under the VET system impractical.

## Other Relevant Activities

The RGR IRC has been busy during 2020, with many additional responsibilities, requiring extensive time and resources, for dealing with the impacts of COVID-19, workforce, industry and trade issues.

The IRC has assisted the AISC and the AISC Emergency Response Sub-Committee (ERSC) by seeking industry input and responding to a number of requests for information. These requests have taken place in several stages.

Immediate crisis response

* Identification of immediate training issues relating to workplace and campus-based training (completed April 2020)
* Identification of skills needs and delivery challenges for essential workforces (completed May 2020)

Supporting training for worker movement and potential surge workforces to meet current needs

* Identification of existing training products and potential surge workforces (completed May 2020)
* Analysis of available infection control training (completed June 2020)

Support for workforce recovery

* Critical Response Projects to create pathways for displaced workers (submitted July 2020, in progress)
* Promotion of pathways for displaced workers (first projects submitted July 2020, under consideration)

Mandatory Work Placements Analysis and Response

* Initial analysis of units requiring mandatory work placements or assessment/training conditions that were likely to require the use of physical workspaces, most likely in workplaces (completed April 2020)
* Analysis of units within qualifications with high levels of enrolments (completed October and November 2020)

The IRC is extremely pleased to report that the current *RGR Training Package* is robustly standing up to the additional logistical challenges brought about by COVID-19. Since the establishment of the IRC, the components of the training package that have undergone review have enabled:

* Flexible options for training and assessment to meet fluid and urgent industry needs
* Coverage of the major training requirements for all industries associated with the training package

The IRC has also responded to a Ministers’ request to delete units and qualifications which had zero enrolments in the years 2017 to 2019. Each of the units identified by the Ministers were only released in their current form from December 2018 or later, and the IRC advised that more time is necessary to allow training to be delivered by RTOs.

The additional work detailed above has required that the IRC meet more regularly and that members conduct many more additional "out of session" discussions and consultations than in previous years. This has been achieved without additional IRC members or secretariat support. The Chair of the IRC would like to express their gratitude to all IRC members and stakeholders who have given up so much of their time and energy in 2020 to complete this important work.

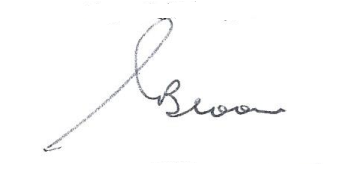
# Section B: Ongoing Consultation

Details of industry consultation undertaken by IRC members and Skills Impact, including with rural, regional and remote stakeholders will be included in the final document that is submitted to the Australian Industry and Skills Committee (AISC). Once submitted, the final document will also be published on the Skills Impact website.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Entity Name** | **Sector** | **State** | **Rural Regional Remote** | **Ongoing engagement** | **Industry intelligence** | **Promotion of VET** | **Networks & Partnerships** |
| Active Queenslanders Industry Alliance | State Government agency | QLD | Yes |  |  |  | ✓ |
| Anakie Greyhounds | Commercial Business | VIC | Yes |  |  |  | ✓ |
| Ashborn Park Stud | Commercial Business | SA | Yes |  |  |  | ✓ |
| Australian College of Sport | RTO private | National | Yes |  |  |  | ✓ |
| Australian Federation Greyhound Owners, Breeders & Trainers Association | Industry Association | National | Yes |  |  |  | ✓ |
| Australian Greyhound Racing Association | Industry Association | National | Yes |  | ✓ |  | ✓ |
| Australian Greyhound Veterinary Association | Industry Association | National | Yes |  |  |  | ✓ |
| Australian Jockeys Association | Industry Association | National | Yes | ✓ | ✓ | ✓ | ✓ |
| Australian Online Racing Accreditation (AORA) | RTO private | VIC |  | ✓ |  | ✓ | ✓ |
| Australian Racing and Equine Academy | RTO public | NSW | Yes | ✓ | ✓ | ✓ | ✓ |
| Australian Standardbred Breeders' Association (ASBA) | Industry Association | National | Yes | ✓ |  | ✓ | ✓ |
| Australian Trainers Association | Industry Association | National | Yes | ✓ | ✓ | ✓ | ✓ |
| Australian Warmblood Horse Association | Industry Association | National | Yes |  |  | ✓ | ✓ |
| Baramul Stud | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| Brisbane Greyhound Racing Club | Commercial Business | QLD |  | ✓ |  | ✓ | ✓ |
| Chircop Greyhounds | Commercial Business | VIC | Yes |  |  | ✓ | ✓ |
| Coastal and Rural Training Pty Ltd | RTO public | NT; QLD; WA | Yes | ✓ | ✓ | ✓ | ✓ |
| Coolmore Australia | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| Darley Australia Pty Ltd | Commercial Business | VIC | Yes | ✓ | ✓ | ✓ | ✓ |
| DPG Advisory Solutions Pty Ltd | Commercial Business | National |  |  |  | ✓ | ✓ |
| Ebby Greys | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| Educational Services & Consultants Pty Ltd | RTO private | SA; WA | Yes | ✓ | ✓ | ✓ | ✓ |
| elderslie horse care | Commercial Business | TAS |  |  |  | ✓ | ✓ |
| Elite Greyhound | Commercial Business | VIC | Yes |  |  | ✓ | ✓ |
| Esprit Racing | Industry Association | QLD | Yes |  |  | ✓ | ✓ |
| FutureNow - Creative and Leisure Industries Training Council | RTO private | WA |  | ✓ | ✓ | ✓ | ✓ |
| Geelong Greyhound Racing Club | Commercial Business | VIC | Yes |  |  | ✓ | ✓ |
| Glenlogan Park | Commercial Business | QLD | Yes |  |  | ✓ | ✓ |
| Godolphin Pty Ltd | Commercial Business | National | Yes | ✓ | ✓ | ✓ | ✓ |
| GOTBA Victoria | Industry Association | VIC | Yes | ✓ | ✓ | ✓ | ✓ |
| Greg Eurell Thoroughbreds | Commercial Business | VIC | Yes |  |  | ✓ | ✓ |
| Greyhound Adoption Program | Commercial Business | SA | Yes |  |  | ✓ | ✓ |
| Greyhound Adoption Program of Tasmania | Commercial Business | TAS | Yes |  |  | ✓ | ✓ |
| Greyhound Adoption Program SA | Commercial Business | SA | Yes |  |  | ✓ | ✓ |
| Greyhound Racing New South Wales | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| Greyhound Racing NSW | Industry Association | NSW | Yes |  |  | ✓ | ✓ |
| Greyhound Racing SA | Commercial Business | SA | Yes |  |  | ✓ | ✓ |
| Greyhound Racing Union | Commercial Business | VIC | Yes |  | ✓ | ✓ | ✓ |
| Greyhound Racing Victoria | Industry Association | VIC |  |  |  | ✓ | ✓ |
| Greyhounds as Pets (GAP NSW) | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| Greyhounds Australasia | Industry Association | National | Yes |  |  | ✓ | ✓ |
| Harness Racing Australia | Industry Association | National | Yes | ✓ | ✓ | ✓ | ✓ |
| Harness Racing NSW | Employer Organisation | NSW | Yes | ✓ | ✓ | ✓ | ✓ |
| Harness Racing SA Ltd | Commercial Business | SA | Yes | ✓ | ✓ | ✓ | ✓ |
| Harness Racing Training Centre | RTO private | VIC | Yes | ✓ | ✓ | ✓ | ✓ |
| Harness Racing Victoria | Industry Association | VIC | Yes | ✓ | ✓ | ✓ | ✓ |
| Hong Kong Jockey Club | Industry Association | National |  |  |  |  | ✓ |
| International Academy of Equine Education | RTO private | VIC | Yes |  |  | ✓ | ✓ |
| Jane Baker Racing | Commercial Business | VIC | Yes |  |  | ✓ | ✓ |
| Justice Kennels | Commercial Business | SA | Yes |  |  | ✓ | ✓ |
| Lyndhurst Stud | Commercial Business | QLD |  |  |  | ✓ | ✓ |
| Lynward Park Stud | Commercial Business | WA | Yes |  |  | ✓ | ✓ |
| MAS National | Education Other | National | Yes |  |  | ✓ | ✓ |
| MeyerVale Racing | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| Murray Bridge Racing | Commercial Business | SA | Yes |  |  | ✓ | ✓ |
| Newcastle Greyhounds | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| Newgate Stud Farm | Commercial Business | NSW | Yes |  | ✓ | ✓ | ✓ |
| NSW GBOTA | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| NSW Greyhound Breeders Owners & Trainers Association | Commercial Business | NSW |  |  |  | ✓ | ✓ |
| Oaklands Stud | Commercial Business | QLD | Yes |  |  | ✓ | ✓ |
| Office of The Training and Skills Commission, Department for Innovation and Skills (SA) | State Government agency | SA | Yes | ✓ | ✓ | ✓ | ✓ |
| QGBOTA | Commercial Business | QLD | Yes |  |  | ✓ | ✓ |
| Queensland Racing Integrity Commission | Regulator | QLD | Yes | ✓ | ✓ | ✓ | ✓ |
| Race Media | Commercial Business | National | Yes |  |  | ✓ | ✓ |
| Racing and Wagering WA | Industry Association | WA | Yes | ✓ | ✓ | ✓ | ✓ |
| Racing Australia | Industry Association | National | Yes | ✓ | ✓ | ✓ | ✓ |
| Racing NSW | Commercial Business | NSW | Yes | ✓ | ✓ | ✓ | ✓ |
| Racing Qld | Commercial Business | QLD | Yes | ✓ |  | ✓ | ✓ |
| Racing SA | Industry Association | SA | Yes | ✓ | ✓ | ✓ | ✓ |
| Racing Services Tasmania | Regulator | TAS | Yes | ✓ | ✓ | ✓ | ✓ |
| Racing Victoria | Commercial Business | VIC | Yes | ✓ | ✓ | ✓ | ✓ |
| Raheen Stud | Commercial Business | QLD | Yes |  |  |  | ✓ |
| Rearer and Trainer | Commercial Business | NSW |  |  |  |  | ✓ |
| Reason Kennels Greyhounds Australia | Commercial Business | National | Yes |  |  | ✓ | ✓ |
| Recreation South Australia | Commercial Business | SA |  |  |  | ✓ | ✓ |
| Reed Racing | Commercial Business | WA | Yes |  |  | ✓ | ✓ |
| Segenhoe Stud | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| Sibelius Stables | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| Skillinvest | RTO public | SA; TAS; VIC | Yes | ✓ | ✓ | ✓ | ✓ |
| Spolly's Syndications | Commercial Business | VIC | Yes |  |  | ✓ | ✓ |
| Springpark Kennels | Commercial Business | VIC | Yes |  |  | ✓ | ✓ |
| Summit Racing Services | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| TAFE NSW | RTO public | NSW | Yes | ✓ | ✓ | ✓ | ✓ |
| Tallyho Trakehners | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| Tara Greyhound Equipment | Commercial Business | NSW | Yes |  |  |  | ✓ |
| Thoroughbred Breeders Australia | Industry Association | National | Yes | ✓ | ✓ | ✓ | ✓ |
| Thoroughbred Breeders NSW (TBNSW) | Industry Association | NSW | Yes | ✓ | ✓ | ✓ | ✓ |
| Thoroughbred Breeders of Victoria | Industry Association | VIC | Yes | ✓ | ✓ | ✓ | ✓ |
| Thoroughbred Racing NT | Commercial Business | NT | Yes | ✓ | ✓ | ✓ | ✓ |
| Victorian Greyhound Weekly | Commercial Business | VIC | Yes |  |  |  | ✓ |
| Victorian Racing Integrity Board | Regulator | VIC | Yes |  | ✓ | ✓ | ✓ |
| Vinery Stud | Commercial Business | NSW | Yes |  |  | ✓ | ✓ |
| West Australian Racing Trainers Association | Industry Association | WA | Yes | ✓ | ✓ | ✓ | ✓ |
| Western Australian Jockeys Association | Commercial Business | WA | Yes | ✓ | ✓ | ✓ | ✓ |
| White Rose Boarding Kennels | Commercial Business | QLD | Yes |  |  | ✓ | ✓ |
| Widden Stud | Commercial Business | NSW | Yes |  | ✓ | ✓ | ✓ |

**IRC Sign-Off**

Signed on behalf of the Racing and Breeding IRC



Chair: Geoff Bloom

18 May 2021

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