

Career Development and Employment Services Qualification Review Technical Committee Terms of Reference



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Version	Date	Rationale	Next Review Date
1	November 2025	This is the original version of the technical committee Terms of Reference	March 2026
2	March 2026	Amended details of member Emma Kelly, updated membership	July 2026
3	July 2026	Updated membership	August 2026
4	Aug 2026	Amended details of member	

1. Background and Purpose

- 1.1 The nationally-endorsed Training Package Organising Framework (TPOF) requires HumanAbility to establish a Technical Committee for each training product project undertaken.
- 1.2 The Technical Committees advise HumanAbility on training product design, development, delivery, assessment and consultation strategy.
- 1.3 Members of the Technical Committee are appointed by the HumanAbility CEO based on their individual expertise.
- 1.4 The TPOF sets out the requirements for the development of nationally-endorsed training packages.
- 1.5 The TPOF includes three (3) documents: Standards for Training Packages, Training Package Products Development and Endorsement Process Policy, and Training Package Products Policy (see section 8 for links).
- 1.6 An induction meeting will be provided for each new Technical Committee with a focus on the three documents noted at 1.5.

2. Role of the Committee

- 2.1 The role of Technical Committee members is to draw on their expertise to advise HumanAbility on training design, delivery and assessment, Australian Qualifications Framework levels, impacts on learners, possible implementation issues, and identify any additional stakeholders that should be included in the consultation strategy.
- 2.2 The scope of the Technical Committee is limited to delivery of Career Development and Employment Services Qualification Review.
- 2.3 Members of the Technical Committee will draw on their experience and expertise to inform the project, not to represent their organisation (organisational representatives will be consulted outside of Technical Committees).
- 2.4 Members should genuinely contribute to discussion and respect the viewpoints of others, and the right for them to express their views.
- 2.5 It is expected the Technical Committee will meet online approximately three (3) to four (4) times during the project. Members will also need to be available to review materials and provide timely feedback. Timely is defined as responding within five (5) working days for an average project. For larger projects, response time will be stipulated, and a timely response would usually be within ten (10) working days.
- 2.6 Input may be sought through email and collaboration tools in place of meetings.

3. Function and Appointment of Membership

- 3.1 The Technical Committee will comprise no less than eight (8) and no more than eighteen (18) individuals. The composition will vary based on the level of complexity and breadth of the project.
- 3.2 The Technical Committee must be tripartite, with membership from industry, unions, educational experts, state and territory government representatives with relevant expertise, RTOs and regulators (where relevant).

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- 3.3 Membership must include individuals with the technical/specialist and/or industry sector knowledge to be able to contribute to the package development.
 - 3.4 Members, even though they may have been nominated by a key stakeholder organisation, are appointed on the basis of their expertise and experience. If a member is unable to attend a meeting, they are unable to appoint a proxy.
 - 3.5 Diversity of membership will be a consideration in the determination of each Technical Committee including specifically under-represented groups and geographic reach.
 - 3.6 HumanAbility will conduct an open Expression of Interest (EOI) and invitation process seeking nominations for Technical Committee membership. HumanAbility will determine a proposed committee reflecting the criteria set out in this section. HumanAbility will then invite those nominees to become members of the Technical Committee.
 - 3.7 The CEO will recommend the appointment of a Chair of the Technical Committee to the Governance and Nominations Committee.
 - 3.8 Secretariat services are provided by HumanAbility staff.
 - 3.9 Members will be required to sign a 'Technical Committee Member Agreement' to confirm their agreement to comply with HumanAbility's Code of Conduct and to have their name listed on the HumanAbility website as a member of the Technical Committee.
 - 3.10 Members will also be required to disclose any potential, actual and/or perceived conflicts of interest (see also section 6).
 - 3.11 A representative of the Department of Employment and Workplace Relations (DEWR) may be invited to attend meetings of the Technical Committee as an observer to facilitate communications between HumanAbility and DEWR.

4. Scope and Duration

- 4.1 The scope of the Technical Committee is limited to advice as it pertains to Career Development and Employment Services Qualification Review. The project scope includes research, consultation, development work and implementation support in relation to:
 - Review of:
 - 3 qualifications
 - 10 units of competency
 - 2 skill sets
 - Engagement with industry stakeholders and subject matter experts to validate updated qualifications and competency units.
- 4.2 The duration of the Technical Committee is limited to the duration of the project. The project is due to be completed in August 2026.

5. Authority of the Technical Committee

- 5.1 Technical Committees are established as advisory mechanisms, not decision-making bodies, and are overseen by the HumanAbility CEO, usually via the Director, Training Product Development (Director) overseeing secretariat services, in support of the allocated Chair.
- 5.2 The HumanAbility Board will be provided with periodic updates on the advice provided by the Technical Committee and project status, through the HumanAbility CEO.

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- 5.3 The relevant Industry Advisory Committee (IAC) will be provided with an update of training reviews underway within their sub-sector at each IAC meeting including, but not limited to, any reviews taking place in their sector.
- 5.4 If members of the Technical Committee hold divergent views, the range of opinions and rationales will be considered alongside stakeholder feedback received throughout the project, for example from consultation activities, at CEO level where required.
- 5.5 A statement that the Technical Committee has provided advice and reviewed the draft training products will form part of the submission to the training package assurance body, led by DEWR. A draft submission will be provided to the Chair of the relevant IAC who will have the role of endorsing that it accurately represents the views and advice of the Technical Committee, before it is sent to the assurance body.

6. Conflict of Interest

- 6.1 Committee members are required to disclose any actual, potential or perceived conflicts of interest in relation to the training package project under review.
- 6.2 A perceived or actual conflict of interest may not exclude a person from membership of the committee but must be declared for transparency and appropriate management as per the HumanAbility Code of Conduct.
- 6.3 For clarity, it shall not be a conflict of interest for a member of a Technical Committee to express a position consistent with the views of their stakeholder organisation on matters before the committee or to inform the committee of likely stakeholder views on the matters before it.

7. Privacy and Confidentiality

- 7.1 The name, organisation, job title and stakeholder category of Technical Committee members will be published on the HumanAbility website.
- 7.2 Stakeholder contributions made through the broader consultation on the project will be captured in the Consultation Log, which will also be published on the website.
- 7.3 Where virtual meetings are held, these will be recorded to assist with record keeping.
- 7.4 All Technical Committee members are required to maintain strict confidentiality regarding any time-sensitive, commercial-in-confidence or restricted information discussed or shared during committee activities and meetings.

8. Training Package Organising Framework

- 8.1 The TPOF endorsed by Skills Ministers details the process and requirements guiding the development of nationally-recognised training packages. The TPOF includes:
- Standards for Training Packages which set the overarching training product design and development requirements for endorsement by Skills Ministers
 - Training Package Products Policy (TPPP) which outline the design rules for developing or modifying a training product
 - Training Package Products Development and Endorsement Process Policy (TPPDEPP) which outline the process for developing and seeking endorsement of training products.

9. Fees and Costs

- 9.1 Technical Committee members do not generally receive a fee or reimbursement for their role on the committee.
- 9.2 Meetings will ordinarily be held online so should not incur additional costs to the committee members.
- 9.3 Where any face-to-face meetings are arranged for the purpose of the Technical Committee only, this will be at the expense of HumanAbility.
- 9.4 Committee members will need to allocate time to review materials outside of meetings.

10. Technical Committee Members

- 10.1 Technical Committee membership may change throughout a project. This table shows Technical Committee membership as at: 7 November 2025

Name	Organisation	Location/ Jurisdiction	Stakeholder Type	Start & End Date
Adele Schmidt	Independent Education Union	QLD/NT	Union representative	25/11/2025 -
Amanda Petts	BEST Employment	NSW	Employer or Enterprise (i.e. service provider)	7/11/2025 -
Debbie Rooskov	CheckUP Australia	QLD	ITAB/STA	7/11/2025 -
Dianne Fletcher	National Employment Services Association (NESA)	QLD	Industry Association / Peak body	7/11/2025 -
Emily Roy	Joblink Plus	NSW	Employer or Enterprise (i.e. service provider)	7/11/2025 -
Emma Kelly	National Indigenous Employment and Training Alliance	NT	Industry Association / Peak body	7/11/2025 -
Jamie Brown	Queensland Council of Social Service	QLD	Industry Association / Peak body	7/11/2025 -

Name	Organisation	Location/ Jurisdiction	Stakeholder Type	Start & End Date
Kerry Brookes	Australian Centre for Career Education	VIC	RTO representative	7/11/2025 -
Leanne Elliott	Blueprint Career Development	QLD	Educational Expert/RTO Representative	7/11/2025
Mary McMahon	CICA and University of Queensland	QLD	Industry Association / Peak body, Subject matter Expert	7/11/2025 -
Naomi Damen	TAFE Queensland	QLD	Educational Expert/RTO Representative	7/11/2025
Rebecca Herbertson	Betterlink Business Consultancy and Training Services Group	WA	Educational Expert/RTO Representative	7/11/2025
Sandra Robinson	Skills Strategies International	WA	RTO representative	7/11/2025
Simone O'Neill	Eighty9 Limited, trading as Status Employment Services	SA	Employer or Enterprise	7/11/2025
Stacey Fush	Department of Education, host school Mildura Senior College	VIC	Government Department	7/11/2025
Violet Geesu	Sarina Russo Job Access	QLD	Employer or Enterprise	7/11/2025
Hanif Mohamed	Disability Employment Australia	VIC	Industry Association / Peak body	7/11/2025 resigned 13/11/2025
Lesley Hazelwood	Migrant Talent Connector Inc	TAS	Employer or Enterprise	13/02/2026

Name	Organisation	Location/ Jurisdiction	Stakeholder Type	Start & End Date
				Resigned 1/07/2026
Madonna Tomes	Regional Anangu Services Aboriginal Corporation	NT	Employer or Enterprise	7/11/2025 – resigned 28/06/2026
Matt Howard	MAS National	TAS	Employer or Enterprise	7/11/2025 resigned 2/12/2025