



19th December 2025

HumanAbility
Outdoor Recreation and Leadership Qualification Review

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Submission to Outdoor Recreation and Leadership Qualification Review

Outdoors Queensland is the peak body for the outdoor sector in Queensland.

We represent outdoor organisations and individuals in Queensland, consisting of a range of outdoor industry stakeholders, covering the five broad pillars of outdoor activities:

- outdoor recreation,
- outdoor education,
- outdoor health,
- nature-based tourism, and
- associated support services.

The mission of Outdoors Queensland is to ensure that Queensland's outdoor sector is empowered, supported and valued. Our vision that everyone can enjoy the health and well-being benefits of the outdoors through a thriving Queensland outdoor sector.

Outdoor Recreation and Leadership Qualifications (Cert II in Outdoor Recreation, Cert III, Cert IV and Diploma in Outdoor Leadership) are important qualifications across the outdoor sector, and we welcome the opportunity to provide feedback on the proposed changes to these qualifications.

In principle, Outdoors Queensland supports *Recommendation A – Consolidation of activity-based units*. Merging overlapping activity units into broader groups (water, rock/rope, track/trail) and adopting a suite of environment-based groups to reflect the natural contexts in which outdoor activities take place makes sense, with activities being structured according to technical complexity to ensure pathways from beginner to advanced practice.

As a practical measure, there needs to be flexibility for learners to be able to complete skill sets and units from all groups, rather than only specialising in one group.

Stakeholders have expressed concerns about combining lead units across different levels of the same or similar activity (basic, intermediate and advanced), which could result in skills being taught to learners who are unlikely



to require those skills in practice. There is a risk that combining similar activities into a single unit (for example kayaking, canoeing and stand-up paddleboarding) could result in graduates with little or no experience in a particular craft being “qualified” to lead that activity.

Outdoors Queensland supports *Recommendation B – Introduction of leadership and inclusion core units*. We agree that leadership, facilitation, psychosocial safety and inclusive practice should be embedded as core requirements across the Outdoor Recreation and Outdoor Leadership qualifications.

Outdoors Queensland supports *Recommendation C – Revised packaging rules with specific streams*. We agree that a more flexible and modular structure based on core units and electives will allow learners to tailor their training to work outcomes.

Outdoors Queensland supports *Recommendation D – Companion Volume Implementation Guide guidance for terminology and scope*. Clarification of terminology across the outdoor qualifications will greatly assist workers and the outdoor sector as a whole.

We are pleased to provide the following feedback on the four proposed qualifications covered in this review:

SIS20419M Certificate II in Outdoor Recreation

Outdoors Queensland supports positioning this qualification as a pre-employment and participation qualification, focused on developing foundational skills.

We do not believe that it is necessary to include SISCAQU020 Perform water rescues and SISOFLD006 Navigate in tracked environments in the Core units of the Cert II. We suggest these units be included as electives in this qualification.

SIS30619M Certificate III in Outdoor Leadership

Outdoors Queensland supports positioning graduates with this qualification as developing leaders who can apply sound judgement to manage groups, logistics and risk, rather than simply guide participants under pre-determined plans.

Outdoors Queensland supports the distinguishing between employment contexts and environmental leadership specialisations, along with a stronger transition into the Cert IV qualification.

As noted above in the Cert II feedback, we question the inclusion of units relating to performing water rescues and navigating in tracked environments in the Core units.

We support the inclusion of SISORL0003M *Maintain psychosocial and cultural safety for participants* and SISODOR00M *Deliver outdoor*



recreation sessions in the core list for this qualification. We suggest that SISODOR00M *Deliver outdoor recreation sessions* may be better titled “Deliver outdoor activity sessions” to recognise the fact that outdoor activities are delivered for a wide range of purposes.

SIS40621M Certificate IV in Outdoor Leadership

Outdoors Queensland supports the focus of this qualification on advanced technical and leadership skills. We agree that this qualification should build leadership in logistics, planning, and emergency management, which will prepare graduates to take greater responsibility in complex environments.

We support the modification of the core units of this qualification to strengthen leadership, safety and environmental responsibilities.

SIS50421M Diploma of Outdoor Leadership

Outdoors Queensland supports the restructuring of this qualification to prepare graduates for senior leadership roles in diverse settings, including high-risk and program management contexts.

We agree with strengthening the capability of Diploma graduates to lead complex programs across diverse environments and participant groups, along with advanced competency in safety management, leadership and program coordination.

We support the emphasis on psychosocial safety, inclusion and effective leadership across the core and elective units of the Diploma in Outdoor Leadership.

We support the proposed stream-based elective structure of the Diploma, which aligns with proposed structure of Cert III in Outdoor Leadership and Cert IV in Outdoor Leadership.

We understand that skill sets have not been included at this stage of the review of the qualifications, however we suggest that it would be valuable to include the ability to incorporate the following units into the Diploma of Outdoor Leadership to reflect a contemporary view of child development and adolescent behaviour, which is a key aspect of the work of so many outdoor organisations:

- CHCMHS007 Work effectively in trauma informed care
- CHCPRT027 Work collaboratively to maintain an environment safe for children and young people
- CHCYTH023 Work effectively with young people and their nominated carer or families
- CMCCOM002 Use communication to build relationships



Outdoors Queensland looks forward to further involvement in this important process. We would be pleased to provide additional detail regarding elements of this submission.

We understand that this submission may be published as part of the consultation process. If you have any queries, please contact Executive Officer, Dom Courtney, on 0419 976 800 or eo@outdoorsqueensland.com.au.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Dom Courtney', with a stylized flourish at the end.

Dom Courtney
Executive Officer / Company Secretary

