

21. Pathways

Pathways into and through the proposed Emergency Response training products were considered and agreed upon through the consultation process and confirmed with the Technical Advisory Group (TAG).

Consultation with industry stakeholders supports a structured vertical progression from the Certificate III in Emergency Response and Rescue into the Certificate IV in Emergency Response Coordination. The Certificate III establishes the operational foundation from which the coordination, leadership, and planning competencies of the Certificate IV are developed. This progression reflects the professional trajectory of emergency response personnel across the resources and infrastructure sectors, where operational experience is a genuine prerequisite for effective coordination.

These qualifications serve a broad range of operational contexts within the resources sector, spanning underground coal, metalliferous, and open cut mining operations, as well as civil infrastructure environments. This breadth necessitates a qualification design that maintains nationally consistent core competencies while preserving the flexibility required to accommodate site-specific requirements and industry conditions.

Two distinct cohorts undertake the Certificate III: individuals entering the industry with emergency response as their primary role, and those with prior resources sector experience who are transitioning into emergency response functions. These cohorts bring different levels of operational experience and contextual knowledge, and the qualification has been structured to effectively support both entry points without compromising the standards expected of a competent emergency responder.

Entry requirements for the Certificate IV reflect the nature of emergency response coordination, which demands genuine foundational competency rather than nominal completion of prerequisite training. The entry requirements support the professional standards required in coordination roles while ensuring the pathway remains clear and accessible for qualified and experienced emergency responders. The Companion Volume Implementation Guide (CVIG) includes additional entry considerations relating to the fitness and character requirements appropriate to these roles.

The emergency response workforce across the resources, infrastructure, and civil sectors is largely comprised of personnel who undertake emergency response responsibilities alongside their primary occupational roles. This context shapes how training must be structured, delivered, and accessed, and underscores the importance of pathways that are practical and achievable for workers balancing dual responsibilities.

Uptake of the Certificate IV in Emergency Response Coordination is expected to grow as industry practice evolves and training providers progressively include the qualification within their scope of registration, expanding access across the sector.