



Transport
Professionals
Association

TRANSPORT PROFESSIONALS COMPETENCY FRAMEWORK

Executive Summary

Transport is getting more complex, and the profession needs a shared view of what good practice looks like. The Transport Professionals Competency Framework is TPA's answer. It sets out, for the first time in Australia, a nationally consistent and internationally informed picture of professional capability across transport planning, modelling and engineering.

The framework is for transport professionals at every career stage, and for the employers, educators, government agencies and industry partners who work with them. It supports workforce planning, career development, tertiary education alignment and CPD, and gives us a foundation for exploring future recognition, credentialising or certification pathways.

Planning, modelling and engineering are distinct disciplines, but they depend on each other. Good transport outcomes come from professionals who know their own specialisation and can work across the wider system. The framework is built around that idea, with three connected domains:

- **Professional and Personal Competencies** that every transport professional needs: professionalism and ethics, communication, collaboration, critical and strategic thinking, adaptability, continuous learning, and technology and AI literacy.
- **Core Cross Disciplinary Transport Knowledge** that all practitioners should understand, whatever their discipline: transport systems, policy and governance, evidence based decision making, project delivery, business cases, risk and safety, accessibility, sustainability and systems thinking.
- **Discipline Focused Core Knowledge Areas** that define the specialist knowledge for transport planning, engineering and modelling, recognising that many of us move across disciplines over a career.



In practice, the framework can guide recruitment, capability benchmarking, professional development, CPD program design and education alignment. The aim is a common understanding of competent practice and more consistent expectations across the sector.

It is not a credentialling scheme. Any future recognition model would need further consultation and proper governance.

Why we're consulting

Before we finalise the framework, we want to hear from transport professionals, employers, government agencies, educators, students, emerging professionals, industry partners and related associations. Consultation will test whether the structure, competencies and knowledge areas reflect how the profession actually works, where the gaps or overlaps are, and whether future recognition pathways are worth pursuing.

What we want to know

1. **Is the framework structure clear?**
2. **Do the competencies and knowledge areas reflect current and future transport practice?**
3. **Is anything missing, duplicated or overemphasised?**
4. **How could the framework best support professional development, workforce capability and education alignment?**
5. **What are the benefits, risks and governance needs of future recognition or credentialling pathways?**
6. **Should TPA keep developing the framework and explore recognition initiatives for the profession?**

This is the profession's chance to shape a national framework that supports careers, strengthens standards and guides where transport practice in Australia goes next.

Have your say

- **Quick pulse survey** five minutes, six questions
- **Full consultation survey** detailed feedback on the draft framework
- **Written submission** email your response to TPA
- **Member briefing webinar** 14 October 2026, presented by CEO Kirsty Kelly
- **Details and links:** transportprofessionals.com.au