

Case for Endorsement

Demolition Project

CPC Construction, Plumbing and Services Training Package

Release 6.0

Submitted by Artibus Innovation
on behalf of the
Construction, Plumbing and Services IRC
February 2020

Artibus Innovation

Artibus Innovation is the Skills Service Organisation supporting the Industry Reference Committees (IRCs) for the Construction, Plumbing and Services, and Property Services sectors in Australia. It develops, manages, and supports nationally recognised Training Packages.

The IRCs are responsible for providing guidance, direction, and advice in relation to the workforce training and skills development needs of these two industry sectors. Together, industry, employees and enterprises contribute significantly to Australia's infrastructure, underpinning the nation's economic and social fabric.

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Artibus Innovation

373 Elizabeth Street, North Hobart
Tasmania 7000

Phone: 03 6218 2841 **e** enquiries@artibus.com.au

webpage: artibus.com.au

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A. Administrative details of the Case for Endorsement

Name of allocated IRC

Construction, Plumbing and Services IRC

Name of SSO

Artibus Innovation

Training Package Components submitted for approval

This submission puts forward the Case for Endorsement for two qualifications and 23 units of competency

Qualification(s)

Code	Title
CPC30419	Certificate III in Demolition
CPC41019	Certificate IV in Demolition

Units of competency

Code	Title
CPCCDE3014	Remove non-friable asbestos
CPCCDE3015	Remove friable asbestos
CPCCDE3016	Identify hazards on demolition sites and apply risk management strategies
CPCCDE3017	Select and use hand tools and equipment for demolition tasks
CPCCDE3018	Select and use small plant and equipment for demolition tasks
CPCCDE3019	Demolish small buildings and structures using hand tools and small plant and equipment
CPCCDE3020	Select and use tools and equipment for hot work in the demolition industry
CPCCDE3021	Operate demolition material crushing plants
CPCCDE3022	Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment
CPCCDE3023	Operate skid steer loaders at ground level on demolition sites
CPCCDE3024	Operate mobile plant on suspended floors on demolition sites
CPCCDE3025	Operate remote-controlled plant on demolition sites
CPCCDE3026	Operate excavators at ground level to demolish building elements
CPCCDE3027	Read and interpret demolition site plans and drawings
CPCCDE4001	Plan and prepare for activities on demolition sites
CPCCDE4002	Plan demolition work to minimise risk to health, safety and environment
CPCCDE4003	Supervise operational activities on demolition sites
CPCCDE4004	Finalise demolition activities and supervise property handover
CPCCDE4005	Apply structural principles to the planning of the demolition of a structure
CPCCDE4006	Demolish stressed panel structure and pre-cast panel structure
CPCCDE4007	Manage waste streams
CPCCDE4008	Supervise asbestos removal
CPCCDE5001	Conduct air monitoring and clearance inspections for asbestos removal work

Further mapping information can be located in **Section H: Training package components**

Case for Change details

A Case for Change was submitted to the Commonwealth Department of Education and Training December 2017 and the Australian Industry and Skills Committee (AISC) approved the Case for Change February 2018.

The approved Case for Change included research, technical analysis and stakeholder consultation which identified gaps within the qualifications and units of competency. It was identified that the updated training package would need to:

- address sustainability principles and practices, including re-use and recycling of materials, waste reduction, waste management and site remediation
- address hazard identification and risk management, including the safety of workers and the public in close proximity to demolition work
- include new technology, such as robots being used in the demolition industry
- include assessment requirements that more closely reflect vocational outcomes
- specify the frequency and volume of assessment tasks
- cover demolition-specific structural principles and practices
- cover supervision tasks, including documentation and interaction with engineers and other professionals
- address inconsistent writing styles and other deficiencies in existing units of competency
- achieve greater specificity, completeness, clarity and accuracy in the performance evidence, knowledge evidence and assessment conditions.

Specific job outcomes

There are three key areas of activity within demolition relative to the CPC training package:

- Residential
- Commercial
- Industrial

The Australian demolition industry is comprised of:

- Predominantly small contractors with licence scope to undertake minor demolition work
- Residential and commercial/industrial builders with licence scope to undertake demolition work
- Specialist demolition contractors

The occupations relevant to the above are:

- Demolition worker
- Demolition plant operator
- Demolition leading hand
- Demolition supervisor

Activity order details

Reference number: TPD/2017-18/003
Date executed: 1 March 2018

Enrolments

Year	2015		2016		2017				2018			
State/territory of RTO head office	NSW	QLD	NSW	QLD	NSW	VIC	QLD	WA	NSW	VIC	QLD	WA
CPC30413 Certificate III in Demolition	44	261	3	189	225	9	189	4	134	5	294	6

Year	2015	2016		2017			2018		
State/territory of RTO head office	QLD	NSW	QLD	NSW	QLD	WA	NSW	QLD	WA
CPC41013 Certificate IV in Demolition	55	49	62	73	134	3	228	99	17

Completions

Year	2015		2016		2017				2018 (Preliminary)	
State/territory of RTO head office	VIC	QLD	NSW	QLD	NSW	VIC	QLD	WA	NSW	QLD
CPC30413 Certificate III in Demolition	642	10	2	2	181	1	5	4	116	3

Year	2016	2017			2018 (Preliminary)	
State/territory of RTO head office	NSW	NSW	QLD	WA	NSW	WA
CPC41013 Certificate IV in Demolition	48	62	3	3	192	4

AISC requirements

Under this activity order, Artibus Innovation is required to perform the activities described in the Case for Change approved by the AISC, including:

- a full update of the structure and composition of CPC30413 Certificate III in Demolition and CPC41013 Certificate IV in Demolition and their associated units of competency
- the development new units of competency to address skills and knowledge gaps.

B. Description of work and request for approval

Description of work undertaken and why

This section describes the strategies used to promote the project to industry and key stakeholders, the specific methods used to gather and analyse feedback, and how the Technical Advisory Group (TAG) made informed decisions to ensure the qualifications were fit to meet the current and future needs of industry and key stakeholders.

Training Package review process and industry consultation

1. Project page

At commencement, a project page was developed on the Artibus Innovation website. The project page was kept updated throughout the duration of the project. It provided industry stakeholders information on national forums, workshops, the status of the project and opportunities to provide input on the components.

http://www.artibus.com.au/project/?project_id=11

The project page received 882-page views.

The purpose of project page was to make all draft material available to all interested stakeholders and to invite their feedback.

2. Newsletters

Over the life of the review, seven newsletters were distributed to a broad range of industry participants to:

- (1) inform about project milestones
- (2) invite nominations from industry experts for the Technical Advisory Group (TAG)
- (3) inform about opportunities to provide feedback
- (4) provide invitations to forums and webinars
- (5) to validate the qualifications and units

The purpose of the newsletters was to inform all interested industry stakeholders and to invite their feedback.

3. State Training Authority (STAs)Engagement

STAs were kept abreast of the project via newsletters and direct email correspondence. STA feedback on the project was reviewed and put forward to the TAG to consider.

Along with newsletters the STAs were directly engaged on the following dates:

Activity	Channel	Date
Project update sent to State Training Authorities	Email	3/10/2018
First draft of Demolition units distributed to STAs for feedback	Email	21/12/2018
STA notified of webinar	Email	26/03/2019
Final draft sent to STAs for feedback	Email	18/04/2019
STA sign-off	Email	27/06/2019

The purpose of STA engagement was to ensure all STAs were informed of the project updates and provided with the opportunity to provide feedback on the training package components.

4. TAG formation

Nominations were called for on 28 March 2018. The IRC approved the TAG in May 2018. A TAG comprising nine members was formed. It was chaired by a member of the Construction and Property Services IRC, Simon Cocker, and included representatives from industry, training and regulatory organisations.

The TAG comprised the following, widely experienced, demolition industry representatives, including large scale demolishers, residential demolishers, a regulator and training providers:

Name	Representing	Jurisdiction
Simon Cocker	Tasmanian Building and Construction Industry Training Board	TAS
Lady Penelope	Thunderbird Demolition	QLD
Jennifer Mason	Victorian Building Authority	VIC
Graham Cressey	Industrial Group	VIC
Michael Jez	Construction Skills Training Centre	WA
Tony Leen	Bernie Leen and Sons Demolition	VIC
Myron Lichtnauer	CDR Industries Pty Ltd	QLD
Ross Gibbins	Rafferty the Wrecker	VIC
Geoff Cody	Multiskills Training	VIC

Six TAG meetings were held, commencing on 13 July 2018. At each meeting, the TAG reviewed the units of competency and the packaging rules of the qualifications. A working group was established to fine-tune the language, terminology, frequency and volume of the components. The TAG then reviewed the work undertaken by the working group and approved the project moving forward to the next consultation stage.

The TAG met either in person or by videoconference to analyse the existing training package, identifying areas for improvement and to advise during the development of draft components. Demolition is a specialised, niche industry with varying registration and licensing requirements between the states and territories.

The purpose of the TAG was to bring together industry practitioners, regulators, industry associations, employers and trainers to represent the whole of industry to ensure the revised qualifications were fit for purpose. The IRC expressed confidence in the composition of the TAG and valued their work and advice.

Working group 1 purpose: A working group was formed, through to the TAG, to work through the units of competency line by line to ensure they were developed to include current industry practices, standards and equipment. They provided specific technical advice to the technical writer.

Working group 2 purpose: The Demolition TAG members advised that a second working group be formed to give specialist advice on the incorporation of the Building and Construction asbestos related units and also to advise on the update of all four asbestos units to ensure a strong focus on safety for demolition workers working with, or around, asbestos.

TAG meetings were held on the following dates:

Meeting	Date
TAG meeting 1 (in person)	13 July 2018
TAG meeting 2 (on-line)	25 September 2018
TAG meeting 3 (on-line)	6 December 2018
TAG meeting 4 (on-line)	7 February 2019
TAG meeting 5 (on-line)	18 March 2019
TAG meeting 6 (on-line)	5 June 2019

Meeting	Issues considered	Key actions
1	<ul style="list-style-type: none"> • Change of name from Demolition to Deconstruction (see below)Pre-cast • More robust high-rise requirements • Better analytical skills for both quals • Environmental impact of demolition • Consumer protection • Registration framework, particularly for supervisors • Long term vocational outcomes • Mechanical/robotic equipment • Packaging rules on both qualifications Packaging rules: • Manual handling unit 	<p>The Case for Change identified that 'qualifications need to reflect the concept of "deconstruction" rather than demolition', that is, they need to address the dismantling of structures so that materials can be reused and recycled.</p> <p>The question was raised as to whether the term 'deconstruction' should be in used in qualification or unit titles. The TAG noted that the choice of labels has an impact on insurance obligations and pay rates, particularly in the mining industry. The TAG noted that deconstruction principles are addressed in the qualification already, but that it was important to strengthen these. Consequently, knowledge and performance items covering salvage, reuse and recycling of materials have been reviewed and enhanced in units of competency, but there have been no changes in regard to this terminology to training package titles.</p> <p>The TAG members advised on how to invite key stakeholders to attend forums. Planned for national forums to be held in each state/territory to offer opportunities for stakeholders to participate in each jurisdiction, with forum feedback to be provided to the TAG.</p>

		<p>Artibus to undertake research to consider the issues raised for reporting at the next meeting</p> <p>Industry survey to be developed.</p>
2	<ul style="list-style-type: none"> Plant operate units potentially could be merged Post-tensioning units to be reviewed as to suitability for demolition Current Structural principles unit relate to construction not demolition Further waste management required National Construction Equipment Convention coming up 	<p>Artibus to review potential merger and seek advice from working group.</p> <p>Artibus to review post-tensioning units and seek advice from working group.</p> <p>Artibus to review structural principles units and seek advice from working group.</p> <p>Artibus to interrogate National Register for suitable Waste Management unit.</p> <p>Artibus Innovation to attend National Construction Convention to attend Demolition practitioners side meeting.</p>
3	<ul style="list-style-type: none"> Low level of engagement with industry survey Packaging rule options explored 	<p>Artibus to continue to engage with industry working group to fine-tune technical details.</p> <p>Draft units to be made available for stakeholder feedback.</p>
4	<ul style="list-style-type: none"> Confirmation that proposed changes align with feedback Approve national consultation strategy Advise on asbestos units of competency 	<p>Update components.</p> <p>Undertake national road show.</p> <p>Schedule NT webinar.</p> <p>Consult with asbestos industry specialists.</p>
5	<ul style="list-style-type: none"> Seek acceptance of two asbestos units from the Building and Construction qualification being incorporated into Demolition Minor variation to packaging rules in light of IRC decision on inclusion of CPCCWHS1001 	<p>Consult with Work Safe and Asbestos Safety and Eradication Agency.</p> <p>Update packaging rules.</p> <p>Commence validation consultation round.</p>
6	<ul style="list-style-type: none"> Clarify editorial and equity issues Pre-requisite requirement for CPCCDE5001 Conduct air monitoring and clearance inspections for asbestos removal work. 	<p>Artibus to incorporate TAG editorial recommendations into units.</p> <p>Seek IRC approval to remove pre-requisite from unit.</p>

5. Regulators

Jennifer Mason, of the Victorian Building Authority, was a member of the TAG who provided advice on behalf of regulators.

Asbestos regulators from the Commonwealth and each state and territory were invited to participate in the review with invitations to meetings and by direct email. Peter McGarry, Chief Safety Advisor Asbestos and a/Director – Asbestos Unit Qld, forward an email from Artibus Innovation, regarding the review, to the relevant person from the Commonwealth and each state and territory.

Consultation approach

A multitude of different consultation strategies and methodologies were utilised to seek industry involvement.

Major industry practitioners contributed to the re-development of the qualifications and others kept a watching brief as their time allowed. The following companies participated fully, also updating their peak bodies where available. Liberty International, Industrial Group Pty Ltd, Bernie Leen Demolition and Contracting and Rafferty the Wrecker.

IRC Consultations

The Construction Industry Reference Committee utilises a multitude of different communication strategies and methodologies to engage with industry to seek feedback on matters relating to training and assessment.

There is no one size fits all approach taken to seeking participation and feedback in the training package design and development processes. Each industry occupation and qualification present with a unique set of conditions that involve deliberation and discussion about how best to engage in order to maximise industry feedback and response.

The IRC members work closely with countless stakeholders from all levels of the Australian construction industry, which they represent very broadly, to achieve a workable compromise in all qualifications. The IRC appoints a member of its committee to Chair each Technical Advisory Group and that Chair reports back to the IRC meetings by way of a project briefs and verbal reports. The Technical Advisory group members are recommended and selected because of their expertise in specific trades and their connections with industry and/or RTOs.

The IRC has a large network of industry stakeholders; registered training providers, industry associations, builders, contractors, manufacturers, suppliers and group training schemes that provide advice on specific issues in relation to the Construction Training Package. Many organisations which are represented by IRC members have significant and robust committee structures made up of industry participants. These organisations also engage industry through regional membership, professional development, technical and policy committees which report to National Service Committees and National Policy Congress. One organisation has over 250 industry representatives on their committees at any one time.

IRC members employ a range of strategies to engage their networks, including engagement with:

- Industry strategy groups
- Major employers
- Industry associations
- Various industry boards
- Commercial construction site personnel;
- Site managers
- Tradespersons
- Foreman
- Safety managers
- Apprentices
- RTO based personnel
- Schools
- Students
- Apprentices
- Regulators
- Group schemes

Forms of engagement to provide progress reports on construction projects include face to face meetings, telephone calls, emails, formal meetings, conferences, professional development seminars, website articles, LinkedIn posts, online meetings and forums.

Construction, Plumbing and Services IRC members encourage their networks to participate in industry surveys and online sessions and hold industry forums.

Contentious issues are discussed in depth at IRC meetings and, where consensus is not reached, a vote is held to determine the way forward. It is rare that consensus is not found.

Industry surveys

At key junctures, industry surveys were distributed to receive feedback and advice on the draft components.

Three industry surveys were published to enable industry stakeholders a platform to provide feedback on the development of the training package components throughout the different consultative stages of the project.

The surveys were made available publicly on the Artibus Innovation website to offer opportunities for interested parties to participate. TAG members also encouraged their networks to participate. Respondents were able to download the draft materials and provide feedback on the qualifications and individual units of competency.

The feedback through the surveys covered:

- units applicable to the core of the qualifications and any missing skills or knowledge
- units applicable to the elective lists of the qualifications and any missing skills or knowledge the opportunity to comment on proposed new units and whether they are fit for industry needs.

A new unit was created to reflect industry's need on fostering sustainable principles in the sector. This came about through feedback from training providers and industry members.

Further to this, feedback on the packaging of the qualifications was considered by the TAG. The packaging rules of each qualification were amended to reflect industry's feedback on what the most suitable packaging would be to address required skills and knowledge.

There was minimal engagement from industry in the surveys but the feedback that was received was provided to the TAG to discuss and consider. The TAG was not surprised by the low participation as demolition work is predominantly undertaken in the field with few employees spending time in front a computer.

Forums/webinar

As part of national consultation strategy, Artibus Innovation held forums in most capital cities across states and territories to directly engage with industry stakeholders and gather their views on the first draft of the training package components.

The forums were widely advertised and raised awareness and opportunity to participate in the review.

Jurisdiction	City	Date	No. of attendees
ACT	Canberra	20 February 2019	1
NSW	Sydney	25 February 2019	12
QLD	Brisbane	26 February 2019	1
TAS	Hobart	22 February 2019	4
VIC	Melbourne	13 February 2019	3

A national webinar was held to on 27 March 2019 to ensure a participation opportunity for the Northern Territory, Western Australia and South Australia.

Face-to-face consultations

Date	Location	Organisation/Individual
31 January 2018	Hobart	John Snooks, SGC Safety and Peter Stucki, Aegis Asbestos
13 July 2018	Melbourne	TAG meeting
15 November 2018	Emu Plains	Liberty International Health and Safety Advisory Service P/L
16 November 2018	Sydney	Meeting of Demolition companies attending National Construction Equipment Convention
18 January 2019	Melbourne	Demolition working group
13 February 2019	Melbourne	Workshop
20 February 2019	Canberra	Workshop
22 February 2019	Hobart	Workshop
25 February 2018	Sydney	Workshop
26 February 2019	Brisbane	Workshop
22 March 2019	Sydney	Asbestos working group

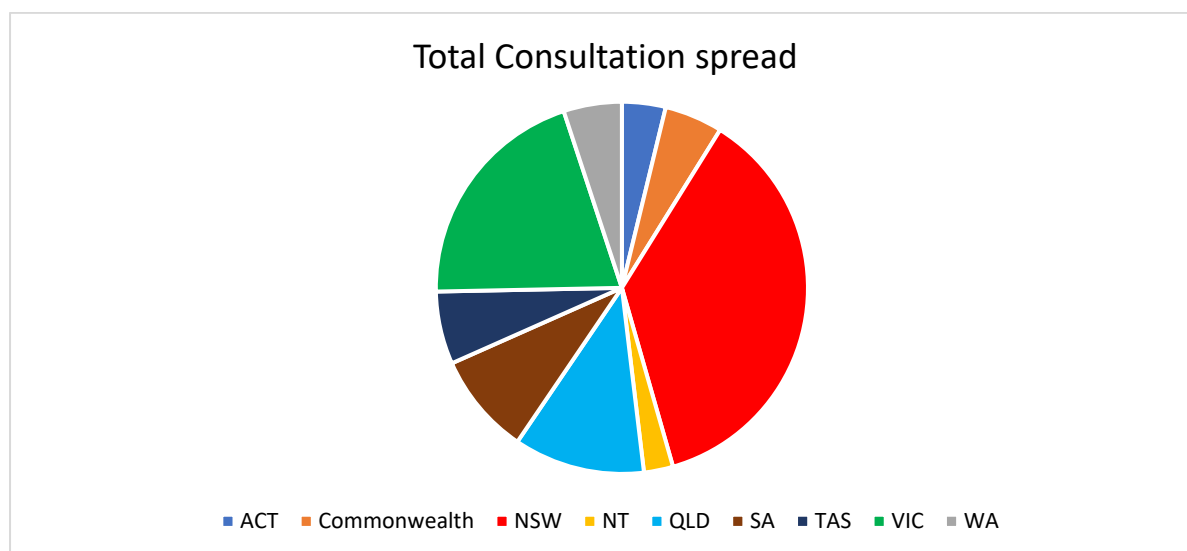
Teleconference

Numerous conversations took place with Douglas Browning of the Demolition Contractors Association of Victoria who suggested stakeholders and facilitated meetings.

Conversations and emails also occurred with Paul Hassarati of the Demolition Contractors of NSW. Unfortunately, he was unable to recruit stakeholders to participate in the project.

Electronic consultations

Industry stakeholders were kept engaged via digital channels. The graphic below outlines the spread of industry engagement.



Additionally, the industry stakeholders listed below were kept updated about the project by email at appropriate stages:

Stakeholder Name	Organisation	Type of Stakeholder	Jurisdiction
Aaron Cartledge	CFMEU	Union	VIC
Allan Pitter	ASQA	Regulator	QLD
Andrew Bryson	Construction ITAB NSW	ITAB	NSW
Andrew Ramsay	Asbestos Disease Foundation Australia	Peak body	
Anne Duggan	CFMMEU	Union	VIC
Barry Dunn	Safe Work Victoria	Regulator	VIC
Barry Robson	Asbestos Diseases Foundation of Australia	Peak body	
Ben O'Donoghue	Queensland Training Services Pty Ltd	RTO	QLD
Brent Alford	Australian Decommissioning Services P/L	Employer	NSW
Brett Pfeffer	WorkSafe SA	Regulator	SA
Bruce Watkins	Reflections	Peak body	
Chris Anderson		Employer	
Chris Smith	TasTAFE	RTO	TAS
Daniel Adler	Local Government NSW	Local Gov	NSW
Darryl Lobsey	TAFE NSW	RTO	NSW
David Clement	Asebstos Wise	Peak body	

Stakeholder Name	Organisation	Type of Stakeholder	Jurisdiction
Deirdre Ackerman	Coates Hire Training Services	RTO	NSW
Douglas Browning	Demolition Contractors Association Victoria	Peak body	VIC
Elaine McGrath	Construction Training Fund	Training Fund	WA
Elaine Stone	Safe Work Australia	Regulator	Commonwealth
Emma Long	OHMS Training	RTO	
Eric Parnis	Construction Training Fund	Training Fund	SA
Graham Rodgers	My Profiling	RTO	
Greg Tink	PICAC	RTO	VIC
Hamish Gill	Gill Group	Employer	NSW
Ian Butler	Tafe QLD Gold Coast & Ian Butler Constructions	RTO	QLD
James Lynne	Health an Safety advisory service	RTO	VIC
James McCormack	McCormack Demolitions	Employer	NSW
Jason Wall	SafeWork NSW	Regulator	NSW
Jesse Brunskill	Hazell Bros Tas	Employer	TAS
John Harris	Liberty Industrial	Employer	NSW
John Snooks	SGC Safety	Employer	TAS
John Vale	Safe Work Victoria	Regulator	VIC
Justine Ross	Asbestos Safety and Eradication Agency	Statutory body	Commonwealth
Karyn Davidson	SafeWork NSW	Regulator	NSW
Kat Burge	Abestos Victims Association	Peak body	SA
Katherine Jagger	TAFE NSW	RTO	NSW
Kathleen Zarubin	TAFE NSW	RTO	NSW
Kell Graham	Liberty Industrial	Employer	QLD
Kevin Jones	City Circle Group	Employer	VIC
Krystle Bobrige	Consumer & Business Services	Regulator	SA
Lee Carter	STA Vic	STA	NSW
Len Warren	Construction Industry Training Board	CITB	SA
Leonard Lee	Interlux Technologies	Employer	
Lisa Daffen	Asbestos Safety and Eradication Agency	Statutory body	NSW
Lisa Willis	Health and Safety Advisory Service	RTO	NSW
Lloyd Langham		Employer	
Louis Trypas	Keys Human Resources P/L	RTO	QLD
Louis Keyshr	Keys Human Resources P/L	RTO	QLD
Malcolm Fainy	Greencap	Employer	VIC
Margot Hoyte	Asbestos Council of Victoria	Peak body	VIC

Stakeholder Name	Organisation	Type of Stakeholder	Jurisdiction
Mark Stevens	Viable Training P/L	RTO	VIC
Matthew Hardy	On Shift		
Matthew Sylvester		Employer	NSW
Michael Neu	TAFE SA	RTO	SA
Michelle McCallum	Dept of Industry NSW Gov	Regulator	VIC
Mick NEU	TAFESA -DECD SA	RTO	
Mike Harper	Focus Demolition	Employer	
Mr Jamal Chamma			NSW
Nigel Haywood	Chamber of Minerals and Energy of WA	Peak body	WA
Patricia Kanyi	Frontier Training and Technology	RTO	VIC
Patrick Scharf	Master Electricians Training	RTO	NT
Paul Douglas	Get Safe Training	RTO	QLD
Paul Hassarati	Demolition Contractors Association of NSW	Association	NSW
Paul Muenchow	Department of Training & Workforce Development	STA	WA
Paul Taylor	Safe Work Australia	Regulator	Commonwealth
Peter McGarry	Workplace Health and Safety Queensland	Regulator	NSW
Peter Skidmore		Employer	Commonwealth
Peter Stucki	Aegis Asbestos	Employer	TAS
Phil Bubner		Employer	
Renee Burrows	Greencap	RTO	ACT
Richard Forster	Hazcon	RTO	VIC
Robert Wilson	Master Builders Australia	IRC member	ACT
Robyn Delander	Health & Safety Advisory Service Pty Ltd	RTO	NSW
Rodney Jackson	TAFENSW	RTO	NSW
Ron Wright	Right Work Dynamics		
Rose Nechwatal	Abestos Wise	Peak body	
Sam McKellar	Australian Decommissioning Services P/L	Employer	NSW
Sandy Zakoc	Trayn	RTO	NSW
Shadi Faraj	Bingo Industries	Employer	NSW
Shane Rice	Viable Training P/L	RTO	NSW
Shaun Emery			
Shaun Leech	ANZ Enviro		WA
Shelley Rowett	SafeWork SA	Regulator	SA
Sophie McCrone	SafeWork NSW	Regulator	NSW
Stacey Ozolins	CSQ		QLD
Stacey Tomley	Asbestos Safety and Eradication Agency	Statutory body	QLD

Stakeholder Name	Organisation	Type of Stakeholder	Jurisdiction
Stephen Bridge	Learning Partners Pty Ltd	RTO	TAS
Steven Nikolovski	SafeWork NSW	Regular	NSW
Sue Gibbens	TAFE NSW	RTO	NSW
Susan Fechner	Holmesglen	CCM	VIC
Teresa Signorello	Holmesglen	CCM	VIC
Timothy Rolls	Australian Skills & Training	RTO	NSW
Tracy Allen	Northern Trade Solutions	RTO	NT
Vasso Zangalis	Holmesglen Institute of Tafe		NSW
Vince Ball	Construction Industry Training Council		ACT
	Diacon Demolition	Employer	
	Swift Demolition	Employer	
	Novacastian Demolition	Employer	
	Industrial Group	Employer	
	Mendelssohn Construction	Employer	
	Toowoomba Demolition	Employer	

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Recommended updates

Considering TAG discussions, industry feedback and IRC agreement, following are the key actions undertaken:

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Driver	Description	Outcome
Development of specialised units	<p>The current qualifications include:</p> <ul style="list-style-type: none"> • CPCCCM2001A <i>Read and interpret plans and specifications</i> • CPCCBC6014A <i>Apply structural principles to the construction of large, high rise and complex buildings</i> <p>These units are applicable to a range of construction vocations. The demolition industry, however, identified that demolition has specific equipment, techniques, planning needs, and safety concerns that are not fully addressed in these units of competency.</p> <p>Similar concerns were had with addressing the need, as identified in the Case for Change, for the qualifications to encompass stressed and precast panel structures and waste management.</p> <p>Existing construction units were considered, but none covered the specific requirements of the demolition sector.</p>	<p>To fill this gap, new units of competency were developed:</p> <ul style="list-style-type: none"> • CPCCDE3027 <i>Read and interpret demolition site plans and drawings</i> • CPCCDE4005 <i>Apply structural principles to the planning of the demolition of a structure</i> • CPCCDE4006 <i>Demolish stressed panel structure and precast panel structure</i> • CPCCDE4007 <i>Manage waste streams</i>
Work Health and Safety	<p>To address work health and safety (WHS) issues identified in the Case for Change, the TAG considered the inclusion of TLID2003 <i>Handle dangerous goods</i> and TLID1001 <i>Shift materials safely using manual handling methods</i> into the Certificate III in Demolition.</p>	<p>Both units were included in core of the proposed CPC30419 <i>Certificate III in Demolition</i>.</p>
Enhancing skills	<p>Industry consultation identified a need for an update to the core skills.</p>	<p>To address this, the TAG approved the development of CPCCDE3027 <i>Read and interpret demolition site plans and drawings</i> and added CPCCOM1015 <i>Carry out measurements and calculations</i> to the core of Certificate III (formerly an elective).</p>

Asbestos	<p>Concurrent with the review of demolition qualifications, a parallel review of post-trade building and construction qualifications was taking place, including the review of two asbestos related units. The technical advisory group (TAG) for those qualifications recommended that these units were better suited to the demolition qualification. The demolition TAG agreed.</p>	<p>Consequently:</p> <p><i>CPCBC4051A Supervise asbestos removal</i> was transferred and recoded to CPCDE4008.</p> <p><i>CPCBC5014A Conduct asbestos assessment associated with removal</i> was transferred, recoded and retitled to CPCDE5001 <i>Conduct air monitoring and clearance inspections for asbestos removal work.</i></p> <p>CPC30413 – <i>Certificate III in Demolition</i> already included two asbestos-related units:</p> <ul style="list-style-type: none"> • CPCDE3014 <i>Remove non-friable asbestos</i> • CPCDE3014 <i>Remove friable asbestos.</i> <p>Due to the significant health and safety risks inherent in these four units of competency, the Demolition TAG recommended that Artibus Innovation seek specialist advice.</p> <p>Considerable consultation occurred with Safe Work NSW, Workplace Health and Safety QLD (who both responded to the invitation to participate) and industry practitioners, trainers and the Asbestos Safety and Eradication Agency. Their advice guided the enhancement of required knowledge and skills included in these units.</p> <p>The asbestos related units were updated to meet the Code of Practice for the Management and Control of Asbestos in the Workplace, 2018.</p>
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Rationalisation of qualifications

Two units of competency relating to asbestos removal have been transferred from the Building and Construction qualifications to the Certificate IV in Demolition, as this activity is more frequently undertaken during the demolition of a structure than during construction. Both the Building and Construction and Demolition technical advisory groups made this recommendation to the IRC.

Two qualifications at different levels

The Certificate III in Demolition addresses the training requirements of a demolition worker and a demolition plant operator with the Certificate IV addressing the training requirements for a demolition leading hand and a demolition supervisor.

Industry indicated their need for a pathway for workers to upskill, as both a means for retaining their experienced staff and to train workers who require more advanced skills as they become leading hands or supervisors with added responsibilities.

IRC decision on Entry Requirements on CPC qualifications

At the 19 February 2019 meeting, the Construction, Plumbing and Services IRC discussed the inclusion of the unit CPCCWHS1001 *Prepare to work safely in the construction industry* as a core or pre-requisite unit for all CPC qualifications. There was consensus at this meeting that the unit be a core unit in all CPC qualifications.

All the TAGs were informed of the IRC's decision and the CPC qualifications in current projects were updated to include CPCCWHS1001 *Prepare to work safely in the construction industry* as core unit.

At the 18 April 2019 IRC meeting, the issue was discussed again, and the IRC agreed that CPCCWHS1001 *Prepare to work safely in the construction industry* be included as an entry requirement for all CPC AQF I – III qualifications.

The rationale for this decision is that the unit covers vital safety skills and knowledge required for all workers in the industry and is also a regulatory requirement to work on a construction site. Completion of the general construction induction training program specified by the model Code of Practice for Construction Work is required for any person who is to carry out construction work. Achievement of unit CPCCWHS1001 *Prepare to work safely in the construction industry* meets this requirement.

The approach taken in qualification design notes that the unit is a stand-alone unit of competency compliant to the Model Code of Practice and is therefore not customised to meet different contexts. A further consideration is the learner pathway noting that the majority of apprentices already hold the unit of competency attained through lower level qualifications.

Decision being sought from the AISC

To note the work undertaken and approve the submission.

C. Evidence of industry support

This section provides evidence that the Construction, Plumbing and Services Training Package Version 5.0 is supported by industry.

The Construction IRC supports the submission of the submission of the training package components put forward in this Case for Endorsement.

Signed on behalf by the appointed Chair of the Construction IRC.

Name of Chair: Stuart Maxwell

Signature of Chair:



Date: 27th June 2019

State/Territory Training Authorities (STAs)

STAs were sent the Case for Endorsement for sign-off of 27 June 2019. **Support** was received as follows:

Jurisdiction	Response
NSW	NSW supports the Case for Endorsement
NT	The NT STA has no objections to the AISC considering for approval the CPC Training Package Demolition Case for Endorsement
WA	Based on the materials provided, the Western Australian State Training Authority supports the Case for Endorsement for the CPC Construction, Plumbing and Services Training Package Release 6.0, which relates to the demolition qualifications.
TAS	Thanks, and providing any issues raised by Tasmania stakeholders have been addressed, Skills Tasmania supports the Demolition Case for Endorsement.
QLD	The submission documents efforts to engage with industry. Industry stakeholders in Queensland were provided opportunity to participate and contribute to the development and validation of the draft qualifications and units of competency. There are no known outstanding issues for Queensland industry stakeholders; hence, there is no objection to the submission being made available to the AISC for their deliberations.

No response was received from the following STAs:

- Australian Capital Territory
- South Australia.

Dissenting views and alternative approaches explored

TAG members worked collaboratively throughout the project to support the IRC in its aim to develop qualifications that fit industry needs.

Asbestos units of competency issues and resolution

State, territory and Commonwealth regulators were invited to participate in the review of the demolition qualifications, including the updated of the units of competency relating to asbestos.

A validation draft of the units of competency was distributed to stakeholders on 18th April 2019. This draft included, for the elective unit CPCCE5001 *Conduct air monitoring and clearance inspections for asbestos removal work*, a prerequisite requirement of CPCCE3015 *Remove non-friable asbestos* which has a prerequisite requirement of CPCCE3014 *Remove friable asbestos*.

Feedback in writing was received from SafeWork NSW, QLD, SA, and the Commonwealth. WA replied that as they do not mandate the units they had received very little feedback.

SafeWork NSW and Qld provided feedback to indicate that they were strongly in favour of the prerequisite(s) as follows:

“The work health and safety (WHS) regulation when applying for a licence requires:

1. evidence that the applicant has acquired, through training or experience, the knowledge and skills of relevant asbestos removal industry practice, and
2. either:
 - a. a copy of a certification held by the applicant in relation to the specified VET course for asbestos assessor work, or
 - b. evidence that the applicant holds a tertiary qualification in occupational health and safety, industrial hygiene, science, building construction or environmental health.

To meet the training requirement for “knowledge and skills of relevant asbestos removal industry practice” is to undertake the VET courses for Remove Friable Asbestos and Conduct Asbestos Assessment associated with removal. This is because the relevant asbestos removal industry practice is friable asbestos removal. Making it a prerequisite allows improved knowledge for assessor applicants. At the moment, and in my experience, the conduct asbestos assessor course runs for 1.5-2 days where applicants do not usually turn on air monitor pumps or gain knowledge in relevant asbestos removal industry practice.”

SafeWork Australia and SafeWork SA indicated they were not in support of the prerequisites as follows:

- “SA: Industry feedback on the licensed asbestos assessors requiring a friable asbestos removal competency as a prerequisite to undertake the course is not being viewed favourably in SA.”

- “Safe Work Australia: We were pleased to see prerequisites added for the friable and supervisor units and agree with these additions. However, we do not support the addition of the removing friable asbestos as a prerequisite for the assessor unit (conduct air monitoring and clearance inspections for asbestos removal work). The assessor unit is intended to be a standalone unit for assessors and if there are knowledge gaps these should be addressed by including additional information in this unit rather than requiring the assessors to undertake additional training units which could have a significant impact on business. This is a very significant change and may have policy implications. Having the removing friable asbestos unit as a prerequisite would also make the non-friable unit a prerequisite as it is a prerequisite for friable. This means effectively a full week of training on removal, plus the assessor unit, which is now a significant change to the cost of becoming an assessor. This would be a significant change to policy for licensed assessors. Worksafe Service Industries and Specialists Directorate WA indicated they were not expecting substantial feedback as they do not mandate these units for licensing purposes.”

Some RTO feedback was received indicating that candidates undertaking CPCCDE5001 *Conduct air monitoring and clearance inspections for asbestos removal work* were not adequately trained after completion of CPCCBC5014A *Conduct asbestos assessment associated with removal*, (previous title).

Given the difference in approaches, the TAG reviewed the draft unit, particularly under the lens of the *Training Package Development and Endorsement Process Policy*. After due consideration, the TAG recommended that the prerequisite(s) be removed as, as they concluded, the occupational outcome of an air monitoring inspector is different to that of an asbestos removalist.

Both SafeWork NSW and SafeWork Queensland were informed of this approach and, although not their preferred model, **still supported the Case for Endorsement going forward because they recognised the major improvements made to the qualifications.**

This approach was canvassed with the Construction IRC which unanimously agreed with this methodology.

Report by exception

Victorian State Training Authority

The IRC Chair, Stuart Maxwell, along with the CEO of Artibus Innovation and the Operations Manager met, in person, with the Victorian State Training Authority on September 19th to discuss the following feedback. In response to that meeting the IRC are being re-canvassed to ascertain a way forward regarding the treatment of CPCCWHS1001 *Prepare to work safely in the construction industry*.

Artibus has made amendments to the training package components against the Victorian STA's feedback where possible, and provided responses outlining amendments and rationales for decisions. Details of attempts to resolve the Victorian STA issues, prior to the above mentioned meeting, follow:

10 July 2019 Victorian STA feedback is provided

12 July 2019 Artibus provides response

STA Feedback 1:

CPC30419 Certificate III in Demolition, Consultation: The consultation at the operator level appears limited, and I note the lack of detail available regarding the issues raised during consultation. In addition to the surveys, only one forum has been held in each jurisdiction which appear poorly attended with only 3 participants in Melbourne, 1 in the ACT and 1 in QLD. The CFE on page 11 appears to confirm that engagement was not robust – 'approximately 100 stakeholders were engaged, or at least informed about the project'. In addition, I note the TAG decision to remove the pre-requisite units related to friable (and non-friable) asbestos based on the different vocational outcomes for an air-monitoring inspector and an asbestos removalist. Further information regarding the rationale behind this decision is necessary.

Artibus Response 1:

Artibus informed industry stakeholders of the national forums via national newsletter and provides information on the project page. Valuable and meaningful feedback was received in all the forums from range of industry players which supported the development of the qualifications and units.

Feedback on the components was not limited to the forums, surveys or targeted consultation, feedback from industry stakeholders was welcomed at any time throughout the duration of the project.

STA Feedback 2:

Entry Requirement: I note the Entry Requirement for this qualification (and other CPC qualifications): CPCCWHS1001 Prepare to work safely in the construction industry. This is an employment requirement and not a foundational skill on which to build the vocational outcome. It is also a barrier to entry. The Entry Requirement does not comply with Standard 2. Both the Equity and Quality Reports state that the white card should not be an Entry Requirement – why has this been ignored? **If the industry considers the unit to be an essential requirement for both qualification job role outcomes it should be included as a core unit, where it can be contextualised to the industry outcome.**

This unit is also a pre-requisite for CPPCCDE3015 Remove friable asbestos, which further strengthens the argument to include this unit within the core of the qualification, rather than as an Entry Requirement (as the Standards require pre-requisites to be included *within* the packaging rules).

Equivalence: The mapping of the proposed qualification as equivalent with the current qualification is questionable based on the introduction of a new Entry Requirement (therefore requiring additional skills and knowledge) and packaging rule changes that include a unit with an additional pre-requisite unit i.e. CPPCCDE3015 which previously had only one pre-requisite unit and now has two (see also below re equivalence of units). Please review the decision re Equivalence.

Artibus Response 2:

Discussions with both quality panellist were held throughout the quality assurance phase. The query as to why CPCCWHS1001 Prepare to work safely in the construction industry is an Entry Requirement by the quality panellist was addressed with the following response:

The Construction IRC has deliberated on the inclusion of CPCCWHS1001 at length and has recommended that it be included in every trade level qualification. The rationale for this decision is that completion of the general construction induction training program specified by the model Code of Practice for Construction Work is required for any person who is to carry out construction work. Achievement of unit CPCCWHS1001 Prepare to work safely in the construction industry meets this requirement.

The unit is included as either a core or as an entry requirement to CPC qualifications in accordance with industry advice on which is preferable. The approach taken in qualification design notes that that the unit is a stand-alone unit of competency compliant to the model code of practice and is therefore not customised to meet different contexts. A further consideration is the learner pathway noting that the majority of Certificate III apprentices already hold the unit of competency attained through lower level qualifications.

CPPCCDE3015 Remove friable asbestos is a stand-alone unit and can delivered independently of the qualification. The prerequisites associated with the units are unique to that unit and do not impact the core skills and knowledge of the qualification as a whole.

STA Feedback 3:

Core unit: CPCCCM2010B Work safely at heights – this unit has a pre-requisite unit of CPCCOHS2001A Work safely in the construction industry which is superseded by CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry. CPCCWHS2001 is included in the packaging rules, however, it is not the prerequisite to CPCCCM2010B.

In another recent CFE submitted by Artibus, we have noted reference to a new unit **CPCCCM2012 Work safely at heights** (see Swimming Pool and Spa CFE), however, this unit is not submitted with any of the Cases for Endorsement received. Until this occurs, the correct pre-requisite unit for CPCCM2010B is CPCCOHS2001A.

Artibus Response 3:

The qualification will be amended to reflect CPCCCM2010B Work safely at heights.

CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry has been removed from the qualification.

Artibus will seek IRC approval to update all units of competency to remove CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry as a prerequisite and replace it with the updated CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry.

STA Feedback 4:

Superseded unit in Core: MEM11011B Undertake manual handling –superseded by MEM11011 Undertake manual handling. If this is rectified by including the current unit MEM11011, an additional two units will need to be included within the packaging rules: MEM13015 Work safely and effectively in manufacturing and engineering and MEM16006 Organise and communicate information. The inclusion of MEM13015 will need careful consideration as the prerequisite units apply to a different context and content may not align to demolition (refer MEM13015 Performance Criteria citing ‘production tally forms’; assessment conditions that require assessor vocational competency in working safely and effectively in manufacturing and engineering at least to the level being assessed with relevant industry knowledge and experience’. These are implementation issues that will cause concern for RTOs as it may render them non-compliant at audit and, as a risk management strategy, RTOs may choose to not deliver it.

The above units appear to duplicate the content of units proposed in the draft qualification ie CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry.

Artibus Response 4:

Feedback has been taken on board. TLID1001 Shift materials safely using manual handling methods will replace MEM11011B Undertake manual handling.

STA Feedback 5:

Missing component: The Case for Endorsement does not include all required products: CPPCCDE3014 Remove non friable asbestos is missing from the zip file of units. This unit is a pre-requisite unit for CPPCCDE3015 and must be made available for review with the CFE.

Artibus Response 5:

Unit has been resent to STA.

STA Feedback 6:

Units: A small sample of units were reviewed (as time allowed) and we identified the following as issues needing resolution:

- **Equivalence:** CPPCCDE3015 Remove friable asbestos is deemed equivalent, in spite of having an added pre-requisite requirement; and, therefore, equivalence is questionable. We note the current unit applies to fences, and reference to 'fences' has been removed from the draft unit – is this an oversight?
- **Assessment Conditions – CPPCCDE3015** – I note the Assessment Conditions specify the building of negative air pressure enclosures/negative air units. Has this been fully discussed with RTOs to identify possible implementation issues?
- **Error in Application Field – CPPCCDE3015** – reference to incorrect unit in the sixth paragraph – should state 'friable ACM'). The application field also includes assessment information: first sentence of third paragraph regard real workplace or simulated environment – this does not meet the Standards.

Overall, we note that the asbestos related units have been written to parallel code of practice requirements, which is pleasing. However, given enrolments have been very low to non-existent over the last four years, and the dangerous nature of demolition which may include asbestos removal, it is imperative that industry and regulator stakeholder views are obtained and given full consideration with agreement being reached, as far as practicable, to facilitate awareness, adoption and uptake of the training product.

Artibus Response 6:

Equivalency CPPCCDE3015: *The intended outcome of CPPCCDE3015 Remove friable asbestos remains. 'Fences' will be added to the application of the unit.*

Assessment Conditions CPPCCDE3015: *RTOs were part of the discussion regarding the development of asbestos units and were aware that the units are to be developed against the relevant Code of Practice.*

Application field CPPCCDE3015: *added reference to the application.*

STA Feedback 7:

Additionally, in respect, to the proposed Certificate IV in Demolition, some of the imported elective units are quite old eg PURWER004B Respond to workplace emergencies and RIIWHS301D Conduct safety and health and investigations – I note the recently endorsed PUA Training Package is not yet available on TGA, however have more current units in relation to these areas been researched?

Artibus Response 7:

Both units are both current on training.gov.au. These units are electives in the qualification and the qualification will be amended when the update units are available in training.gov.au.

Second Round of Feedback: Victorian STA Report by Exception

17 July 2019 Victorian STA provides response

26 July 2019 Artibus provides response

STA Feedback 1:

The unit *CPCPCCWHS1001 Prepare to work safely in the construction industry* is a newly introduced entry requirement which is an employment requirement rather than a foundational skill on which to build the vocational outcome. If the industry considers the unit to be an essential requirement for both qualification job role outcomes it should be included as a core unit.

Victoria notes that if, as Artibus has stated, the Construction, Plumbing and Service IRC has included CPCPCCWHS1001 Prepare to work safely in the construction industry as an entry requirement to ensure that individuals training to work in the construction industry are equipped with the appropriate workplace health and safety skills and knowledge, then the unit should be packaged as part of the core.

Artibus Response 1:

At the 19 February 2019 meeting, the Construction, Plumbing and Services IRC discussed the inclusion of the unit CPCPCCWHS1001 Prepare to work safely in the construction industry as a core or pre-requisite unit for all CPC qualifications. There was consensus at this meeting that the unit be a core unit in all CPC qualifications.

All the TAGs were informed of the IRC's decision and the CPC qualifications in current projects were updated to include CPCPCCWHS1001 Prepare to work safely in the construction industry as core unit.

At the 18 April 2019 IRC meeting, the issue was discussed again, and the IRC agreed that CPCPCCWHS1001 Prepare to work safely in the construction industry be included as an entry requirement for all CPC AQF I – III qualifications.

The rationale for this decision is that the unit covers vital safety skills and knowledge required for all workers in the industry and is also a regulatory requirement to work on a construction site. Completion of the general construction induction training program specified by the model Code of Practice for Construction Work is required for any person who is to carry out construction work. Achievement of unit CPCPCCWHS1001 Prepare to work safely in the construction industry meets this requirement.

The approach taken in qualification design notes that that the unit is a stand-alone unit of competency compliant to the Model Code of Practice and is therefore not customised to meet different contexts. A further consideration is the learner pathway noting that the majority of apprentices already hold the unit of competency attained through lower level qualifications.

Consequently, all the TAGs were informed of the change, and AQF level I – III CPC qualifications were amended to include CPCPCCWHS1001 Prepare to work safely in the construction industry as an entry requirement.

STA Feedback 2:

The qualifications include both the current CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry and its equivalent superseded unit, CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry, due to prerequisite requirements for units from the CPC and the CPC08 iterations of the Construction, Plumbing and Services Training Package. Requiring learners to undertake 2 equivalent iterations of the same unit does not support industry relevant training and assessment practices, as stated in the Case for Endorsement (page 13-Implementation issues of note and management strategy).

Victoria does not support the Artibus response to remove CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry from the qualification as the unit will still need to be delivered and assessed due to its prerequisite relationship with core units. We note the Training Package Products Policy requires that where an imported unit of competency has a prerequisite requirement, the pre-requisite must remain with the unit when imported into another Training Package.

Victoria does not support the Artibus proposal to seek IRC approval to update all units of competency to remove CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry as a prerequisite and replace it with the updated CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry as the IRC does not have the authority to change prerequisite units without approval through the endorsement process. We note the Training Package Products Policy which states that where a pre-requisite unit of competency is removed, replaced or added to a unit of competency, the code of the unit of competency must be changed and the unit without the pre-requisite unit (or with a new or different pre-requisite unit) submitted as a NSSC Endorsement Required change

Artibus Response 2:

Artibus apologises for not providing sufficient details of our approach in the initial reply and we would like to take the opportunity to correct any wrong impression unintentionally created.

We seek to resolve the issue you've identified on the duplicate listing of the following units of competency within CPC qualifications:

- CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry
- CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry

To date, Artibus has advised the IRC Chair of this issue and nominated a strategy that aims to resolve the issue of duplicated units of competency in the packaging of qualifications.

The IRC Chair's will provide further guidance on the matter in due course.

For the moment, both the units of competency listed above will be relisted in the CPC qualifications to comply with policy requirements.

We will keep you inform of any updates in the near future.

D. Industry expectations about training delivery

This project aimed to follow the AISC requirements and support the COAG Industry and Skills Council reforms to training packages by developing:

- qualifications that better reflect occupational standards
- units of competency that provide a clear intended outcome
- a comprehensive skills and knowledge base for ensuring the safety of demolition practitioners and the public.

The revised units of competency have been transitioned to align with the *Standards for Training Packages 2012*.

The impact of the changes of the proposed endorsed components are as follows:

- RTOs will be notified by training.gov.au of the changes in the units of competency and their assessment requirements
- RTOs will be required to adapt all aspects of training and assessment to the changes in structure and content in the units of competency and their assessment requirements.

RTOs can expect a series of changes. RTOs will be required to:

- assess and implement the mandatory delivery and assessment requirements specified in the endorsed components
- adjust training and assessment strategies
- review delivery and assessment resources
- address and enhance supporting material and resources to address assessment requirements.

IRC recommendation on traineeships and apprenticeships

No recommendation was received.

E. Implementation of new training package components

Advice on occupational and licensing requirement

Demolition work can be hazardous to workers and community health, as materials such as lead, asbestos, concrete dust, gases and other construction fumes risk being released into the air.

As a result, the industry is regulated, with codes of practice, Australian Standard AS 2601-2001 *The demolition of structures*, and licensing requirements. Some of the health hazards for the demolition industry include:

- dust from lead, silica and asbestos
- unplanned structure collapse and falling objects
- exposure to hazardous chemicals
- hazardous noise from plant and explosives used in demolition work.¹

The site preparation industry is highly regulated with mandatory licensing and permits for equipment operators, asbestos removal and demolition work. However, for demolition work, different licences, permits and notifications are required in different states and territories.

The ACT does not permit the removal of identified asbestos, regardless of the less than 10 square metre allowance outlined in the friable and non-friable asbestos units listed below.

The removal of asbestos is a regulated activity:

Code	Title	License
CPCCDE3014	Remove non-friable asbestos	Class B
CPCCDE3015	Remove friable asbestos	Class A
CPCCDE5001	Conduct air monitoring and clearance inspections for asbestos removal work	Asbestos assessor licence

¹ SafeWork SA, Demolition work, accessed online 29/06/2018 at:
<https://www.safework.sa.gov.au/resources/demolition-work>

Implementation issues of note and management strategy

The endorsed components have been developed to:

- align with the *Standards for Training Packages 2012*
- support the approach of the standards to develop qualifications that are accessible in content, format and logic
- support industry relevant training and assessment practices.

The impact for enterprises is expected to be a positive one. The proposed endorsed components will provide enterprises with a workforce that can apply relevant skills and knowledge across sectors.

The proposed endorsed components meet the requirements for the *Standards for Training Packages 2012* and have been uploaded onto the National Register through the Training Package Content Management System (TPCMS) and published on Training.gov.au (TGA).

Advice on downstream effects of the change

Further advice regarding regulatory, training and delivery requirements associated with the training package components is provided in the *CPC Construction, Plumbing and Services Training Package Version 5.0 Companion Volume Implementation Guide*.

F. Quality assurance reports

Editorial and Equity Reports have been undertaken by Maree Thorne.

The Quality Report has been undertaken by Trish Gamper.

Principle	Evidence
1. Reflect identified workforce outcomes	Qualifications have updated against industry feedback to reflect current and emerging workforce outcomes.
2. Support national (and international) portability of skills and competencies including reflecting licensing and regulatory requirements	The qualifications and units of competency were developed in consultation with industry regulators to ensure the components align with licensing and regulatory requirements. The asbestos units have been developed against the relevant code of practice.
3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry;	National consultation has been undertaken to ensure the core of each qualification outlines the required skills and knowledge for industry.
4. Be flexible enough to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces	The competencies have developed to ensure application across a range of workplaces.
5. Facilitate recognition of an individual's skills and competencies and support movement between the school, vocational education and higher education sectors	The demolition industry is a niche industry with strict licensing and regulatory requirements.
6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements	The units of competency and assessment requirements have developed in plain and understandable English.

Declaration

Artibus Innovation declares that the proposed components adhere to the requirements of the Standards for Training Packages 2012, the Training Package Products Policy, and the Training Package Development and Endorsement Process Policy.

The CPC Construction, Plumbing and Services Training Package Version 5.0 Companion Volume Implementation Guide can be located on the VETNet website at:

- <https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=7e15fa6a-68b8-4097-b099-030a5569b1ad>
- [Artibus](#) Innovation official website, through an external link: www.artibus.com.au.

G. Implementation of the Industry Skills Council reforms to training packages

Supporting COAG Industry Skills Council reforms to training packages

The proposed changes aim to implement key principles of COAG Industry and Skills Council reforms to training packages:

Reform	Evidence of reform being addressed
Remove obsolete and superfluous qualifications from the system	N/A. Both qualifications still have industry vocational outcomes.
Make more information about industry's expectations of training delivery available	The training package components are written to reflect industry expectations and an updated Companion Volume Implementation Guide with additional information targeted at training providers and consumers will be issued at endorsement.
Ensure the training system better supports individuals to move easily from one related occupation to another	The qualifications have been designed to strengthen their AQF alignment, with the Certificate III designed to address operational activities and the Certificate IV the supervisory/management activities.
Improve the efficiency of the training system at unit level	Where appropriate relevant cross industry and cross sector units have been imported to minimise duplication of units in the system.
Foster greater recognition of skill sets	Skill sets were not deemed relevant under this review.

Evidence of completion of the training package development work

This Case for Endorsement will be put forward to the AISC February 2020.

Evidence that training package components are prepared for publication

The proposed components are currently in pre-publishing mode on the TPCMS.

Approximate Publication Timeframe

The endorsed components will be ready for publication on endorsement and the official release of the AISC communique.

H. Proposed training package components

Qualification mapping

Code and title	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency statement
CPC30420 Certificate III in Demolition	CPC30408 Certificate III in Demolition	Supersedes and is equivalent to CPC30408 Certificate III in Demolition. Updated to meet the Standards for Training Packages.	E
CPC41020 Certificate IV in Demolition	CPC41013 Certificate IV in Demolition	Supersedes and is equivalent to CPC41013 Certificate IV in Demolition. Updated to meet the Standards for Training Packages.	E

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Units of competency mapping			
Code and title	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalence statement
CPCCDE3014 Remove non-friable asbestos	CPCCDE3014A Remove non-friable asbestos	Supersedes and is equivalent to CPCCDE3014A Remove non-friable asbestos Updated to meet the Standards for Training Packages.	E
CPCCDE3015 Remove friable asbestos	CPCCDE3015A Remove friable asbestos	Supersedes and is equivalent to CPCCDE3015A Remove friable asbestos. Updated to meet the Standards for Training Packages.	E
CPCCDE3016 Identify hazards on demolition sites and apply risk management strategies	CPCCDE3016A Identify hazards on demolition sites and apply risk management strategies	Supersedes and is equivalent to CPCCDE3016A Identify hazards on demolition sites and apply risk management strategies Updated to meet the Standards for Training Packages.	E
CPCCDE3017 Select and use hand tools and equipment for demolition tasks	CPCCDE3017A Select and use hand tools and equipment for demolition tasks	Supersedes and is equivalent to CPCCDE3017A Select and use hand tools and equipment for demolition tasks. Updated to meet the Standards for Training Packages.	E
CPCCDE3018 Select and use small plant and equipment for demolition tasks	CPCCDE3018A Select and use small plant and equipment for demolition tasks	Supersedes and is equivalent to CPCCDE3018A Select and use small plant and equipment for demolition tasks. Updated to meet the Standards for Training Packages.	E

Units of competency mapping			
Code and title	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalence statement
CPCCE3019 Demolish small buildings and structures using hand tools and small plant and equipment	CPCCE3019A Demolish small buildings and structures using hand tools and small plant and equipment	Supersedes and is equivalent to CPCCE3019A Demolish small buildings and structures using hand tools and small plant and equipment. Updated to meet the Standards for Training Packages.	E
CPCCE3020 Select and use tools and equipment for hot work in the demolition industry	CPCCE3020A Select and use tools and equipment for hot work in the demolition industry	Supersedes and is equivalent to CPCCE3020A Select and use tools and equipment for hot work in the demolition industry. Updated to meet the Standards for Training Packages.	E
CPCCE3021 Operate demolition material crushing plants	CPCCE3021A Operate demolition material crushing plants	Supersedes and is equivalent to CPCCE3021A Operate demolition material crushing plants. Updated to meet the Standards for Training Packages.	E
CPCCE3022 Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment	CPCCE3022A Manage demolition recyclable and waste materials using load shifting equipment	Supersedes and is equivalent to CPCCE3022A Manage demolition recyclable and waste materials using load shifting equipment. Title change. Updated to meet the Standards for Training Packages.	E

Units of competency mapping

Code and title	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalence statement
CPCCDE3023 Operate skid steer loaders at ground level on demolition sites	CPCCDE3023A Operate skid steer loaders at ground level on demolition sites	Supersedes and is equivalent to CPCCDE3023A Operate skid steer loaders at ground level on demolition sites. Updated to meet the Standards for Training Packages.	E
CPCCDE3024 Operate mobile plant on suspended floors on demolition sites	CPCCDE3024A Operate mobile plant on suspended floors on demolition sites	Supersedes and is equivalent to CPCCDE3024A Operate mobile plant on suspended floors on demolition sites. Updated to meet the Standards for Training Packages.	E
CPCCDE3025 Operate remote-controlled plant on demolition sites	CPCCDE3025A Operate remote-controlled plant on demolition sites	Supersedes and is equivalent to CPCCDE3025A Operate remote-controlled plant on demolition sites. Updated to meet the Standards for Training Packages.	E
CPCCDE3026 Operate excavators at ground level to demolish building elements	CPCCDE3026A Operate excavators at ground level to demolish building elements	Supersedes and is equivalent to CPCCDE3026A Operate excavators at ground level to demolish building elements. Updated to meet the Standards for Training Packages.	E
CPCCDE3027 Read and interpret demolition site plans and drawings		New unit	
CPCCDE4001 Plan and prepare for activities on demolition sites	CPCCDE4001A Plan and prepare for activities on demolition sites	Supersedes and is equivalent to CPCCDE4001A Plan and prepare for activities on demolition sites. Updated to meet the Standards for Training Packages.	E

Units of competency mapping			
Code and title	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalence statement
CPCCDE4002 Plan demolition work to minimise risk to health, safety and environment	CPCCDE4002A Plan and supervise demolition work to minimise environmental and public health and safety impact	Supersedes and is equivalent to CPCCDE4002A Plan and supervise demolition work to minimise environmental and public health and safety impact. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCDE4003 Supervise operational activities on demolition sites	CPCCDE4003A Supervise individual activities on demolition sites	Supersedes and is equivalent to CPCCDE4003A Supervise individual activities on demolition sites. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCDE4004 Finalise demolition activities and supervise property handover	CPCCDE4004A Finalise demolition activities and supervise property handover	Supersedes and is equivalent to CPCCDE4004A Finalise demolition activities and supervise property handover. Updated to meet the Standards for Training Packages.	E
CPCCDE4005 Apply structural principles to the planning of the demolition of a structure		New unit	
CPCCDE4006 Demolish stressed panel structure and pre-cast panel structure		New unit	
CPCCDE4007 Manage waste streams		New unit	

Units of competency mapping			
Code and title	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalence statement
CPCCDE4008 Supervise asbestos removal	CPCCBC4051A Supervise asbestos removal	Supersedes and is equivalent to CPCCBC4051A Supervise asbestos removal Updated to meet the Standards for Training Packages.	E
CPCCDE5001 Conduct air monitoring and clearance inspections for asbestos removal work	CPCCBC5014A Conduct asbestos assessment associated with removal	Supersedes and is equivalent to CPCCBC5014A Conduct asbestos assessment associated with removal. Title change. Updated to meet the Standards for Training Packages.	E

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Imported units of competency

Code	Title	Training Package
BSBCMM401	Make a presentation	Business Services Training Package
BSBLDR403	Lead team effectiveness	Business Services Training Package
MEM11011B	Undertake manual handling	Metal and Engineering Training Package
PUAWER004B	Respond to workplace emergencies	Public Safety Training Package
RIICWD503D	Prepare work zone traffic management plan	Resources and Infrastructure Industry Training Package
RIIHAN309F	Conduct telescopic materials handler operations	Resources and Infrastructure Industry Training Package
RIIMPO320F	Conduct civil construction excavator operations	Resources and Infrastructure Industry Training Package
RIIRIS202D	Respond to site-based spills	Resources and Infrastructure Industry Training Package
RIIRTM203D	Work as a safety observer/spotter	Resources and Infrastructure Industry Training Package
RIIWH5202D	Enter and work in confined spaces	Resources and Infrastructure Industry Training Package
RIIWH5205D	Control traffic with stop-slow bat	Resources and Infrastructure Industry Training Package
RIIWH5301D	Conduct safety and health investigations	Resources and Infrastructure Industry Training Package
RIIWH5302D	Implement traffic management plan	Resources and Infrastructure Industry Training Package
TLID2003	Handle dangerous goods/hazardous substances	Transport and Logistics Training Package
TLILIC0003	Licence to operate a forklift truck	Transport and Logistics Training Package
TLILIC0005	Licence to operate a boom-type elevating work platform (boom length 11 metres or more)	Transport and Logistics Training Package

I. Appendix A: Editorial Report

1. Cover page	
Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package V5.0
Number of new qualifications and their titles ¹	0
Number of revised qualifications and their titles	2 CPC30419 Certificate III in Demolition CPC41019 Certificate IV in Demolition
Number of new units of competency and their titles	4 CPCCDE3027 Read and interpret demolition site workplans CPCCDE4005 Apply structural principles to the planning of the demolition of a structure CPCCDE4006 Demolish stressed and pre-cast structures CPCCDE4007 Manage waste streams
Number of revised units of competency and their titles	19 CPCCDE3014 Remove non-friable asbestos CPCCDE3015 Remove friable asbestos CPCCDE3016 Identify hazards on demolition sites and apply risk management strategies CPCCDE3017 Select and use hand tools and equipment for demolition tasks CPCCDE3018 Select and use small plant and equipment for demolition tasks CPCCDE3019 Demolish small buildings and structures using hand tools and small plant and equipment CPCCDE3020 Select and use tools and equipment for hot work in the demolition industry CPCCDE3021 Operate demolition material crushing plants CPCCDE3022 Manage demolition recyclable and waste materials using load shifting equipment CPCCDE3023 Operate skid steer loaders at ground level on demolition sites CPCCDE3024 Operate mobile plant on suspended floors on demolition sites CPCCDE3025 Operate remote-controlled plant on demolition sites CPCCDE3026 Operate excavators at ground level to demolish building elements

¹ When the number of training products is high the titles can be presented as an attachment.

	CPCCDE4001 Plan and prepare for activities on demolition sites CPCCDE4002 Plan and supervise demolition work to minimise risk to health, safety and environment CPCCDE4003 Supervise operational activities on demolition sites CPCCDE4004 Finalise demolition activities and supervise property handover CPCCDE4008 Supervise asbestos removal CPCCDE5001 Conduct air monitoring and clearance inspections for asbestos removal work
Confirmation that the draft training package components are publication-ready	Yes, I confirm that the draft training package components are publication-ready.
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes. Editorial Report is prepared by Maree Thorne, a member of the Quality Assurance Panel.
Date of completion of the report	21 June 2019

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2. Content and structure

Units of competency

Editorial requirements	Comments
<p>Standard 5:</p> <ul style="list-style-type: none"> The structure of units of competency complies with the unit of competency template. 	<p>The structure of the 23 draft units of competency for endorsement complies with the requirements of the unit of competency template (Application including unit relationship to licencing, legislative, regulatory or certification requirements; prerequisites listed, elements, performance criteria, unit mapping and link to companion volume).</p> <p>Foundation skills are indicated to be explicit in the performance criteria of all proposed units of competency.</p> <p>Information about foundation skills is included on p. 128 of the CPC Construction, Plumbing and Services Companion Volume Implementation Guide V5.0 (CVIG).</p> <p>Editorial suggestions were provided to Artibus Innovation as part of this editorial review.</p>
<p>Standard 7:</p> <ul style="list-style-type: none"> The structure of assessment requirements complies with the assessment requirements template. 	<p>All 23 draft units of competency proposed for endorsement have associated assessment requirements, which comply with the assessment requirements template and specify the performance evidence (including reference to volume and or frequency of performance) and knowledge evidence to be demonstrated.</p> <p>As well as requirements for assessors to meet the regulator's standards, the assessment conditions also stipulate that assessment must be undertaken:</p> <ul style="list-style-type: none"> in the workplace or a close simulation of the workplace environment, provided that simulated or project-based assessment techniques replicate construction workplace conditions, materials, activities, responsibilities and procedures using realistic tasks or simulated tasks, relevant specifications and work instructions, standard work practices, safety requirements and environmental constraints.

Qualifications

Editorial requirements	Comments by the editor
<p>Standard 9:</p> <ul style="list-style-type: none"> The structure of the information for qualifications complies with the qualification template. 	<p>The structure of the draft qualifications proposed for endorsement complies with the requirements of the qualification template, including Description, relationship to licencing, legislative, regulatory or certification requirements, entry requirements, clear packaging rules of core and elective units, identification of units with prerequisites, mapping and link to the CVIG.</p> <p>Artibus Innovation advise they are submitting a number of projects simultaneously for endorsement. Due to use of CPC units which are common across construction qualifications, some unit of competency codes and titles in the demolition draft qualifications at time of editorial are the proposed new codes which have been confirmed as correct with Artibus Innovation.</p>
<p>Standard 10:</p> <ul style="list-style-type: none"> Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template. 	<p>The Pathways advice section (currently p.126) of the CVIG specifies that <i>'there are currently no credit arrangements between qualifications in the Construction, Plumbing and Services Training Package and higher education qualifications'</i>.</p>

Companion Volumes

Editorial requirements	Comments by the editor
<p>Standard 11:</p> <ul style="list-style-type: none"> A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template. 	<p>The Training Package components in this submission are accompanied by the CPC Construction, Plumbing and Services Training Package Release 5.0 CVIG. The CVIG complies with the companion volume implementation guide template included in the 2012 Standards.</p>

3. Proofreading

Editorial requirements	Comments by the editor
<ul style="list-style-type: none"> Unit codes and titles and qualification codes and titles are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide. 	<p>All unit and qualification codes and titles have been checked for cross-referencing throughout all documentation provided, including qualification, CVIG, and Case for Endorsement.</p>
<ul style="list-style-type: none"> Units of competency and their content are presented in full. 	<p>Units of competency and associated assessment requirements and their content are presented in full.</p>
<ul style="list-style-type: none"> The author of the Editorial Report is satisfied with the quality of the training products, specifically with regard to: <ul style="list-style-type: none"> absence of spelling, grammatical and typing mistakes consistency of language and formatting logical structure and presentation of the document. compliance with the required templates 	<p>I am satisfied with the quality of the training products presented with regards to:</p> <ul style="list-style-type: none"> spelling, grammatical and typing mistakes consistency of language and formatting structure and presentation of documentation compliance with required templates

J. Appendix B: Equity Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package V5.0
Number of new qualifications and their titles ¹	0
Number of revised qualifications and their titles	2 CPC30419 Certificate III in Demolition CPC41019 Certificate IV in Demolition
Number of new units of competency and their titles	4 CPCCE3027 Read and interpret demolition site workplans CPCCE4005 Apply structural principles to the planning of the demolition of a structure CPCCE4006 Demolish stressed and pre-cast structures CPCCE4007 Manage waste streams
Number of revised units of competency and their titles	19 CPCCE3014 Remove non-friable asbestos CPCCE3015 Remove friable asbestos CPCCE3016 Identify hazards on demolition sites and apply risk management strategies CPCCE3017 Select and use hand tools and equipment for demolition tasks CPCCE3018 Select and use small plant and equipment for demolition tasks CPCCE3019 Demolish small buildings and structures using hand tools and small plant and equipment CPCCE3020 Select and use tools and equipment for hot work in the demolition industry CPCCE3021 Operate demolition material crushing plants CPCCE3022 Manage demolition recyclable and waste materials using load shifting equipment CPCCE3023 Operate skid steer loaders at ground level on demolition sites CPCCE3024 Operate mobile plant on suspended floors on demolition sites CPCCE3025 Operate remote-controlled plant on demolition sites CPCCE3026 Operate excavators at ground level to demolish building elements CPCCE4001 Plan and prepare for activities on demolition sites CPCCE4002 Plan and supervise demolition work to minimise risk to health, safety and environment CPCCE4003 Supervise operational activities on demolition sites CPCCE4004 Finalise demolition activities and supervise property handover CPCCE4008 Supervise asbestos removal

¹ When the number of training products is high the titles can be presented as an attached list.

	CPCDE5001 Conduct air monitoring and clearance inspections for asbestos removal work
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	Yes, I confirm that the draft training package components meet the requirement in Section 2 below.
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes, the Equity Report is prepared by Maree Thorne, a member of the Quality Assurance Panel
Date of completion of the report	21 June 2019

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Section 2 – Equity checklist of draft training package components

Equity requirements	Equity reviewer comments Provide brief commentary on whether the draft endorsed components meet each of the equity requirements
<p>The training package component(s) comply with Standard 2 of the <i>Standards for Training Packages 2012</i>. The standard requires compliance with the <i>Training Package Products Policy</i>, specifically with the access and equity requirements:</p> <ul style="list-style-type: none"> • Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations. • Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation. 	<p>The draft components proposed for endorsement comply with Standard 2 of the <i>Standards for Training Packages 2012</i>, including compliance with the <i>Training Packages Products Policy</i> in relation to:</p> <ul style="list-style-type: none"> • Coding and titling of all components • Explicit incorporation of foundation skills • Considerations of entry requirements and packaging rules enabling flexibility and minimising prerequisite inclusions relating to access and equity, and • Information provided in the Companion Volume Implementation Guide V5.0 (CVIG) in relation to reasonable adjustments for learners with disabilities. <p>Clear mapping showing relationships and changes to superseded components.</p>

Section 3 - Training Package Quality Principles

Quality Principle 4

Be **flexible** to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces.

Key features

Do the units of competency meet the diversity of individual and employer needs and support equitable access and progression of learners?

What evidence demonstrates that the units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth so that they support implementation across a range of settings?

Are there other examples that demonstrate how the key features of flexibility are being achieved?

Equity requirements	Equity reviewer comments
1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?	<p>The submission includes two qualifications which both enable selection of electives units from a broad range of elective options, and allow up to two imported units where not listed to address varying contexts as required by the individual and or industry.</p> <p>Assessment requirements of individual units of competency allow for application in a workplace as well as the option for performance in a 'closely simulated workplace environment'.</p>

2. Is there evidence of multiple entry and exit points?	<p>Whilst both qualifications have an entry requirement of unit CPCCWHS1001 Prepare to work safely in the construction industry which may be considered a barrier to entry, this unit is the industry requirement for all construction work undertaken on a worksite (White Card).</p> <p>Both proposed qualifications are identified as suitable for Australian Apprenticeship pathways.</p>
3. Have prerequisite units of competency been minimised where possible?	<p>Most units of competency do have a work health and safety (WHS) prerequisite unit requirement; however, it is the same prerequisite for most units. Given the high-risk nature of demolition work, including on live construction worksites, the focus on WHS skills and knowledge is paramount to industry.</p>
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	

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Quality Principle 5

Facilitate **recognition** of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors.

Key features

Support learner transition between education sectors.

Equity requirements	Equity reviewer comments
1. What evidence demonstrates pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications?	<p>Demolition qualifications have been determined to be suitable for Australian Apprenticeship pathways. Entry requirements are limited to the industry general induction requirement for working on construction sites.</p> <p>A number of the CPC units are used from other CPC Construction, Plumbing and Services qualifications, as well as imported units from MEM, TLI, and RII training packages which could enable transition or pathways into and from other related occupations.</p> <p>Artibus Innovation advises there are no formal national credit arrangements from this qualification into higher education qualifications.</p>

Quality Principle 6

Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements.

Key features

Support implementation across a range of settings and support sound assessment practices.

Equity requirements	Equity reviewer comments
1. Does the Companion Volume Implementation Guide include advice about: <ul style="list-style-type: none">• Pathways• Access and equity• Foundation skills? (see Training Package Standard 11)	<p>Yes. The Companion Volume Implementation Guide V5.0 (CVIG) includes advice about pathways, access and equity (including reasonable adjustment for persons with disabilities) and foundation skills in the Implementation Information section as required by the template.</p>
2. Are the foundation skills explicit and recognisable within the training package and do they reflect and not exceed the foundation skills required in the workplace?	<p>Yes, foundation skills are explicit and recognisable within the elements and performance criteria of the units of competency. As they are incorporated into the performance criteria of the work role tasks, they do not exceed the foundation skills required in the workplace.</p>

K. Appendix C: Quality Assurance Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package (Release 5.0) – Demolition
Number of new qualifications and their titles ⁴	N/A
Number of revised qualifications and their titles	Two (2) revised qualifications: <ul style="list-style-type: none"> • CPC30419 Certificate III in Demolition • CPC41019 Certificate IV in Demolition
Number of new units of competency and their titles	Four (4) new units of competency: <ul style="list-style-type: none"> • CPCCDE3027 Read and interpret demolition site plans and drawings • CPCCDE4005 Apply structural principles to the planning of the demolition of a structure • CPCCDE4006 Demolish stressed panel structure and pre-cast panel structure • CPCCDE4007 Manage waste streams
Number of revised units of competency and their titles	Nineteen (19) revised units of competency – Refer to Attachment 1
Confirmation that the panel member is independent of: <ul style="list-style-type: none"> • the Training Package or Training Package components review ('Yes' or 'No') • development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No') • undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No') 	I confirm that I am independent of: <ul style="list-style-type: none"> • the Training Package or Training Package components review – Yes • development and/or validation activities associated with the Case for Endorsement – Yes • undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report – Yes
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	Training Package components are compliant with the <i>Standards for Training Packages 2012</i>
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	Training Package components are compliant with the <i>Training Package Products Policy</i>
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	Training Package components are compliant with the <i>Training Package Development and Endorsement Process Policy</i>

⁴ When the number of training products is high the titles can be presented as an attached list.

<p>Panel member's view about whether:</p> <ul style="list-style-type: none"> the evidence of consultation and validation process being fit for purpose and commensurate with the scope estimated impact of the proposed changes is sufficient and convincing 	<p>The Case for Endorsement outlines the consultation and validation processes for the review and development of two (2) qualifications and twenty-three (23) units of competency. The work was based on the approved Case for Change in February 2018.</p> <p>Based on research, technical analysis and stakeholder consultations gaps in qualifications and units of competency were addressed, and new units of competency developed were required.</p> <p>A Technical Advisory Group (TAG) was established to oversee the project, industry forums held, and industry surveys conducted. Key stakeholders were kept informed throughout the project and sufficient opportunities for feedback and validation provided. These processes are fit for purpose and are commensurate with the scope of the project.</p> <p>The estimated impact of changes has also been identified in the Case for Endorsement. As the draft qualifications and the majority of units of competency are equivalent to previous versions, minimal downstream effects for training and assessment are expected.</p> <p>Registered Training Organisations (RTOs) will need to review new units of competency and develop supporting resources.</p>
<p>Name of panel member completing Quality Report</p>	<p>Trish Gamper – Gamper Consulting Services</p>
<p>Date of completion of the Quality Report</p>	<p>27 June 2019</p>

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> 1. AISC endorsed components: <ul style="list-style-type: none"> • qualifications • units of competency • assessment requirements (associated with each unit of competency) • credit arrangements 2. One or more quality assured companion volumes 	Yes	<p>The CPC Construction, Plumbing and Services Training Package consists of the following:</p> <ol style="list-style-type: none"> 1. ASIC endorsed components: <ul style="list-style-type: none"> • 2 qualifications • 23 units of competency and associated assessment requirements • credit arrangements are not applicable as no credit arrangements currently exist between the qualification and Higher Education. 2. A quality assured companion volume implementation guide. <p>The Editorial Report confirms these components.</p>
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	Yes	<p>Artibus Innovation has complied with the <i>Training Package Products Policy</i>. The draft qualifications and units of competency comply with coding and titling requirements, access and equity have been addressed, foundation skills are explicit and recognisable within the Training Package components, imported units of competency have been checked for currency, and clear mapping tables are provided.</p> <p>The Editorial and Equity Reports also confirm compliance with the <i>Training Package Products Policy</i>.</p>
<p>Standard 3</p> <p>Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i></p>	Yes	<p>Artibus Innovation has complied with the AISC <i>Training Package Development and Endorsement Process Policy</i>.</p> <p>In line with the Case for Change, the review and development project also included the transition of the demolition components to the requirements of the <i>Standards for Training Packages 2012</i>.</p> <p>Industry consultations were conducted, key industry stakeholders consulted and kept informed throughout the project, draft components validated, and editorial and equity reviews undertaken.</p> <p>The Case for Endorsement confirms the development, consultation, feedback and</p>

		validation processes in the development and review of the components.
Standard 4 Units of competency specify the standards of performance required in the workplace	Yes	A review of the Training Package components confirms clearly written units of competency that specify the performance required in the workplace.
Standard 5 The structure of units of competency complies with the unit of competency template	Yes	A review of the units of competency confirms compliance with the unit of competency template. Compliance is also confirmed in the Editorial Report.
Standard 6 Assessment requirements specify the evidence and required conditions for assessment	Yes	Assessment requirements were reviewed and queries relating to performance evidence forwarded to Artibus Innovation for clarification. A final review of the assessment requirements confirms they clearly specify the evidence required and provide required conditions for assessment. Compliance is also confirmed in the Editorial Report.
Standard 7 Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template	Yes	A review of the units of competency confirms that every unit of competency has associated assessment requirements and the structure complies with the assessment requirements template. The Editorial Report also confirms compliance with this Standard.
Standard 8 Qualifications comply with the Australian Qualifications Framework specification for that qualification type	Yes	A review of CPC30419 Certificate III in Demolition and CPC41019 Certificate IV in Demolition and the AQF Level specifications confirms that the qualification complies with the AQF specification for the qualification type.
Standard 9 The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template	Yes	A review of the qualifications confirms that the structure of the qualifications complies with the qualification template. This is also confirmed in the Editorial Report.
Standard 10 Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template	N/A	No credit arrangements exist between the demolition qualifications and Higher Education qualifications. Artibus Innovation provided separate documentation which complies with the required template.

<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	<p>Yes</p>	<p>A quality assured Companion Volume Implementation Guide has been produced and will be available at the time of endorsement. The Companion Volume Implementation Guide complies with the relevant template and has been quality assured in line with Artibus Innovation's internal processes and has been edited by a member of the QA Panel.</p>
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	<p>N/A</p>	

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Section 3 – Compliance with the training package quality principles

Note: not all training package quality principles might be applicable to every training package or its components. Please provide a supporting statement/evidence of compliance or non-compliance against each principle.

Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	Yes	<p>The Case for Endorsement notes that the reviewed qualifications and units of competency were developed following consultations with STAs and industry that identified that the qualifications were outdated and no longer reflected current industry practices.</p> <p>New units of competency were developed to address the specific industry needs relating to planning, equipment and techniques required in the demolition sector.</p>
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications are removed from the system • ensure that more information about industry's expectations of 	Yes	<p>A review of the Training Package components, the Case for Endorsement, the Companion Volume Implementation Guide, and Editorial and Equity Reports confirms the Training Package components are compliant and respond to government initiatives by:</p> <ul style="list-style-type: none"> • updating qualifications to reflect current and emerging skill needs • developing units of competency that can be applied in a range of different workplaces • providing flexibility in the qualifications to enable elective choices to meet individual, enterprise and industry needs.

<p>training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices</p> <ul style="list-style-type: none"> • ensure that the training system better supports individuals to move easily from one related occupation to another • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors • foster greater recognition of skill sets 		
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p>Yes</p>	<p>The Case for Endorsement notes that the revised qualifications were developed to better reflect current and emerging work outcomes. Key areas include:</p> <ul style="list-style-type: none"> • Sustainability • Reduce, re-use, and recycling principles • New equipment and technologies • Waste management • Public and worker safety requirements

Quality principle 2: Support portability of skills and competencies including reflecting licensing and regulatory requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
<p>Support movement of skills within and across organisations and sectors</p>	<p>Yes</p>	<p>The revised demolition qualifications provide flexible elective options, including imported units, which support movement of skills within and across organisations and sectors.</p>

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Promote national and international portability	Yes	The allowance to select additional units of competency from other Training Packages or accredited courses as well as the inclusion of imported units of competency within the qualifications promotes national portability of skills and knowledge.
Reflect regulatory requirements and licensing	Yes	A review of the units of competency confirms that legislative and regulatory requirements apply to demolition workers and vary according to state/territory jurisdictions. Users are advised to check with the relevant regulatory authority before delivery.

Quality principle 3: Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	Yes	Support for the revised qualification and units of competency is contained within the Case for Endorsement.
Recognise convergence and connectivity of skills	Yes	The incorporation of common and sector-specific CPC Construction, Plumbing and Services units of competency and imported units of competency recognise the convergence and connectivity of skills.

Quality principle 4: Be flexible to meet the diversity of individual and employer needs including the capacity to adapt to changing job roles and workplaces

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	Yes	The revised qualification provides flexibility and choice of units of competency to meet the diversity of individual and employer needs.

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support equitable access and progression of learners	Yes	The Equity Report confirms that the Training Package components support equitable access and progression of learners. The CPS41019 Certificate IV Demolition supports learner progression and articulation from the CPC30419 Certificate III in Demolition.

Quality principle 5: Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	N/A	Pathways from school and to higher education are not applicable to this qualification.

Quality principle 6: Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	Yes	The flexibility within the qualification supports implementation across a range of settings. Implementation advice is also contained within the Companion Volume Implementation Guide.

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support sound assessment practice	Yes	<p>A review of the units of competency and their associated assessment requirements confirms they support sound assessment practices.</p> <p>The Editorial Report also confirms units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth. The performance evidence and knowledge evidence reflect work tasks and knowledge requirements and include appropriate volume and frequency of requirements.</p>
Support implementation	Yes	<p>Implementation advice is provided in the Companion Volume Implementation Guide. The Case for Endorsement also provides advice to Registered Training Organisations (RTOs) regarding relevant changes required for implementation.</p>



Attachment 1 – Revised units of competency

Code	Title
CPCCDE3014	Remove non-friable asbestos
CPCCDE3015	Remove friable asbestos
CPCCDE3016	Identify hazards on demolition sites and apply risk management strategies
CPCCDE3017	Select and use hand tools and equipment for demolition tasks
CPCCDE3018	Select and use small plant and equipment for demolition tasks
CPCCDE3019	Demolish small buildings and structures using hand tools and small plant and equipment
CPCCDE3020	Select and use tools and equipment for hot work in the demolition industry
CPCCDE3021	Operate demolition material crushing plants
CPCCDE3022	Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment
CPCCDE3023	Operate skid steer loaders at ground level on demolition sites
CPCCDE3024	Operate mobile plant on suspended floors on demolition sites
CPCCDE3025	Operate remote-controlled plant on demolition sites
CPCCDE3026	Operate excavators at ground level to demolish building elements
CPCCDE4001	Plan and prepare for activities on demolition sites
CPCCDE4002	Plan demolition work to minimise risk to health, safety and environment
CPCCDE4003	Supervise operational activities on demolition sites
CPCCDE4004	Finalise demolition activities and supervise property handover
CPCCDE4008	Supervise asbestos removal
CPCCDE5001	Conduct air monitoring and clearance inspections for asbestos removal work