Case for Endorsement

Painting and Decorating Project

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CPC Construction, Plumbing and Services Training Package

Release 6.0

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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Table of Contents

A. Administrative details of the Case for Endorsement

Name of allocated IRC

CPC Construction, Plumbing and Services

Name of SSO

Artibus Innovation

Training Package Components submitted for approval

This submission puts forward the Case for Endorsement for one qualification and 19 units of competency

Qualification(s)

Code	Title
CPC30620	Certificate III in Painting and Decorating

Units of competency

Code	Title
CPCCPD2011	Handle and store painting and decorating materials
CPCCPD2012	Use painting and decorating tools and equipment
CPCCPD2013	Remove and replace doors and door and window components
CPCCPD3021	Prepare existing coated surface for painting
CPCCPD3022	Apply paint by brush and roller
CPCCPD3023	Apply texture coat paint finishes by brush, roller and spray
CPCCPD3024	Apply paint by spray
CPCCPD3025	Match specific paint colours
CPCCPD3026	Apply stains and clear timber finishes
CPCCPD3027	Remove and apply wallpaper
CPCCPD3028	Apply decorative paint finishes
CPCCPD3029	Remove graffiti and apply anti-graffiti coatings
CPCCPD3030	Apply protective paint coating systems
CPCCPD3031	Work safely with lead painted surfaces in the painting industry
CPCCPD3032	Apply advanced wall coverings
CPCCPD3033	Apply intumescent coatings
CPCCPD3034	Apply advanced decorative paint finishes
CPCCPD3035	Prepare uncoated surfaces for painting
CPCCPD3036	Work safely to encapsulate non-friable asbestos in the painting industry

Further mapping information on the 19 units of competency can be found in **Section H: Training package components**

Case for change details

A Case for Change was submitted to the Commonwealth Department of Education and Training in December 2017.

The Australian Industry and Skills Committee approved the Case for Change February 2018.

Activity order details

Reference number:	TPD/2017-18/002
Date executed:	27 February 2018

AISC requirements

The Recipient must perform the activities described in the Case for Change approved by the AISC, including a full update and review of the structure and composition of the qualification and associated units of competency for:

- CPC30611 Certificate III in Painting and Decorating

In addition, the above components that are native to the *CPC08 Construction, Plumbing and Services Training Package* are:

- transitioned to the 2012 Standards for Training Packages as outlined in Artibus/AA/2015-16-002
- developed in context of:
  - o feedback from industry about the need for further work to be undertaken in relation to the components
  - o CPC and CPC08 training packages including other qualifications which share these components.

Summary of key changes

Key Change	Description
KC1	CPC30611 Certificate III in Painting and Decorating has been superseded and is equivalent to CPC30620 Certificate III in Painting and Decorating.
KC2	1 new unit of competency has been developed to address identified industry requirements.
KC3	Minor title changes to clarify the intended outcomes of units of competency.
KC4	Change in packaging rules from 27 units of competency (23 core and 4 electives) to 29 units of competency (26 core and 3 electives)

B. Description of work and request for approval

Artibus Innovation was commissioned to transition one painting and decorating qualification and its associated units of competency to *the 2012 Standards for Training Packages*, under the activity order AA/ TPD/2017-18/002.

A Case for Change to undertake a full review of CPC30611 Certificate III in Painting and Decorating was submitted to the Australian Industry and Skills Council (AISC) on December 2017 for their consideration. The ASIC approved the project and since its approval, broad stakeholder engagement has been undertaken in the review of the Painting and Decorating qualifications.

In undertaking more detailed consultation with both STTAs and industry it became apparent that the painting and decorating qualification required updating to reflect current industry work practices.

Artibus undertook the necessary research, technical analysis and stakeholder consultation to develop a case for change. The following gaps were identified within the qualification and units of competency:

- assessment requirements need to more closely reflect vocational outcomes
- frequency and volume measures require updating
- insufficient focus on hazard identification and risk management
    - lead
    - asbestos
    - falls from height
    - proximity to flammable or combustible materials
- introduction of new technologies
- deletion of outdated technologies

The skills gaps required the development of new units for inclusion that cover:

- preparation of unpainted surfaces
- encapsulation of non-friable asbestos by a painter
- lack of specificity, completeness, clarity and accuracy of content written in the performance evidence, knowledge evidence and assessment conditions.

A Technical Advisory Group (TAG) was appointed by the IRC, which provided technical input to the design of the training products and supported industry engagement and consultation activities.

The TAG grappled with the following issues:

1. whether the AQF level 1 "common" units of competency are still required in the core of the qualification
2. if wallpapering is still a required skill
3. if there is a requirement for a "rope work" unit of competency
4. whether the current CPCCPD3034A *Apply Advanced Decorative Finishes* unit is too complex and if the skills are still required by industry

5. Whether CPCCPD3031A *Implement safe lead paint and asbestos work practices in the painting industry* adequately covers the safety requirements for working with two different hazardous materials.

The above matters were discussed at length by the TAG and some issues were put to industry by way of survey to gain further industry views to help inform the TAGs recommendations.

The following recommendations were made to the IRC regarding the above matters:

1. keep the AQF level 1 common units to provide a clear pathway into the qualification.
2. wallpapering is a required industry skill
3. training in rope work is complex with high level safety issues, so it was not recommended at this time
4. CPCCPD3034A *Apply Advanced Decorative Finishes.* Industry does still require these skills. The unit has been re-drafted in clear language to make it easier to deliver*.
5. CPCCPD3031A *Implement safe lead paint and asbestos work practices in the painting industry* was split into two units to better address the safe methods of dealing with lead and asbestos.

Decision being sought from the AISC

To note the work undertaken and approve the submission.

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C. Evidence of industry support

Our inclusive consultation approach aimed to gather industry feedback from a range of stakeholders to ensure the training package components met industry expectations and skilling requirements.

Project page

With the commencement of the project, 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 with 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=13

The project page received 1231-page views.

Technical Advisory Group (TAG)

A Construction, Plumbing and Services IRC endorsed Technical Advisory Group (TAG) was established to provide strategic input on, and oversee the development of, the training package components throughout the duration of the project. Nominations for the formation of the TAG were published on the project page.

TAG membership included representatives from employers, employees, industry associations, training providers and businesses.

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.

TAG meetings were held on the following dates:

Meeting	Date
TAG meeting 1	13 November 2018
TAG meeting 2	7 December 2018
TAG meeting 3	12 February 2019
TAG meeting 4	13 March 2019
TAG meeting 5	2 May 2019
TAG meeting 6	16 May 2019

The TAG reviewed industry feedback at every meeting and amended the training package components to reflect industry feedback where appropriate.

Industry surveys

Three industry surveys were conducted to provide industry stakeholders with opportunities 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.

Respondents were able to download the draft materials and provide feedback on the qualifications, skill sets and individual units of competency.

Survey	Draft Pack	Timeframe
1	Draft Pack 1	19 October 2018
2	Draft Pack 2	20 March 2019 – 5th April 2019
3	Draft Pack 3 – Validation	27 May 2019 – 10 June 2019

State/Territory Training Authorities (STTAs)

STTAs have been kept abreast of the project via newsletters and direct email correspondence. STTA feedback on the project was reviewed and put forward to the TAG to consider.

Dissenting views and alternative approaches explored

No dissenting views and alternatives approaches were presented by industry stakeholders.

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

Report by exception

Nil

D. Industry expectations about training delivery

Advice about industry's expectations of training delivery

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

- a qualification that better reflects occupational standards
- units of competency that provide a clear intended outcome
- a comprehensive skills and knowledge base for ensuring the safety of painting and decorating 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.

Quality principles

Flexibility

The qualification contains robust packaging rules that provide the flexibility required to accommodate a diverse range of potential learners and work contexts across the different States and Territories. The qualifications include elective units of competency that meet the diverse learning and pathways needs of the learner. Elective units can be selected from within CPC or other Training Packages.

Training providers will be able to design qualifications to reflect individual, enterprise, industry and regulatory requirements.

Recognition, Access and Equity

The qualification contains units that are packaged at AQF Level 1 and Level 2 to provide a pathway into the qualification for school leavers. The packing rules are designed to ensure that candidates are workplace ready with training to meet industry requirements.

Upon completion of this qualification, students could continue their studies with the post trade Building and Construction suite of qualifications.

IRC recommendation on traineeships and apprenticeships

This qualification is suitable for an Australian Apprenticeship pathway.

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E. Implementation of new training package components

Advice on occupational and licensing requirement

Painting and Decorating work can be hazardous to workers and community health, as materials such as lead and dust risk being released into the air. There are also worker hazards in relation to manual handling, working at heights, working in restricted spaces, exposure to chemicals and substances – including safe storage and electrical hazards.

The Australian Standard *AS/NZS 2311:2017 Guide to the painting of buildings* is the recognised industry standard for the painting industry.

Licensing and registration vary between jurisdictions, with licences/registration often required for painters performing work over a certain value.

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 Anna Henderson.

Declaration

Artibus Innovation declares that the proposed components of the *CPC Construction, Plumbing and Services Training Package Version 5.0 Companion Volume Implementation Guide* 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 COAG Industry Skills Council reforms to training packages

Supporting COAG Industry Skills Council reforms to training packages

The decision being sought from the AISC will support the COAG Industry and Skills Council reforms to training packages by endorsing components that have been developed to ensure they:

Principle	Evidence
1. Reflect identified workforce outcomes	The qualification has been 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 packaging rules of the qualifications are clearly written and conform to the AQF requirements that support the objective of both national and international portability. Qualifications and units of competency also reference, where relevant, Australian standards and requirements of the National Construction Code (NCC) which serves to ensure portability and industry-wide relevance.
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 the 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 been developed to ensure applicability 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 qualification has been developed to encourage pathway learners to take-up the Painting and Decorating profession by including a range of units that are packaged at AQF level 1 and level 2.
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 been developed in plain and understandable English.

Evidence of completion of the training package development work

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

Evidence that training package components are prepared for publication

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

Approximate Publication Timeframe

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

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H. Proposed training package components

Qualification mapping

CPC Construction, Plumbing and Services Training Package	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalent statement
CPC30620 Certificate III in Painting and decorating	CPC30611 Certificate III in Painting and decorating	Supersedes and is equivalent to CPC30611 Certificate III in Painting and decorating	E

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Units of competency mapping

CPC Construction, Plumbing and Services Training Package	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalent statement
CPCCPD2011 Handle and store painting and decorating materials	CPCCPD2011A Handle painting and decorating materials	Supersedes and is equivalent to CPCCPD2011A Handle painting and decorating materials. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCPD2012 Use painting and decorating tools and equipment	CPCCPD2012A Use painting and decorating tools and equipment	Supersedes and is equivalent to CPCCPD2012A Use painting and decorating tools and equipment. Updated to meet the Standards for Training Packages.	E
CPCCPD2013 Remove and replace doors and door and window components	CPCCPD2013A Remove and replace doors and door and window components	Supersedes and is equivalent to CPCCPD2013A Remove and replace doors and door and window components. Updated to meet the Standards for Training Packages.	E
CPCCPD3021 Prepare existing coated surface for painting	CPCCPD3021A Prepare surfaces for painting	Supersedes and is equivalent to CPCCPD3021A Prepare surfaces for painting. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCPD3022 Apply paint by brush and roller	CPCCPD3022A Apply paint by brush and roller	Supersedes and is equivalent to CPCCPD3022A Apply paint by brush and roller. Updated to meet the Standards for Training Packages.	E

CPCCPD3023 Apply texture coat paint finishes by brush, roller and spray	CPCCPD3023A Apply texture coat paint finishes by brush, roller and spray	Supersedes and is equivalent to CPCCPD3023A Apply texture coat paint finishes by brush and roller. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCPD3024 Apply paint by spray	CPCCPD3024A Apply paint by spray	Supersedes and is equivalent to CPCCPD3024A Apply paint by spray. Updated to meet the Standards for Training Packages.	E
CPCCPD3025 Match specific paint colours	CPCCPD3025A Match specified paint colour	Supersedes and is equivalent to CPCCPD3025A Match specific paint colours. Minor title change. Updated to meet to the Standards for Training Packages.	E
CPCCPD3026 Apply stains and clear timber finishes	CPCCPD3026A Apply stains and clear timber finishes	Supersedes and is equivalent to CPCCPD3026A Apply stains and clear timber finishes. Updated to meet the Standards for Training Packages.	E
CPCCPD3027 Remove and apply wallpaper	CPCCPD3027A Apply wallpaper	Supersedes and is equivalent to CPCCPD3027A Apply wallpaper. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCPD3028 Apply decorative paint finishes	CPCCPD3028A Apply decorative paint finishes	Supersedes and is equivalent to CPCCPD3028A Apply decorative paint finishes. Updated to meet the Standards for Training Packages.	E
CPCCPD3029 Remove graffiti and apply anti-graffiti coatings	CPCCPD3029A Remove graffiti and apply protective coatings	Supersedes and is equivalent to CPCCPD3029A Remove graffiti and apply protective coatings.	E

		Title change. Updated to meet the Standards for Training Packages.	
CPCCPD3030 Apply protective paint coating systems	CPCCPD3030B Apply protective paint coating systems	Supersedes and is equivalent to CPCCPD3030B Apply protective paint coating systems. Updated to meet the Standards for Training Packages.	E
CPCCPD3031 Work safely with lead painted surfaces in the painting industry	CPCCPD3031A Implement safe lead paint and asbestos work practices in the painting industry	Supersedes and is equivalent to CPCCPD3031A Implement safe lead paint and asbestos work practices in the painting industry. Title change. Updated to meet the Standards for Training Packages.	E
CPCCPD3032 Apply advanced wall coverings	CPCCPD3032A Apply advanced wallpaper techniques	Supersedes and is equivalent to CPCCPD3032A Apply advanced wallpaper techniques. Title change. Updated to meet the Standards for Training Packages.	E
CPCCPD3033 Apply intumescent coatings	CPCCPD3033A Apply intumescent coatings	Supersedes and is equivalent to CPCCPD3033A Apply intumescent coatings. Updated to meet the Standards for Training Packages.	E
CPCCPD3034 Apply advanced decorative paint finishes	CPCCPD3034A Apply advanced decorative paint finishes	Supersedes and is equivalent to CPCCPD3034A Apply advanced decorative paint finishes. Updated to meet the Standards for Training Packages.	E

CPCCPD3035 Prepare uncoated surfaces for painting	New unit		
CPCCPD3036 Work safely to encapsulate non-friable asbestos in the painting industry	CPCCPD3031A Implement safe lead paint and asbestos work practices in the painting industry	Supersedes and is equivalent to CPCCPD3031A Implement safe lead paint and asbestos work practices in the painting industry. Updated to meet the Standards for Training Packages.	E

Imported units of competency		
Code	**Title**	**Training Package**
BSBSMB301	Investigate micro business opportunities	Business Services
BSBSMB303	Organise finances for the micro business	Business Services
MSFID4016	Design colour schemes for interior and exterior spaces	Furnishing

Appendix A: IRC support

The Construction IRC supports 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