



# Case for Endorsement

## Painting and Decorating Project

CPC Construction, Plumbing and Services Training Package

Release 5.0

Submitted by Artibus Innovation  
on behalf of the  
Construction, Plumbing and Services IRC  
August 2019

## 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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## 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
CPC30619	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:
  - feedback from industry about the need for further work to be undertaken in relation to the components
  - 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 CPC30619 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.

### **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 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 CPCCWHS1001 Prepare to work safely in the construction industry as an entry requirement.

#### **Decision being sought from the AISC**

To note the work undertaken and approve the submission.

## 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](http://www.artibus.com.au/project/?project_id=13)

The project page received 1231 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:

<b>Meeting</b>	<b>Date</b>
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.



The TAG had robust discussions on 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.

### 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.

Survey	Draft Pack	Timeframe	Number of respondents
1	Draft Pack 1	19 October 2018 – 4 February 2019	129
2	Draft Pack 2	20 March 2019 – 5 April 2019	21
3	Draft Pack 3 – Validation	27 May 2019 – 13 June 2019	9

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

#### *Summary of responses to surveys 1 and 2*

The types of questions industry members and other stakeholders were asked in in these two surveys include:

- Do the core units capture the underpinning skills and knowledge of [the vocational outcome]? Y/N, If no, what is missing?
- Are any skills and knowledge missing from these units that should be part of the elective bank?
- It is proposed that [state proposed change to qualification]. Do you think [this change] will add value to the qualification?
- Do you think there are any other changes needed to this qualification? (Y/N) What are they and why?

Respondents indicated that the following types of changes will increase the relevance of the qualification and the units of competency to industry:

- Amending decorative paint finishes units to reflect current industry needs
- Not going forward with a unit of competency on rope work because it is not essential and would be onerous to RTOs to deliver
- Making sure changes do not lower industry standards

### *Summary of responses to survey 3*

One third of the respondents to the survey supported the validation of the training package components without any modification. The remaining two thirds suggested the following types of changes before validating the training package components:

- Additional content needs to be added to qualification to deal with corrosion of metal surfaces
- Making sure knowledge evidence is robust
- Feedback on what the minimum skills and knowledge are for an apprentice, including:
  - Business skills and knowledge
  - Coating a flat wall
  - Advanced decorative finishes

For all surveys, the TAG tabled the industry feedback, discussed a way forward and ensured the training package components reflected the necessary changes outlined in the feedback.

### **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**

Support for this Case for Endorsement progressing to the AISC for approval has been received from the following STTAs:

- New South Wales
- Northern Territory
- Western Australia
- Tasmania
- Queensland.

No response was received from the following STTAs:

- Australian Capital Territory
- South Australia.

The Victorian STTA has reviewed the project and raised concerns on:

- entry requirements
- unit equivalency and mapping
- unit referencing

Artibus has made amendments to the training package components against the Victorian STTA's feedback where possible, and provided a response outlining amendments and rationales for decisions.

After reviewing the response provided by Artibus, the Victorian STTA is not prepared to support the project progressing to the AISC for endorsement at this time.

**Appendix B: Victorian STTA's concerns on the Painting and Decorating Project** outlines the concerns raised by the Victorian STTA's and the response provided by Artibus.

## 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.

## 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.

The qualification and associated units of competency do not lead to licensing outcomes because the industry does not license painters and decorators. Workers who are employed by painting and decorating contractors do not need to be licensed. However, licensing requirements may apply for these contractors in different states and territories.

### **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 Release 5.0* 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](http://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	<p>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.</p> <p>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.</p>
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 August 2019.

### **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.

## H. Proposed training package components

### Qualification mapping

<b>CPC Construction, Plumbing and Services Training Package</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalent statement</b>
CPC30619 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

## Units of competency mapping

<b>CPC Construction, Plumbing and Services Training Package</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalent statement</b>
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. Safe handling of asbestos aspects removed and incorporated into CPCCPD3036. 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. Safe lead practice aspects removed and incorporated into separate unit. Safe treatment of asbestos material strengthened. 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:

A handwritten signature in black ink, appearing to read 'Stuart Maxwell', written over a light grey rectangular background.

Date:                       27<sup>th</sup> June 2019

## Appendix B: Victorian STTA's concerns on the Painting and Decorating Project

**9 July 2019** Feedback provided by the Victorian STTA to Artibus

**10 July 2019** Artibus provided a response to the Victorian STTA

### STTA Feedback 1:

The unit CPCPCWHS1001 Prepare to work safely in the construction industry, a newly introduced Entry Requirement, is not a foundational skill on which to build the vocational outcome, it is an employment requirement. This Entry Requirement does not comply with Standard 2.

If the industry considers the unit to be an essential requirement for all job role outcomes of the qualification it should be included as a core unit, where it can be contextualised to the industry outcome.

### Artibus Response 1:

*The Construction IRC has deliberated on the inclusion of CPCCWHS1001 Prepare to work safely in the construction industry 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 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.*

*The IRC's rationale has been provided in the Companion Volume Implementation Guide (CVIG) to comply with Standard 2.*

### STTA Feedback 2:

The qualification contains both the current CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry (core) and its equivalent superseded unit, CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry (elective). We note that the superseded unit has been included due to it being a prerequisite to 3 units imported from the CPC08 Construction, Plumbing and Services Training Package (CPCCCM2010B Work safely at heights, CPCCPB3026B Erect and maintain trestle and plank systems, CPCCSP3003A Apply trowelled texture coat finishes). 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 12-Implementation issues of note and management strategy).



It would be preferable to delay endorsement of the Certificate III in Painting and Decorating until these units are reviewed as part of the projects to review the Certificate III in Wall and Ceiling Lining and Certificate III in Solid Plastering from CPC08. This issue would then be resolved, rather than requiring the VET sector and system to accommodate it. We note from the Artibus website that these projects are due for submission in August 2019. (Noting other arrangements will need to be managed by the SSO, especially in brick / block laying (Stonemasonry) given the inclusion of units used in multiple qualifications – we would anticipate this would have been considered by the SSO and IRC but we're not clear about which projects are reviewing them – please advise).

#### Artibus Response 2:

*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.*

#### STTA Feedback 3:

The unit CPCCPD3031A Implement safe lead paint and asbestos work practices in the painting industry has been mapped as equivalent to the units CPCCPD3031 Work safely with lead painted surfaces in the painting industry and CPCCPD3036 Work safely to encapsulate non-friable asbestos in the painting industry.

The mapping should indicate that the revised units are not equivalent to the superseded unit and the mapping table should be amended to identify that the outcomes of the superseded unit have been separated into 2 units.

#### Artibus Response 3:

*In the update of CPCCPD3031A Implement safe lead paint and asbestos work practices in the painting industry, CPCCPD3031 Work safely with lead painted surfaces in the painting industry was deemed equivalent as the current unit has no specific delivery or assessment requirements regarding the treatment of asbestos but is specific about the handling of lead paint. The same outcome as the updated unit. Artibus Innovation will add to the mapping "Safe handling of asbestos aspects removed and incorporated into separate unit".*

*Additionally, for unit CPCCPD3036 Work safely to encapsulate non-friable asbestos in the painting industry, Artibus Innovation will add to the mapping "Safe lead practice aspects removed and incorporated into separate unit. Safe treatment of asbestos material strengthened."*

#### STTA Feedback 4:

We note that the Companion Volume Implementation Guide refers to the unit Work safely at heights with the code CPCCCM2012, while the Case for Endorsement reflects the current code listed on the national register.

Please advise if the unit CPCCCM2010B Work safely at heights is proposed for endorsement in another concurrent project and how any concurrent endorsement will be managed where the unit is included in multiple qualifications? If this is not the case, please amend the implementation Guide to reflect the correct code.

Artibus Response 4:

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

## 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 *CPCPCWHS1001 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 CPCPCWHS1001 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 CPCPCWHS1001 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 CPCPCWHS1001 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 CPCPCWHS1001 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 CPCPCWHS1001 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 CPCPCWHS1001 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.

## Appendix C: 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 <sup>1</sup>	0
Number of revised qualifications and their titles	1 CPC30619 Certificate III in Painting and Decorating
Number of new units of competency and their titles	1 CPCCPD3035 Prepare uncoated surfaces for painting
Number of revised units of competency and their titles	18 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 lining and 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 wall coverings CPCCPD3033 Apply intumescent coatings CPCCPD3034 Apply advanced decorative paint finishes CPCCPD3036 Work safely to encapsulate non-friable asbestos in the painting industry
Confirmation that the draft training package components are publication-ready	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, the Editorial Report is prepared by Maree Thorne, a member of the Quality Assurance Panel.
Date of completion of the report	20 June 2019

## 2. Content and structure

### Units of competency

Editorial requirements	Comments
<p>Standard 5:</p> <ul style="list-style-type: none"> <li>The structure of units of competency complies with the unit of competency template.</li> </ul>	<p>The structure of the 19 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 in 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"> <li>The structure of assessment requirements complies with the assessment requirements template.</li> </ul>	<p>All 19 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. 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"> <li>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</li> <li>using realistic tasks or simulated tasks, relevant specifications and work instructions, standard work practices, safety requirements and environmental constraints.</li> </ul> <p>Feedback has been provided to Artibus Innovation that where specific resources, such as personnel, equipment, documentation etc is not specified in the individual units, some</p>

<sup>1</sup> *hen the number of training products is high the titles can be presented as an attachment.*

	guidance regarding what constitutes a 'close simulation of the workplace environment' could be included in the CVIG.
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## Qualifications

Editorial requirements	Comments by the editor
Standard 9: <ul style="list-style-type: none"> <li>The structure of the information for qualifications complies with the qualification template.</li> </ul>	The structure of the draft qualification 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. Artibus Innovation advise they are submitting a number of projects simultaneously for endorsement. Some units of competency codes and titles in the CPC30619 draft are the proposed new codes which have been confirmed as correct with Artibus Innovation.
Standard 10: <ul style="list-style-type: none"> <li>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template.</li> </ul>	Artibus Innovation have provided advice via the Credit Arrangement Template, and also included in the CVIG, that no credit arrangements exist between the draft CPC30619 Certificate III in Painting and Decorating and Higher Education qualifications.

## Companion Volumes

Editorial requirements	Comments by the editor
Standard 11: <ul style="list-style-type: none"> <li>A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template.</li> </ul>	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.

## 3. Proofreading

Editorial requirements	Comments by the editor
<ul style="list-style-type: none"> <li><b>Unit codes and titles</b> and <b>qualification codes and titles</b> are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide.</li> </ul>	All unit and qualification codes and titles have been checked for cross-referencing throughout all documentation provided, including qualification, CVIG, and Case for Endorsement.
<ul style="list-style-type: none"> <li>Units of competency and their <b>content</b> are <b>presented in full</b>.</li> </ul>	Units of competency and associated assessment requirements and their content are presented in full.

Editorial requirements	Comments by the editor
<ul style="list-style-type: none"> <li>• 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"> <li>○ absence of spelling, grammatical and typing mistakes</li> <li>○ consistency of language and formatting</li> <li>○ logical structure and presentation of the document.</li> <li>○ compliance with the required templates</li> </ul> </li> </ul>	<p>I am satisfied with the quality of the training products presented with regards to:</p> <ul style="list-style-type: none"> <li>• spelling, grammatical and typing mistakes</li> <li>• consistency of language and formatting</li> <li>• structure and presentation of documentation</li> <li>• compliance with required templates</li> </ul>



## Appendix D: 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 <sup>1</sup>	0
Number of revised qualifications and their titles	1 CPC30619 Certificate III in Painting and Decorating
Number of new units of competency and their titles	1 CPCCPD3035 Prepare uncoated surfaces for painting
Number of revised units of competency and their titles	18 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 lining and 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 wall coverings CPCCPD3033 Apply intumescent coatings CPCCPD3034 Apply advanced decorative paint finishes CPCCPD3036 Work safely to encapsulate non-friable asbestos in the painting industry
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	I confirm that the draft training package components meet the requirements in Section 2.
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	20 June 2019

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

## 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"> <li>• Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations.</li> <li>• Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation.</li> </ul>	<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"> <li>• Coding and titling of all components</li> <li>• Explicit incorporation of foundation skills</li> <li>• Considerations of entry requirements, packaging rules enabling flexibility and 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.</li> <li>• Clear mapping showing relationships and changes to superseded components.</li> </ul>

## 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 one qualification which enables selection of three electives units, including one imported unit 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 CPC30619 Certificate III in Painting and Decorating has 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>The inclusion in the qualification of basic, entry level units would enable progression of skills and knowledge from entry level to more advanced for a new industry participant, whilst a more experienced existing industry worker would reasonably be able to enter the qualification and undertake credit processes for their existing skills and knowledge.</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 painting and decorating 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?	

### 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><b>CPC30619 Certificate III in Painting and Decorating has been determined to be suitable for an Australian Apprenticeship pathway.</b></p> <p><b>As noted in Quality Principle 4 above, the inclusion in the qualification of basic, entry level units would enable progression of skills and knowledge from entry level to more advanced trade level skills for a new industry participant. A number of the CPCCCM units are used in other CPC Construction, Plumbing and Services qualifications which could enable transition or pathways into other construction occupations.</b></p> <p><b>Artibus Innovation advises there are no formal national credit arrangements from this qualification into higher education qualifications.</b></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"> <li>• Pathways</li> <li>• Access and equity</li> <li>• Foundation skills?</li> </ul> (see Training Package Standard 11)	<b>Yes. The Companion Volume Implementation Guide V5.0 (CVIG) does include 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.</b>
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?	<b>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.</b>

## Appendix E: 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 Painting and Decorating project
Number of new qualifications and their titles	-
Number of revised qualifications and their titles	One revised qualification: <ul style="list-style-type: none"> <li>• CPC30619 Certificate III in Painting and Decorating</li> </ul>
Number of new units of competency and their titles	One new unit: <ul style="list-style-type: none"> <li>• CPCCPD3035 Prepare uncoated surfaces for painting</li> </ul>
Number of revised units of competency and their titles	Eighteen revised units: <ul style="list-style-type: none"> <li>• CPCCPD2011 Handle and store painting and decorating materials</li> <li>• CPCCPD2012 Use painting and decorating tools and equipment</li> <li>• CPCCPD2013 Remove and replace doors and door and window components</li> <li>• CPCCPD3021 Prepare existing coated surface for painting</li> <li>• CPCCPD3022 Apply paint by brush and roller</li> <li>• CPCCPD3023 Apply texture coat paint finishes by brush, roller and spray</li> <li>• CPCCPD3024 Apply paint by spray</li> <li>• CPCCPD3025 Match specific paint colours</li> <li>• CPCCPD3026 Apply stains and clear timber finishes</li> <li>• CPCCPD3027 Remove and apply wallpaper</li> <li>• CPCCPD3028 Apply decorative paint finishes</li> <li>• CPCCPD3029 Remove graffiti and apply anti-graffiti coatings</li> <li>• CPCCPD3030 Apply protective paint coating systems</li> <li>• CPCCPD3031 Work safely with lead painted surfaces in the painting industry</li> <li>• CPCCPD3032 Apply advanced wall coverings</li> <li>• CPCCPD3033 Apply intumescent coatings</li> <li>• CPCCPD3034 Apply advanced decorative paint finishes</li> <li>• CPCCPD3036 Work safely to encapsulate non-friable asbestos in the painting industry</li> </ul>

<p>Confirmation that the panel member is independent of:</p> <ul style="list-style-type: none"> <li>• the Training Package or Training Package components review ('Yes' or 'No')</li> <li>• development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No')</li> <li>• undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No')</li> </ul>	<p>Yes, I am independent of:</p> <ul style="list-style-type: none"> <li>• CPC R5 Training Package</li> <li>• The development and validation activities</li> <li>• The Equity and Editorial reports.</li> </ul>
<p>Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i></p>	<p><b>Yes</b>, the Painting and Decorating project in the CPC Construction, Plumbing and Services Training Package R5 is compliant with the <i>Standards for Training Packages 2012</i></p>
<p>Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i></p>	<p><b>Yes</b>, the Painting and Decorating project in the CPC Construction, Plumbing and Services Training Package R5 is compliant with the <i>Training Package Products Policy</i>.</p>
<p>Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i></p>	<p><b>Yes</b>, the Painting and Decorating project in the CPC Construction, Plumbing and Services Training Package R5 is compliant with the <i>Training Package Development and Endorsement Process Policy</i></p>
<p>Panel member's view about whether:</p> <ul style="list-style-type: none"> <li>• the evidence of consultation and validation process being fit for purpose and commensurate with the scope</li> <li>• estimated impact of the proposed changes is sufficient and convincing</li> </ul>	<p><b>Yes</b></p>
<p>Name of panel member completing Quality Report</p>	<p>Anna Henderson</p>
<p>Date of completion of the Quality Report</p>	<p>25<sup>th</sup> 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"> <li>1. AISC endorsed components: <ul style="list-style-type: none"> <li>• qualifications</li> <li>• units of competency</li> <li>• assessment requirements (associated with each unit of competency)</li> <li>• credit arrangements</li> </ul> </li> <li>2. One or more quality assured companion volumes</li> </ol>	Yes	<p>The Painting and Decorating component of the CPC Construction, Plumbing and Services Training Package R5 submission consists of the following endorsed components:</p> <ul style="list-style-type: none"> <li>• 1 qualification</li> <li>• 19 units of competency</li> <li>• credit arrangements are discussed in the CPC Construction, Plumbing and Services Training Package R5 Companion Volume Implementation Guide (CVIG), page 126.</li> <li>• A quality assured Companion Guide – CPC Construction, Plumbing and Services Training Package R5 CVIG.</li> </ul>
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	Yes	<p>The draft Training Package component comply with this Standard:</p> <ul style="list-style-type: none"> <li>• <b>Coding and titling</b> –: the qualification and units of competency comply with the coding and titling policy.</li> <li>• <b>Foundation Skills</b> -: all the Painting and Decorating units of competency have a statement under Foundation skills denoting that: <i>“Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.”</i> This is open to interpretation but personally I do not think this is always the case. The CPC Construction, Plumbing and Services Training Package R5 CVIG provides further explanation about foundation skills.</li> <li>• <b>Mapping</b> - the mapping tables are found in the CPC Construction, Plumbing and Services Training Package R5 CVIG. This includes equivalence status of the endorsed components.</li> <li>• <b>Qualification packaging rules</b> –the rules for the qualification are clear and practical and allow for packaging for a range of contexts.</li> </ul>

		<ul style="list-style-type: none"> <li>• <b>Qualification – occupational/pathway advice</b> – occupation outcome advice for all Construction, Plumbing and Services Training Package occupations advice is included in the CPC Construction, Plumbing and Services Training Package R5 CVIG. Pathway advice for Construction, Plumbing and Services Training Package sectors is also in the CVIG.</li> </ul>
Standard 3  Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i>	Yes	<p>The Case for Endorsement (CfE) provides information about work on Painting and Decorating. The training components have been developed to a high standard and they are responsive to industry’s existing and future skill needs.</p> <p>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. TAG membership included representatives from employers, employees, industry associations, training providers and businesses. Artibus Innovation undertook the necessary research, technical analysis and stakeholder consultation to develop a case for change.</p>
Standard 4  Units of competency specify the standards of performance required in the workplace	Yes	The new and revised units of competency are well written, and adequately specify standards of performance required in the workplace.
Standard 5  The structure of units of competency complies with the unit of competency template	Yes	The structure of the new and revised units of complies with all aspects of the unit of competency template.
Standard 6  Assessment requirements specify the evidence and required conditions for assessment	Yes	All draft units of competency specify the performance evidence (including references to volume and frequency), the assessment conditions and the knowledge evidence to be demonstrated for assessment. The assessment requirements cross-reference well to the performance criteria requirements.
Standard 7  Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template	Yes	<p>In all draft units of competency, the assessment requirements comply with the assessment requirements template.</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"> <li>• in the workplace or a close simulation of the workplace environment, provided that simulated or</li> </ul>



		<p>project-based assessment techniques replicate construction workplace conditions, materials, activities, responsibilities and procedures</p> <ul style="list-style-type: none"> <li>• using realistic tasks or simulated tasks, relevant specifications and work instructions, standard work practices, safety requirements and environmental constraints.</li> </ul> <p>The Editor provided feedback to Artibus Innovation that where specific resources, such as personnel, equipment, documentation etc. is not specified in the individual units, some guidance regarding what constitutes a 'close simulation of the workplace environment' could be included in the CVIG.</p>
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	Yes	The qualification complies with the AQF specification for the qualification type.
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	Yes	The structure of the draft qualification proposed for endorsement complies with the requirements of the qualification template, including qualification 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>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>	Yes	Credit arrangements are discussed in the CPC Construction, Plumbing and Services Training Package R5 CVIG, denoting that there are currently no credit arrangements between qualifications in the Construction, Plumbing and Services Training Package and higher education qualifications.
<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>	Yes	<p>The Training Package components in this submission are accompanied by the CPC Construction, Plumbing and Services Training Package CVIG R5.</p> <p>The CVIG complies with the companion volume implementation guide template included in the 2012 Standards and has been quality assured in line with the Artibus Innovation editorial processes.</p> <p>The 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>

<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>Yes</p>	<p>The CPC Construction, Plumbing and Services Training Package R5 CVIG includes information about typical occupation outcomes and how CPC qualifications relate to jobs within the industry.</p> <p>Artibus Innovation has also produced companion resources for the other industry sectors they cover.</p>

### 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 Painting and Decorating industry addressed the following qualification and units of competency issues:</p> <ol style="list-style-type: none"> <li>6. assessment requirements updated to reflect vocational outcomes</li> <li>7. frequency and volume measures updated</li> <li>8. increased focus on hazard identification and risk management               <ol style="list-style-type: none"> <li>a. lead</li> <li>b. asbestos</li> <li>c. falls from height</li> <li>d. proximity to flammable or combustible materials</li> </ol> </li> <li>9. introduction of new technologies</li> <li>10. deletion of outdated technologies</li> </ol> <p>The skills gaps required the development of new units for inclusion that cover:</p> <ol style="list-style-type: none"> <li>11. preparation of unpainted surfaces</li> <li>12. encapsulation of non-friable asbestos by a painter</li> <li>13. increased specificity, completeness, clarity and accuracy of content written in the performance evidence, knowledge evidence and assessment conditions.</li> </ol> <p>Industry made the following recommendations to the IRC:</p> <ol style="list-style-type: none"> <li>14. to keep the AQF level 1 common units to provide a clear pathway into the qualification</li> <li>15. to retain wallpapering as it is still a required industry skill</li> <li>16. to not proceed with the development of a unit for rope work because training in it is complex with high level safety issues</li> <li>17. to redraft CPCCPD3034A in clearer language</li> <li>18. to split CPCCPD3031A <i>Implement safe lead paint and asbestos work practices in the painting industry</i> into two units to better address the safe methods of dealing with lead and asbestos (CPCCPD3031 and CPCCPD3035 – the new unit).</li> </ol> <p>All these recommendations were accepted.</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"> <li>• ensure obsolete and superfluous qualifications are removed from the system</li> <li>• ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices</li> <li>• ensure that the training system better supports individuals to move easily from one related occupation to another</li> <li>• improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors</li> <li>• foster greater recognition of skill sets</li> </ul>	<p>Yes</p>	<p><b>Compliance with Government policy initiatives</b></p> <p>The CVIG provides sufficient information on pathways. Advice on access and equity is provided in the Guide. This includes information on such access and equity considerations as guidance on reasonable adjustment and useful information on identifying and supporting learners' foundation skills.</p> <p><b>Training delivery/flexibility (supporting movement from related occupations)</b></p> <p>The CfE presents the following argument for flexibility: "the qualification contains robust packaging rules that provide the flexibility required to accommodate a diverse range of potential learners and work contexts in Painting and Decorating 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."</p> <p><b>Improve efficiency of the training system</b></p> <p>The competencies have been developed to ensure applicability across a range of workplaces.</p>
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Reflect contemporary work organisation and job profiles incorporating a future orientation	Yes	The qualification has been updated against industry feedback to reflect current and emerging workforce outcomes.
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**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>
Support movement of skills within and across organisations and sectors	Yes	<p>The Painting and Decorating draft components of the CPC Construction, Plumbing and Services Training Package support careers and skill development in the Painting and Decorating industry. Occupation outcome advice for all Construction, Plumbing and Services Training Package occupations advice is included in the CPC Construction, Plumbing and Services TP R5 CVIG. Pathway advice for Painting and Decorating is also in the CVIG.</p> <p>Whilst CPC30619 Certificate III in Painting and Decorating has 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>The inclusion in the qualification of basic, entry level units would enable progression of skills and knowledge from entry level to more advanced for a new industry participant, whilst a more experienced existing industry worker would reasonably be able to enter the qualification and undertake credit processes for their existing skills and knowledge.</p>
Promote national and international portability	Yes	<p>The packaging rules of the qualification are clearly written and conform to the AQF requirements that support the objective of both national and international portability.</p> <p>The units of competency reference, where relevant, Australian standards and requirements of the National Construction Code (NCC) which serves to ensure portability and industry-wide relevance.</p> <p>CPC30619 allows for 2 units to be selected from a group of elective units, including units that may be drawn from other Training Packages <b>but</b> not Accredited Courses.</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>
Reflect regulatory requirements and licensing	Yes	<p>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.</p> <p>The Australian Standard <i>AS/NZS 2311:2017 Guide to the painting of buildings</i> is the recognised industry standard for the painting industry.</p> <p>Licensing and registration vary between jurisdictions, with licences/registration often required for painters performing work over a certain value.</p>

**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	<p>The overall development and consultation process for the Painting and Decorating component of the CPC Construction, Plumbing and Services Training Package R5 is discussed in the CfE.</p> <p>The process allowed for engagement with industry and other stakeholders throughout the life of the project to inform the drafts prior to submission of the final product.</p>
Recognise convergence and connectivity of skills	Yes	<p>CPC30619 Certificate III in Painting and Decorating has been determined to be suitable for an Australian Apprenticeship pathway.</p> <p>The inclusion in the qualification of basic, entry level units would enable progression of skills and knowledge from entry level to more advanced trade level skills for a new industry participant. A number of the CPCCCM units are used in other CPC Construction, Plumbing and Services qualifications which could enable transition or pathways into other construction occupations.</p>

**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	<p>The Painting and Decorating components of the CPC Construction, Plumbing and Services Training Package, R5 draft submission supports diversity.</p> <p>The CVIG provides advice on access and equity considerations including reasonable adjustment for learners with disabilities.</p>
Support equitable access and progression of learners	Yes	<p>The CPC30619 Certificate III in Painting and Decorating review has incorporated the encouragement of pathway learners to take-up the Painting and Decorating profession. This has been accomplished by including a range of units that are packaged at AQF level 1 and level 2.</p>



**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	Yes	The CPC Construction, Plumbing and Services Training Package R5 CVIG provides information about learner transition via vocational education for all Construction, Plumbing and Services Training Package sectors. This information includes licensing and regulatory requirements where relevant.  CPC30619 Certificate III in Painting and Decorating is suitable for an Australian Apprenticeship pathway.

**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 CPC Construction, Plumbing and Services Training Package qualifications support careers and skill development in the Painting and Decorating industry. Occupation outcomes advice is included in the CPC Construction, Plumbing and Services Training Package R5 CVIG.
Support sound assessment practice	Yes	The CPC Construction, Plumbing and Services Training Package, R5 supports sound assessment practice in line with licensing requirements.
Support implementation	Yes	As discussed, the draft components in this submission address licensing and regulatory requirements, which supports implementation in a regulated industry.