



**Case for Endorsement**

**Carpentry and Joinery Project**

CPC Construction, Plumbing and Services Training Package Release 6.0

#### Submitted by Artibus Innovation

#### on behalf of the Construction, Plumbing and Services IRC

#### February 2020

## Artibus Innovation

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

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

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# Table of Contents

[Table of Contents 3](#_Toc23938245)

[A. Administrative details of the Case for Endorsement 4](#_Toc23938246)

[B. Description of work and request for approval 6](#_Toc23938247)

[C. Evidence of industry support 19](#_Toc23938248)

[D. Industry expectations about training delivery 20](#_Toc23938249)

[E. Implementation of new training packages 22](#_Toc23938250)

[F. Quality assurance reports 23](#_Toc23938251)

[G. Implementation of the COAG Industry Skills Council reforms to training packages 24](#_Toc23938252)

[H. Proposed training package components 26](#_Toc23938253)

[Appendix A: Industry stakeholders 27](#_Toc23938254)

[Appendix B: STA concerns on the Carpentry and Joinery Project 38](#_Toc23938255)

[Appendix C: Victorian Building Authority Letter of Support 45](#_Toc23938256)

[Appendix D: Carpentry and Joinery New Units of Competency 46](#_Toc23938257)

[Appendix E: Carpentry and Joinery Revised Units of Competency 47](#_Toc23938258)

# Administrative details of the Case for Endorsement

Name of allocated IRC

Construction, Plumbing and Services IRC

Name of SSO

Artibus Innovation

Training Package Components submitted for approval

This submission puts forward the Case for Endorsement for two qualifications, 42 unit of competency.

Qualifications

|  |  |
| --- | --- |
| **Code** | **Title** |
| CPC30220 | Certificate III in Carpentry |
| CPC31920 | Certificate III in Joinery |

Units of competency

* + 42 units of competency (including 5 new units of competency)

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

Activity order details

**Reference number**: AA/2015-16-001

**Date executed**: June 2016

AISC requirements

This project was commissioned by the Australian Industry and Skills Committee (AISC) and developed with the support of the Construction, Plumbing and Services Industry Reference Committee (IRC).

The objectives of this project were to update the qualifications to the 2012 Standards for Training Packages and to:

* redesign the Carpentry and Joinery qualifications to minimise potential complications with competency-based wage progression to support employment outcomes
* update the qualifications and units of competency to ensure they meet industry’s skilling needs
* strengthen the occupational pathways between the ‘Construction Pathways’ and the trade- based qualifications.

Summary of key changes

|  |  |
| --- | --- |
| **Key Change** | **Description** |
| KC1 | CPC30219 Certificate III in Carpentry has been developed to support residential and commercial workplaces. |
| KC 2 | CPC30211 Certificate III in Carpentry, CPC32011 Certificate III in Carpentry and Joinery and CPC31511 Certificate III in Formwork/Falsework have all been superseded and are equivalent to CPC30219 Certificate III in Carpentry, as there was significant overlap of the core units in each qualification. |
| KC 3 | CPC31919 Certificate III in Joinery has been developed to support occupational specialist streams. |
| KC 4 | CPC31912 Certificate III in Joinery and CPC32211 Certificate III in Joinery (Stairs) have both been supersedes and are equivalent to CPC31919 Certificate III in Joinery,as there was significant overlap of the core units in each qualification. |
| KC 5 | 5 new units of competency were developed to address current skills and knowledge gaps in the carpentry industry. |

# Description of work and request for approval

An inclusive consultation approach gathered industry feedback and support for the project from a diverse range of stakeholders (geographic locations, industry stakeholder groups) through accessible forums.

Stakeholders were offered multiple opportunities to participate in general and targeted consultations throughout the packaging, qualification and unit development process, including through TAG member networks, online surveys, industry forums and working groups.

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

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

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

The IRC has a large network of industry stakeholders; registered training providers, industry associations, builders, contractors, manufacturers, suppliers and group training schemes that provide advice on specific issues in relation to the Construction Training Package.

Many organisations which are represented by IRC members have significant and robust committee structures made up of industry participants. These organisations also engage industry through regional membership, professional development, technical and policy committees which report to National Service Committees and National Policy Congress. One organisation has over 250 industry representatives on their committees at any one time.

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

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

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

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

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

To gain access to a cross-section of industry we utilised a combination of broad-based and targeted consultation techniques, including:

* general newsletters sent to subscribers (subscriber range: 3975 to 4037)
* targeted communications about surveys (subscriber range: 220 to 1046)
* the formulation of a Technical Advisory Group (TAG) representing key stakeholders
* TAG members consulting on the project within their extensive industry networks
* conducting three online nationwide surveys at key development points in the project
* holding eight national forums, held in each state and territory
* establishing five online working groups with industry subject-matter experts
* having a project page on the Artibus Innovation website
* maintaining a project register of all project consultations, including emails and phone calls about the project. At completion of the project, the register has 521 entries.

The project timeline of industry and stakeholder engagement and consultation opportunities is outlined below.

**Table 1: Project Timeline: Industry Engagement and Consultation Processes**

|  |  |  |
| --- | --- | --- |
| **Timeframe** | **Major Task** | **Industry Engagement** |
| **July – September 2017** | Artibus Innovation commences project:   * Establishment of Technical Advisory Group (TAG) * Issues Briefing Paper identified concerns with CPSISC’s development consultation processes | Identified need to engage small to medium-sized enterprises |
| **July 2017** | Project Page established on the Artibus Innovation website with stakeholder communication links. | 2083 visitors |
| **October 2017** | White Card Survey link emailed to subscribers | 1046 subscribers |
| **March 2018** | General newsletter: Carpentry survey and TAG nominations | 4,037 subscribers |
| **April – May 2018** | Stakeholder survey on qualifications and packaging options (Draft pack 1) | 135 responses |
| **May 2018 – April 2019** | TAG meetings held regularly to direct industry engagement and to evaluate stakeholder consultation feedback | TAG membership described below |
| **May 2018** | General newsletter: Perth Carpentry Forum | 4,026 subscribers |
| **May – July 2018** | Industry forums held in each state/territory | 131 participants |
| **June 2018** | General newsletter: Melbourne and Tasmania Carpentry forums | 3,999 subscribers |
| **June 2018** | General newsletter: Mt Druitt carpentry forum | 3,973 subscribers |
| **June 2018** | General newsletter: SA Carpentry forum announced | 3,953 subscribers |
| **July 2018** | General newsletter (and reminder): Carpentry forum Qld | 3,922 subscribers |
| **September 2018** | Newsletter: Survey for Certificate III in Carpentry and Certificate III in Joinery | 3,993 subscribers |
| **September 2018** | Call for stakeholder submissions | 222 subscribers |
| **October 2018** | Carpentry and Joinery Surveys and Submissions on revised qualifications (Draft pack 2) | 1. responses |
| **February 2019** | Unanimous decision of the Construction, Plumbing and Services IRC that the unit *CPCCWHS1001 Prepare to work safely in the construction industry* be a core unit in all CPC qualifications. |  |
| **March 2019** | General newsletter: March project update | 3,995 subscribers |
| **March 2019** | * Invitation to participate in Carpentry and Joinery qualification workshops sent to stakeholders | 253 subscribers |
| **March 2019** | Industry stakeholder workshops | 60 participants |
| **April 2019** | General newsletter: Project Validation April 2019 | 3,975 subscribers |
| **April 2019** | Revised unanimous decision of the Construction, Plumbing and Services IRC that the unit *CPCCWHS1001 Prepare to work safely in the construction industry* be an entry requirement of all CPC AQF I-III qualifications. |  |
| **April – May 2019** | Final survey (Draft pack 3) | 13 responses |
| **June 2019** | IRC sign-off support for the project |  |

**Prepare to work safely in the construction industry**

This project was impacted by a unanimous decision of the Construction, Plumbing and Services IRC in April 2019 to include the unit *CPCCWHS1001 Prepare to work safely in the construction industry* 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. All TAGs were informed of this change and the qualifications in the Carpentry and Joinery project were amended to include the *CPCCWHS1001 Prepare to work safely in the construction industry* as an entry requirement.

**Project Stakeholder Engagement and Consultation Opportunities and Uptake**

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

Project page

In July 2017 a project page was developed on the Artibus Innovation website. The project page provided industry stakeholders with information on the status of the project and opportunities to provide input on the components, including:

* TAG nominations
* national forums held in each state and territory
* online nationwide surveys

It was frequently updated throughout the duration of the project. This page had 2083 visitors.

Technical Advisory Group (TAG)

The Construction, Plumbing and Services IRC endorsed the establishment of a TAG to provide strategic input on, and oversight of, the review of the training package components throughout the project. Nominations for the formation of the TAG were published on the project page.

TAG membership included representatives from:

* employers and business, including:
  + a small home builder, Fernbrooke Homes,
  + a medium builder, Mead Construction, and
  + a large construction business, Hutchinson Builders, one of Australia’s largest privately-owned construction companies operating nationally
* employees through the Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU)
* industry associations through the Master Builders of Queensland
* training providers, including TAFE and enterprise RTOs and teaching staff from the Department of Education of Victoria
* regulators, through the Construction Training Council of Western Australia.

The TAG held eight meetings and met in person or by videoconference over the course of the project. They discussed and made unanimous or majority decisions on the following matters:

* the existing training package components and future packaging models
* interpreting divided stakeholder feedback, using their subject-matter expertise and industry knowledge to identify models of best practice
* assisting with the development of draft components
* engaging industry and other stakeholders to provide input into unit development.

TAG meetings are outlined in the following table, including key actions taken to engage industry and stakeholders and how the TAG reached decisions on key project issues.

**Table 2: TAG Meetings and Actions**

|  |  |  |
| --- | --- | --- |
| **Meeting** | **Date** | **Key actions** |
| 1 | 16 May 2018 | * TAG members advised on how to invite key stakeholders to attend forums * Plan for national forums to be held in each state/territory to offer opportunities for stakeholders to participate in each jurisdiction, with forum feedback provided to the TAG. |
| 2 | 16 August 2018 | * Survey and forum results on packaging options presented and considered * TAG focused on unresolved items * Qualification Packaging rules:   + Survey responses on qualification packaging options were divided by a slim margin (52%/48%).   + The TAG had robust discussion of the options from all members.   + The core plus a mandatory stream option was unanimously endorsed as providing a better vocational outcome while still offering flexibility * TAG agreement that Certificate III in Carpentry will contain three streams:   + Residential   + Commercial   + Form Work * TAG directed unit development to begin |
| 3 | 14 September 2018 | * Finalised the qualification template for the Certificate III in Carpentry, including:   + Unanimous or majority decisions, such as additions to the core and stream for draft pack 1 public consultation. |
| 4 | 30 November 2018 | * Majority decision to proceed with streamed qualification structure, except CFMMEU member * All other decisions of TAG by consensus agreement * Proposal for unit content workshops. |
| 5 | 12 February 2019 | * Decisions on merging units deferred to IRC for advice * Report of good industry stakeholder registrations to attend carpentry online workshops to focus on unit content development/validation. |
| 6 | 19 February 2019 | * Unanimous decision of the Construction, Plumbing and Services IRC that the unit *CPCCWHS1001 Prepare to work safely in the construction industry* be a core unit in all CPC qualifications. |
| 7 | 9 April 2019 | * Unanimous approval of Certificate III Carpentry template * Consideration of industry feedback (NSW employer group and Schiavellos) on Certificate III in Joinery * Unanimous approval of Certificate III Joinery revised qualification template * Consultation round complete * Carpentry qualification templates to be presented to IRC’s next meeting before moving on to quality assurance phase. |
| 8 | 18 April 2019 | * Unanimous decision of the Construction, Plumbing and Services IRC that the unit *CPCCWHS1001 Prepare to work safely in the construction industry* be an entry requirement for all CPC AQF I-III qualifications. |

Consultation methods and summary of feedback

The industry and stakeholder consultation strategy devised by the TAG and Artibus Innovation recognised the potential for polarised stakeholder opinions at the commencement of this project. Consultation was tailored to overcome perceived deficiencies in the 2015 CPSISC project by providing multiple broad-based and targeted channels for stakeholder consultation.

Five channels for stakeholder consultation were provided throughout the project. These were:

* state/territory based industry forums
* online working groups
* three industry surveys at each development stage of the project to explore and consolidate feedback.

*Packaging Rules*

A key point of initial consultation was to seek industry feedback on the most appropriate packaging rules for:

* CPC3019 Certificate III in Carpentry and
* CPC31919 Certificate in Joinery.

The TAG suggested two possible packaging rule options for the Certificate III in Carpentry, as below:

**Table 3: Packaging Options**

|  |  |
| --- | --- |
| **Option** | **Packaging Description** |
| Option 1 | A core set of units, plus mandatory specialist streams, plus an elective pool |
| Option 2 | A core set of units, plus a general pool of electives which will include all the units from the specialist streams |

Industry feedback on these packaging options was sought through the first survey and national forums held in each state and territory. Industry and stakeholder feedback was divided on which option would be most appropriate. For example, of the 110 responses to this survey question, slightly more respondents preferred packaging Option 1 (53% to 47%). Forum feedback preferences were divided or inconclusive. This feedback informed the TAG’s deliberations about which packaging arrangements were the best fit for industry, which was option one. The specialist streams were chosen to provide guidance for packaging appropriate units into the three activity areas – residential carpentry, commercial carpentry and formwork carpentry. In recognition that carpenters work across all three streams, the core of the qualification was strengthened to ensure that it covers all the critical skills required of any carpenter nationally. This approach diffused the difference between option one and two.

Industry Forums

Industry forums were held in eight cities in all states, as well as an accessible online forum in the Northern Territory. Held from May to July 2018, these forums discussed the first draft of the training package components and were attended by 131 stakeholders, including:

* representatives from industry and employers in the following areas: practicing carpenters and contractors, commercial maintenance and facilities management, commercial and industrial construction, and the steel industry
* Registered Training Organisations and TAFE teachers
* Industry Associations, including the Housing Industry Association and Master Builders Association
* State Training Organisations and Regulators, including Western Australia’s Department of Training and Workforce Development and Department of Education, South Australia’s Department for Industry Skills, and the Victorian Building Authority.

No packaging option emerged from these forums as the clear industry preference. Forum feedback on packaging option preference is summarised in the following table.

**Table 4: Industry stakeholder workshops, May – July 2018**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **State/territory** | **City** | **Date** | **Summary of feedback** | **Number of Participants** |
| Western Australia | Perth | 17 May 2018 | * Preference for Option 2 * 54% of participants said that Option 1 is too restrictive | 11 |
| Victoria | Melbourne | 19 June 2018 | * Preference for Option 1 | 25 |
| Tasmania | Hobart | 20 June 2018 | * Packaging preference unclear | 20 |
| Tasmania | Devonport | 21 June 2018 | * Packaging preference unclear | 13 |
| New South Wales | Sydney | 22 June 2018 | * Preference for Option 2 * Less than 1 in 10 participants preferred Option 1 * Option 1 preference of TAFE teachers | 8 |
| South Australia | Adelaide | 11 July 2018 | * Packaging preference unclear | 23 |
| Queensland | Brisbane | 18 July 2018 | * Preference for Option 1 | 29 |
| Northern Territory | Online and email | 25 May 2018 | * Opposition to Option 2 because of concern people would opt for less complex pathway, resulting in lower skill level outside specialisation | 5 |
|  |  |  | Total | 134 |

Industry and Stakeholder Surveys

Industry and stakeholders were provided with three opportunities to provide feedback on the proposed qualifications and training components through accessible, nationwide, online surveys.

The surveys were made available publicly online via the Artibus Innovation website and promoted to a large subscriber list (subscriber range: 3975 to 4037) through the Artibus Innovation general newsletter, carpentry and joinery subscriber list, as well as through TAG member and working group networks.

Surveys contained links to draft materials available for download and review. This allowed respondents to provide feedback on the qualifications, packaging options and individual units of competency. Surveys were open across the dates in the table below.

**Table 5: Nationwide, online industry and stakeholder surveys**

|  |  |  |  |
| --- | --- | --- | --- |
| **Survey** | **Survey Description** | **Survey open** | **Number of Respondents** |
| 1 | Stakeholder survey on qualifications and packaging options (Draft pack 1) | 20 April – 4 May 2018 | 110 |
| 2 | Carpentry and Joinery Surveys and Submissions on revised qualifications (Draft pack 2) | 15 – 29 October 2018 | 39 |
| 3 | Final survey (Draft pack 3) | 10 April – 9 May 2019 | 13 |

Survey feedback was compiled into reports for the TAG to discuss and action where needed to the qualifications and units of competency.

**Summary of feedback from Survey 1**

The majority of respondents to the first survey (80%) identified as either employers and registered training organisations (RTOs). Responses were received from all states and territories.

This survey asked respondents about what units of competency should be included in the core and possible streams, as well as about packaging options. As in the forums, no clear packaging option emerged as the preferred option. Just over half of respondents (52.7%) chose Option 1, which is a core set of units, plus mandatory specialist streams, plus an elective pool, while just under half (47.3%) chose Option 2, which is a core set of units, plus a general pool of electives which will include all the units from the specialist streams. An analysis of packaging choice of participants by state/territory showed divisions were present in all jurisdictions with the exception of the ACT, which favoured Option 1. These divisions on packaging options were consistent with those found in the forums. The results of this consultation were presented to the TAG for their further expert consideration of the option that was the best fit for industry purposes.

Views about which units of competency should be required in the core were far more consistent, with agreement up to 94% for some units (within a range of 54% to 94%). Similar levels of agreement were found for units proposed for each stream, such as:

* 94% agreement that proposed Commercial/fit out units achieve the intended work outcome of a Commercial Carpenter
* 69% agreement that the proposed Residential Carpenter stream units achieve the intended work outcome of a residential carpenter
* 74% agreement that the proposed Heritage/Restoration stream units achieve the intended work outcome of a Heritage/Restoration Carpenter
* 89% agreement that the proposed Formwork units achieve the intended work outcome of a Formwork Carpenter
* 77% agreement that the proposed Joinery stream units achieve the intended work outcome of a Carpenter – Joinery.

Over 1 in 3 survey respondents believed that additional units of competency should be considered for inclusion in the revised qualifications, including a ‘White Card’ unit to work safely in the construction industry.

**Summary of feedback from Survey 2**

The second nationwide online survey sought qualitative feedback on the proposed qualification and units of competency through open-ended questions. Industry and stakeholder associations were also offered the opportunity to provide submissions. Survey responses and submissions were thematically analysed as a single qualitative data set of 39 responses. The majority of responses were received from RTOs. Responses were received from all states and territories, except the Northern Territory.

The five key themes identified in the data were:

* Concern about too many units in the core of the qualification which may be irrelevant to some of the elective streams.
* View that qualification will be harder to deliver than current qualification and that simulated work environments will be necessary.
* View that the Formwork stream is not fit for the needs of Formwork Carpenters because the core units that are not relevant and this will make completion of apprenticeships difficult. Respondents identified key tasks that are required, including Pitched Roofs; Roof Trusses; Eaves and Wall and Ceiling Frames.
* Identification of trends impacting skills and knowledge, including changes in technology and equipment, prefabrication and sustainable products, skill requirements for project homes, Australian Standard 1684 – residential timber framed construction, asbestos awareness, use of tools and chemicals.
* Concerns regarding qualification packaging suitability for Victoria and Tasmania.
  + Victoria’s proposal to introduce trade registrations and/or licensing may result in carpenters who do the new qualifications not being considered fully trained and employable in Victoria.
  + Tasmanian concerns were that the proposed qualifications are not flexible enough for the Tasmanian industry and may create skills shortage.

The TAG considered these packaging, unit and delivery concerns in detail.

***Registration Push in Victoria***

Stakeholders identified Victoria’s push for trade registration and/or licensing of Carpenters and Joiners and raised concerns about the implications for training package models. At the time of writing (6 September 2019), the Victorian *Building Amendment (Registration of Building Trades and Other Matters) Bill 2018* (20 September 2018) bill has now passed but is yet to be implemented. A staggered approach to implementation is expected,[[1]](#footnote-1) with multiple stages of consultation in which training and occupational criteria are being considered.

To date, there has been no public suggestion that the qualification packaging model proposed in this CfE would not be recognised by the State Government of Victoria. Consultation on the model of registration, its specification of the occupational scope of work and implications for training are yet to be finalised, however, the Master Builders Victoria’s submission (12 August 2019) argues for detailed specification of different carpentry tasks and skills, as well as registration that recognises the length of time practising as a carpenter.[[2]](#footnote-2)

Our research supports the position that an approach that simply lists a trade, for example as ‘Carpentry’, would be unworkable in practice. This is because it does not allow for the adequate definition of the specific tasks that would be required to be performed under the new framework, nor the specific skills required to carry out these tasks.[[3]](#footnote-3)

If adopted, such an approach to registration and/or licensing would be able to incorporate carpentry and joinery qualifications gained under the IRC’s proposed streamed qualification model.

Furthermore, the Victorian Building Authority (VBA) was invited to review and provide feedback on the latest proposed versions of the following qualifications:

1. CPC30220 Certificate III in Carpentry
2. CPC31920 Certificate III in Joinery

The VBA advised (13/09/19) that the qualification had been reviewed by a team of staff and found the qualifications ‘fit for purpose’ and ‘fully support the templates as they are currently proposed.’ The VBA team included ‘staff who are VBA Assessors, Technical experts and Registered Building Practitioners with significant years of experience in the industry.  All have high level knowledge of the regulatory framework for the building and construction industry at both a national and Victorian level.’ They found both qualifications to be ‘representative of the skill base required by trade-based students and will provide a suitable platform for future tradespersons and building practitioners.’ The VBA’s letter of support is included as Appendix C.

***Tasmanian Concerns about Qualification Flexibility***

Throughout the development of the qualification the IRC has considered the views of all stakeholders and established a qualification that ensures that every apprentice or graduate of the qualification has the base skills required by all streams of the industry across Australia – as a core and allowing specialisation through the streams and elective banks.

The qualification design is a departure from the previous qualification sets where separate qualifications were established for each stream. This proved to be unviable to deliver and resulted in very low enrolments in some fields. The combined approach has been put forward by the IRC as a best fit option to ensure:

* required skills are delivered consistently across Australia
* the qualification is viable to deliver across Australia
* that specialisation can occur ‘on top of’ the core

**Subject Matter Working Groups**

Five online workshops focused on qualification stream content were held between 12-18 March 2019. Stakeholders in these working groups included:

* Construction industry employers
* RTOs (private and TAFE)
* State/Territory Construction Industry skills and training organisations
* State/Territory Departments of education

**Table 6: Subject Matter Working Groups**

|  |  |  |
| --- | --- | --- |
| **Subject Matter** | **Date** | **Number of attendees** |
| Heritage and Restoration | 12 March 2019 | 15 |
| Form Work | 13 March 2019 | 9 |
| Commercial | 14 March 2019 | 11 |
| Joinery | 15 March 2019 | 9 |
| Residential | 18 March 2019 | 16 |

**Summary of feedback from Survey 3**

The third nationwide, online stakeholder survey had 13 respondents, with the majority of these RTOs. A small number of comments were received on each of the proposed qualifications:

* two respondents who commented on the proposed Certificate III in Joinery agreed that the content and structure of the proposal meets industry needs.
* 13 respondents commented on the Certificate III in Carpentry, with 46% agreeing that it meets industry needs, and 54% saying that it does not.

Comments from those who did not agree that the proposed Certificate III meets industry needs included:

* concern about number of units and ensuring students get sufficient workplace exposure required to complete them to demonstrate competency
* view that the packaging rules are too restrictive and do not allow diversity within the industry for employees and employers
* view that some units need to be rewritten to bring content up to current industry practices
* concern about the number of units being revised in other packages which may impact these qualifications

The TAG considered this feedback and noted that the volume of learning in the new qualification is in the same order as the previous qualification, that the packaging rules combine two previous qualifications with low enrolment numbers – thus making the new qualification more viable to deliver, and amended the packaging rule to allow up to five units to be imported from any other training package to increase flexibility and future proof the joinery sector from convergence with other sectors, in particular manufacturing. The TAG also reviewed the units and updated them to current industry practice.

**Other Industry Decisions**

On the 18 April 2019, a unanimous decision was made by the Construction, Plumbing and Services IRC that the unit *CPCCWHS1001 Prepare to work safely in the construction industry* be an entry requirement of all CPC AQF I-III qualifications.

Dissenting views and alternative approaches explored

As discussed in detail above, stakeholder feedback was divided on several issues, such as qualification packaging, number of units, flexibility, and meeting jurisdictional licensing and skills demand requirements. Where stakeholders did not express a consensus or dominant view, the TAG’s representatives critically assessed the feedback and, informed by industry knowledge and subject matter experts, reached majority decisions.

State/Territory Training Authorities

STAs were kept informed of the project’s progress via newsletters and direct email correspondence. STA approval feedback on the project was reviewed and put forward to the TAG to consider.

It is noteworthy that all State Training Authorities (STAs) were invited to, but the majority did not participate in, the stakeholder surveys and forums where these issues were explicitly raised with stakeholders and their responses actively considered by the TAG during the project development process. The STAs for Western Australia and South Australia both participated in the industry forums.

Six STAs responded to the Case for Endorsement. The majority of these supported the project.

**Table 7: State and Territory Training Authority responses to the Case for Endorsement**

|  |  |  |  |
| --- | --- | --- | --- |
| **STA** | **Date** | **STA Response** | **Artibus Response** |
| New South Wales |  | Support for Case for Endorsement |  |
| Northern Territory |  | Support for Case for Endorsement |  |
| Western Australia |  | Support for Case for Endorsement |  |
| Queensland |  | Support for Case for Endorsement |  |
| Australian Capital Territory |  | No response received |  |
| South Australia |  | No response received |  |
| Victoria | 9 July 2019 | Does not support | 10 July 2019 |
| Victoria | 17 July 2019 | Does not support | 26 July 2019 |
| Tasmania | 11 July 2019 | Does not support | 11 July 2019 |

Two STAs (Victoria and Tasmania) reviewed the project and raised concerns. The Tasmanian STA was concerned about:

* packaging rules

The Victorian STA cited concerns about:

* entry requirements
* unit equivalency
* unit referencing
* packaging rules
* training package flexibility

Artibus responded to concerns identified by the Victorian and Tasmanian STAs by:

* amending the training package components, where possible, and
* providing rationales for TAG decisions.

These concerns and responses are explored in more detail below.

**Tasmania STA Concerns**

**11 July 2019** Feedback provided by the Tasmanian STA to Artibus

**11 July 2019** Artibus provided a response to the Tasmanian STA

The Tasmanian STA’s feedback on the project was received at sign-off stage. It stated:

At this stage, we are not in a position to support the Case for Endorsement for CPC30219 Certificate III in Carpentry, given the concerns that have been expressed by the Tasmanian building and construction industry.

These concerns relate to a packaging arrangement which provides (a) specialist streams or (b) a core and general pool of electives.

We will continue to work with our industry stakeholders to understand the real or perceived impacts of the proposed changes on the building and construction industry, training and apprenticeships in Tasmania.

Artibus responded to the Tasmanian STA’s opposition to the case with them and note that it is based upon a submission provided by the Tasmanian Building and Construction Industry Training Advisory Board (TBCITB). The TBCITB sought a more flexible packaging arrangement to reduce the number of core units and create a general pool of electives.

To more fully understand the real or perceived impacts of the proposed changes on the building and construction industry, training and apprenticeships in Tasmania, Artibus Innovation undertook a further analysis of Tasmanian enrolments and completions in existing Carpentry qualifications and enrolments at the unit level.

This revealed that enrolments and completions in the two existing Carpentry qualifications (CPC30211 Certificate III in Carpentry and CPC32011 Certificate III in Carpentry and Joinery) have remained consistent over the 2015-2018 time period, with the exception of considerable increases in enrolments in the CPC30211 Certificate III in Carpentry where enrolments rose from 460 in 2015 to 804 in 2018. These enrolment increases are yet to translate into substantial increases in completions.

**TAG Rationale**

Industry and stakeholder feedback on packaging models was sought and explored through surveys and forums across Australia. The TBCITB packaging model (and others) was considered at length by the Technical Advisory Board (TAG) who made a majority resolution to adopt an alternative approach with a strong core that:

* covers all state and territory licensing regimes
* responds to employer feedback recommending a strong common core for all carpenters so that it is easier to understand the skill set of apprentices
* responds to employer feedback that most carpenters will work across residential and commercial streams (at some point in their careers) and require a strong common core in apprentice training to equip them with a solid skill set to enable flexibility and future proof their careers
* provides RTOs with clear resourcing requirements, as opposed to an open flexible model with students with widely different training plans
* ensures national consistency – it was notes that while Tasmania and the Northern Territory may have different requirements to rest of Australia, the qualification needs to cater for the large majority and enable labour mobility.

The final advice of the TAG to support packaging model proposed in the Case for Endorsement was considered and unanimously endorsed by the Industry Reference Committee.

**Victorian STA Concerns**

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

**10 July 2019** Artibus response to the Victorian STA

**17 July 2019** Victorian STA response to Artibus

**26 July 2019** Artibus response to the Victorian STA

The Victorian STA’s feedback on the project was received at sign-off stage. Artibus sought to address the Victorian STA’s concerns through two rounds of explanation of project rationales and amendments, where possible. The concerns identified by the Victorian STA are presented thematically below.

***Entry requirements: CPCCWHS1001 Prepare to work safely in the construction industry***

On the 18 April 2019, a unanimous decision was made by the Construction, Plumbing and Services IRC that the unit *CPCCWHS1001 Prepare to work safely in the construction industry* be an entry requirement of all CPC AQF I-III qualifications. This decision impacted on this project.

The Victorian STA (9/7) argued that this unit is an employment requirement and not a foundational skill on which to build the vocational outcome and does not comply with Standard 2. If it is considered an essential requirement for all job role outcomes of the qualification, then it should be included as a core unit, where it can be contextualised to the industry outcome.

Artibus responded (10/7) by explaining the rationale of the IRC in deciding that the 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.

Artibus further explained that the IRC decision has been specified as an entry requirement in accordance with industry advice. 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 sub-sector requirements. A further consideration of the learner pathway is that the majority of Certificate II apprentices already hold the unit of competency attained through lower level qualifications.

The Victorian STA (17/7) responded by reiterating their view that if the unit is an employment requirement, rather than a foundational skill, then it should be included as a core unit. Artibus responded (26/7) by reiterating the rationale for the IRC decision to make this unit an entry requirement.

No further response was received from the Victorian STA on this issue. It is noteworthy that Victoria is the only jurisdiction to raise concerns about the specification of this unit as an entry requirement.

***Unit equivalency: CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry***

The Victorian STA (9/7) identified that:

* the Certificate III in Joinery includes both the current unit (CPCCWHS2001) and its superseded unit (CPCCOHS2001A) as elective units, with the superseded unit included because it is a prerequisite to a single unit (CPCCSH2003A) imported from the CPC08 Construction, Plumbing and Services Training package.
* the Certificate III in Carpentry included both the current unit (CPCCWHS2001) and its superseded unit (CPCCOHS2001A) as elective units, with the superseded unit included because it is a prerequisite to a single unit (CPCCSH3003A) imported from the CPC08 Construction, Plumbing and Services Training package.

As currently documented, these qualifications require learners to undertake two equivalent iterations of the same unit and does not support industry relevant training and assessment practices.

The STA asked how this issue was to be managed.

Artibus responded (10/7) outlining that it will seek IRC approval to update all units of competency to:

* remove the unit CPCCOHS2001A as a prerequisite and replace it with the updated CPCCWHS2001 unit in the Certificate III in Joinery
* remove the unit CPCCOHS2001A as a prerequisite and replace it with the updated CPCCWHS2001 unit in the Certificate III in Carpentry.

The Victorian STA responded (17/7) to this proposal by stating that it does not support the Artibus proposal to seek IRC approval to update by removing the unit CPCCOHS2001A as a prerequisite and replacing it with the updated CPCCWHS2001 unit. The Victorian STA’s rationale for opposing this approach is because it is contrary to Training Package Products Policy.

Artibus responded (26/7) by explaining that we are seeking a resolution to this issue within policy guidelines and that we have sought advice from the IRC’s chair on this matter. Duplicate qualifications have been relisted in the CPC qualifications to comply with policy requirements until this matter is resolved. No further response was received from the Victorian STA on this issue.

***Victorian Stakeholder Feedback not addressed***

The Victorian STA (9/7) requested an explanation why Victorian stakeholder feedback provided in relation to the content of the core and specialist streams had not been addressed. Artibus responded (10/7) that feedback from the Teachers Network had been responded to in the following ways:

* incorrect mapping and duplication addressed at the Quality Assurance stage
* advice on core and elective content had been considered by the TAG throughout the project.

Artibus explained that the packaging rules allow for significant flexibility and importation from other training packages and some of the Teachers Network’s concerns can be catered for at the local level. However, industry feedback differs from the Victorian Teachers Network and there is not a neat consensus across states and territories. The TAG made decisions based on industry knowledge, policy requirements, and fitness for purpose within the National Training Package, including the stated support of the Victorian Building Authority (see Appendix [x] for letter of support). No further response was received from the Victorian STA on this issue.

Report by exception

After reviewing the Artibus responses, no further responses were received from the Victorian and Tasmanian STAs, however both declined to support the project progressing to the AISC for endorsement at this time.

Appendix B: STA concerns on the Carpentry and Joinery Project outlines the concerns raised by both STAs and the response provided by Artibus.

AISC decision being sought

To note the work undertaken and approve the submission.

# Evidence of industry support

**State and Territory Training Authority responses to the Case for Endorsement**

|  |  |  |  |
| --- | --- | --- | --- |
| **STA** | **Date** | **STA Response** | **Artibus Response** |
| New South Wales |  | Support for Case for Endorsement |  |
| Northern Territory |  | Support for Case for Endorsement |  |
| Western Australia |  | Support for Case for Endorsement |  |
| Queensland |  | Support for Case for Endorsement |  |
| Australian Capital Territory |  | No response received |  |
| South Australia |  | No response received |  |
| Victoria | 9 July 2019 | Does not support | 10 July 2019 |
| Victoria | 17 July 2019 | Does not support | 26 July 2019 |
| Tasmania | 11 July 2019 | Does not support | 11 July 2019 |

The Construction, Plumbing and Services 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, Plumbing and Services IRC.

Name of Chair:

Stuart Maxwell

Signature of Chair:

Date:

# 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:

* + qualifications that better reflect occupational standards
  + units of competency that provide a clear intended outcome
  + a comprehensive skills and knowledge base for ensuring that vital life safety work associated with these qualifications respond to various government fire safety inquiries and community expectations.

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 and Recognition*

Each qualification allows for units to be selected from a pool of elective units, including units that may be drawn from other CPC qualifications, or another relevant Training Package.

*Access and Equity*

The qualifications contain 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 pathway needs of the learner.

The qualifications support equitable access and progression of learners by allowing for direct entry. The inclusion of nominal AQF level I and II units provide preparatory skills for carpenters and joiners, as well as an articulation pathway for graduates of level I and II entry qualifications.

The redesigned units have been written clearly and explicitly according to the 2012 Standards for Training Packages.

# Implementation of new training packages

IRC recommendation on traineeships and apprenticeships

Both the CPC30220 Certificate III in Carpentry and CPC31920 Certificate III in Joinery have been developed to enhance the quality of apprenticeships.

Advice on occupational and licensing requirements

The qualifications and associated units of competency do not lead to licensing outcomes because the industry does not license these the occupations of carpenter or joiner. Workers who are employed by carpentry and/or joinery contractors do not need to be licensed. However, licensing requirements may apply for these contractors in different states and territories.

RTOs and other users of the qualifications will need to contact the relevant regulatory authorities when seeking advice for candidates for licensing purposes. The contact details of those regulatory authorities are provided in the accompanying CPC Companion Volume Implementation Guide.

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 current relevant skills and knowledge across the construction 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

STAs have been informed throughout the project via email and newsletters. The updated qualifications maintain equivalency with their preceding qualifications. It is therefore reasonable to suggest that implications for registered training organisations (RTOs) will be minimal.

Public and private RTOs will need to redevelop their existing support materials which were aligned with the previous qualifications and units.

# Quality assurance reports

Editorial and Equity Reports have been undertaken by Anna Henderson. The Quality Assurance Report has been undertaken by Maree Thorne.

### Declaration

Artibus Innovation declares that the proposed training package component(s) meet the requirements of the Standards for Training Packages 2012, Training Package Products Policy and Training Package Development and Endorsement Process Policy.

The CPC Construction, Plumbing and Services Training Package Version 5.0 Companion Volume Implementation Guide has been quality assured and 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/)

# Implementation of the COAG Industry Skills Council reforms to training packages

The table below demonstrates the alignment of the training package components of the CPC Construction, Plumbing and Services Training Package Release 6.0 with the COAG Industry Skills Council reforms to training packages.

|  |  |
| --- | --- |
| Reform | Evidence of reform being addressed |
| 1. Remove obsolete and superfluous qualifications from the system | No qualification has been removed.  However, the CPC40808 Certificate IV in Swimming Pool and Spa Building has been revised and made more relevant for the industry. |
| 1. Make more information about industry’s expectations of training delivery available | The ten new units address the swimming pool and spa building industry’s expectations of training. |
| 1. Ensure the training system better supports individuals to move easily from one related occupation to another | The inclusion of project management and small business management units of competency in the qualification provides opportunities for people with trade skills to move off the tools into supervisory roles. |
| 1. Improve the efficiency of the training system at unit level | Two units have been proposed for deletion from the national register:  CPCCBC4048A Apply building codes and standards to the construction process for swimming pools and spas. Compliance with building codes and standards relevant to swimming pool and spa building is embedded in relevant new units, which ensures that important concepts are applied in context.  CPCCBC4049A Apply structural principles to construction of swimming pools and spas. Content is embedded in CPCSPS4001 Investigate and prepare swimming pool site and in other relevant units so that structural principles are applied in context. |
| 1. Foster greater recognition of skill sets | While skill sets have not been formally identified as part of this project, the range of units in the qualification would enable RTOs to create their own skills to suit individual learners or enterprises. |

##### 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.

# Proposed training package components

Qualification mapping

|  |  |  |  |
| --- | --- | --- | --- |
| **CPC Construction, Plumbing and** | **CPC08 Construction, Plumbing and Services Training Packages** | **Comments** | **Equivalency Status** |
| CPC30220  Certificate III in Carpentry | CPC30211 Certificate III in Carpentry | Supersedes and equivalent to CPC30211 Certificate III in Carpentry | E |
| CPC30220  Certificate III in Carpentry | CPC32011 Certificate III in Carpentry and Joinery | Supersedes and equivalent to CPC32011 Certificate III in Carpentry and Joinery. | E |
| CPC30220  Certificate III in Carpentry | CPC31511 Certificate III in Formwork/Falsework | Supersedes and equivalent to CPC31511 Certificate III in Formwork/Falsework | E |
| CPC31920  Certificate III in Joinery | CPC31912 Certificate III in Joinery | Supersedes and is equivalent to CPC31912 Certificate III in Joinery | E |
| CPC31920  Certificate III in Joinery | CPC32211 Certificate III in Joinery (Stairs) | Supersedes and is equivalent to CPC32211 Certificate III in Joinery (Stairs) | E |

### Units of competency mapping

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **CPC Construction, Plumbing and Services Training Package Release 6.0** | **CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)** | **CPC08 Construction, Plumbing and Services Training Package** | **Comments** | **Equivalency Status** |
| CPCCCA2002 Use carpentry tools and equipment |  | CPCCCA2002B Use carpentry tools and equipment | Supersedes and is equivalent to CPCCCA2002B Use carpentry tools and equipment.  Updated to the Standards for Training Packages. | E |
| CPCCCA2011 Handle carpentry materials |  | CPCCCA2011A Handle  carpentry materials | Supersedes and is equivalent to CPCCCA2011A Handle  carpentry materials. Updated to the Standards for Training Packages. | E |
| CPCCCA3002 Carry out setting out |  | CPCCCA3002A Carry out setting out | Supersedes and is equivalent to CPCCCA3002A Carry out setting out.  Updated to the Standards for Training Packages. | E |
| CPCCCA3003 Install flooring systems |  | CPCCCA3003A Install flooring systems | Supersedes and is equivalent to CPCCCA3003A Install flooring systems.  Updated to the Standards for Training Packages. | E |
| CPCCCA3004 Construct and erect wall frames |  | CPCCCA3004A Construct wall frames | Supersedes and is equivalent to CPCCCA3004A Construct wall frames.  Title change. | E |
| CPCCCA3005 Construct ceiling frames |  | CPCCCA3005B Construct ceiling frames | Supersedes and is equivalent to CPCCCA3005B Construct ceiling frames.  Updated to the Standards for Training Packages. | E |
| CPCCCA3006 Erect roof trusses |  | CPCCCA3006B Erect roof trusses | Supersedes and is equivalent to CPCCCA3006B Erect roof trusses.  Updated to the Standards for Training Packages. | E |
| CPCCCA3007 Construct pitched roofs |  | CPCCCA3007C Construct pitched roofs | Supersedes and is equivalent to CPCCCA3007C Construct pitched roofs.  Updated to the Standards for Training Packages. | E |
| CPCCCA3008 Construct eaves |  | CPCCCA3008B Construct eaves | Supersedes and is equivalent to CPCCCA3008B Construct eaves. Updated to the Standards for  Training Packages. | E |
| CPCCCA3009 Construct advanced roofs |  | CPCCCA3009B Construct advanced roofs | Supersedes and is equivalent to CPCCCA3009B Constructed advanced roofs  Updated to the Standards for Training Packages. | E |
| CPCCCA3010 Install windows and doors |  | CPCCCA3010A Install and replace windows and doors | Supersedes and is equivalent to CPCCCA3010A Install and replace windows and doors  Title change. | E |
| CPCCCA3011 Refurbish timber sashes to window frames |  | CPCCCA3011A Refurbish timber sashes to window frames | Supersedes and is equivalent to CPCCCA3011A Refurbish timber sashes to window frames Updated to the Standards for  Training Packages. | E |
| CPCCCA3012 Frame and fit wet area fixtures |  | CPCCCA3012A  Frame and fit wet area fixtures | Supersedes and is equivalent to CPCCCA3012A Frame and fit wet areas.  Updated to the Standards for Training Packages. | E |
| CPCCCA3014 Construct and install bulkheads |  | CPCCCA3014A  Construct bulkheads | Supersedes and is equivalent to CPCCCA3014A Construct bulkheads  Title change.  Updated to the Standards for Training Packages. | E |
| CPCCCA3016 Construct, assemble and install timber external stairs |  | CPCCCA3016A Construct timber external stairs | Supersedes and is equivalent to CPCCCA3016A Construct timber external stairs  Title change.  Updated to the Standards for Training Packages. | E |
| CPCCCA3017 Install exterior cladding |  | CPCCCA3017B  Install exterior cladding | Supersedes and is equivalent to CPCCCA3017B Install exterior cladding.  Updated to the Standards for Training Packages. | E |
| CPCCCA3018 Construct, erect and dismantle formwork for stairs and ramps |  | CPCCCA3018A Construct, erect and dismantle formwork for stairs and ramps | Supersedes and is equivalent to CPCCCA3018A Construct, erect and dismantle formwork for stairs and ramps  Updated to the Standards for Training Packages. | E |
| CPCCCA3019 Erect and dismantle formwork to suspended slabs, columns, beams and walls |  | CPCCCA3019A Erect and dismantle formwork to suspended slabs, columns, beams and walls | Supersedes and is equivalent to CPCCCA3019A Erect and dismantle formwork to suspended slabs, columns, beams and walls  Updated to the Standards for Training Packages. | E |
| CPCCCA3020 Erect and dismantle jump-form formwork |  | CPCCCA3020A Erect and dismantle jump form formwork | Supersedes and is equivalent to CPCCCA3020A Erect and dismantle jump form formwork Updated to the Standards for  Training Packages. | E |
| CPCCCA3022 Install curtain walling |  | CPCCCA3022A Install curtain walling | Supersedes and is equivalent to CPCCCA3022A Install curtain walling  Updated to the Standards for Training Packages. | E |
| CPCCCA3024 Install lining,  panelling and moulding | Not applicable |  | New unit |  |
| CPCCCA3025 Read and interpret plans, specifications and drawings for carpentry work | Not applicable |  | New unit |  |
| CPCCCA3026 Assemble partitions | Not applicable |  | New unit |  |
| CPCCCA3027 Set-up, operate and maintain indirect action powder- actuated power tools | Not applicable |  | New unit |  |
| CPCCCA3028 Erect and dismantle formwork for footings and slabs on ground | CPCCCA2003 Erect and dismantle formwork for footings and slabs on ground |  | Supersedes and is equivalent to CPCCCA2003 Erect and dismantle formwork for footings and slabs on ground. Updated to reflect current industry terminology, tools and  equipment. | E |
| CPCCCO2013 Carry out concreting to simple forms |  | CPCCCO2013A Carry out concreting to simple forms | Supersedes and is equivalent to CPCCCO2013A Carry out concreting to simple forms.  Updated to the Standards for Training Packages. | E |
| CPCCJN2001 Assemble components |  | CPCCJN2001A  Assemble components | Supersedes and is equivalent to CPCCJN2001A  Assemble components. Updated to the Standards for Training Packages. | E |
| CPCCJN2003 Package manufactured products for transport |  | CPCCJN2003A  Package manufactured products for transport | Supersedes and is equivalent to CPCCJN2003A  Package manufactured products for transport. Updated to the Standards for  Training Packages. | E |
| CPCCJN3002 Use computer- controlled machinery |  | CPCCJN3002A  Use computer-controlled machinery | Supersedes and is equivalent to CPCCJN3002A  Use computer-controlled machinery.  Package manufactured products for transport.  Updated to the Standards for Training Packages | E |
| CPCCJN3003 Manufacture components for doors, windows and frames |  | CPCCJN3003A  Manufacture components for door and window frames and doors | Supersedes and is equivalent to CPCCJN3003A  Manufacture components for door and window frames and doors.  Updated to the Standards for Training Packages. | E |
| CPCCJN3004 Manufacture and assemble joinery components |  | CPCCJN3004A  Manufacture joinery components | Supersedes and is equivalent to CPCCJN3004A  Manufacture joinery components.  Title change.  Updated to the Standards for Training Packages. | E |
| CPCCJN3005 Cut and install glass |  | CPCCJN3005A  Cut and install glass | Supersedes and is equivalent to CPCCJN3005A  Cut and install glass. Updated to the Standards for Training Packages. | E |
| CPCCJN3100 Process materials to produce components using static machines | CPCCJN3001  Process materials to produce components using static machines |  | Supersedes and is equivalent to CPCCJN3001  Process materials to produce components using static machines.  Updated to reflect current industry terminology, tools and equipment. | E |
| CPCCJS3002 Manufacture stair components for straight flighted stairs |  | CPCCJS3002A  Manufacture stair components for straight flighted stairs | Supersedes and is equivalent to CPCCJS3002A  Manufacture stair components for straight flighted stairs.  Updated to the Standards for Training Packages. | E |
| CPCCJS3003 Assemble and install stairs |  | CPCCJS3003A  Assemble and install stairs | Supersedes and is equivalent to CPCCJS3003A  Assemble and install stairs. Updated to the Standards for Training Packages. | E |
| CPCCJS3004 Manufacture and install continuous handrailing and special stair components |  | CPCCJS3004A  Manufacture and install continuous handrailing and special stair components | Supersedes and is equivalent to CPCCJS3004A  Manufacture and install continuous handrailing and special stair components. Updated to the Standards for Training Packages. | E |
| CPCCJS3005 Manufacture stair components for curved and geometric stairs |  | CPCCJS3005A  Manufacture stair components for curved and geometric stairs | Supersedes and is equivalent to CPCCJS3005A  Manufacture stair components for curved and geometric stairs.  Updated to the Standards for  Training Packages. | E |
| CPCCJS3006 Construct, assemble and install composite external stairs |  | CPCCJS3006A  Construct fabricated stairs | Supersedes and is equivalent to CPCCJS3006A  Construct fabricated stairs. Title change.  Updated to the Standards for Training Packages. | E |
| CPCCJS3011 Design and set out stairs |  | CPCCJS3011A  Design and set out stairs | Supersedes and is equivalent to CPCCJS3011A  Design and set out stairs. Updated to the Standards for Training Packages. | E |
| CPCCOM3001 Perform construction calculations to determine carpentry material requirements |  | New unit. |  |  |
| CPCCOM3006 Carry out levelling operations | CPCCCM3006 Carry out levelling operations |  | Supersedes and is equivalent to CPCCCM3006 Carry out levelling operations  Updated to reflect current industry terminology, tools and equipment | E |
| CPCWHS3001 Identify construction work hazards and select risk control strategies | CPCCWHS3001 Identify construction work hazards and select risk control strategies. |  | Supersedes and is equivalent to CPCCWHS3001 Identify construction work hazards and select risk control strategies.  Updated to reflect current industry terminology, tools and equipment. | E |

Imported units of competency

|  |  |  |
| --- | --- | --- |
| **Code** | **Title** | **Training Package** |
| MSFFM3009 | Produce manual and computer-aided production drawings | MSF Furnishing Training Package |
| MSFFM3011 | Measure and draw site layout for manufactured furniture products | MSF Furnishing Training Package |
| MSFFM3020 | Fabricate synthetic solid surface products | MSF Furnishing Training Package |

# Appendix A: Industry stakeholders

Technical Advisory Group (TAG) Members

|  |  |
| --- | --- |
| **TAG Member** | **Organisation** |
| Adam Cox | Chair – Fernbrooke Homes |
| Adam Profke | Master Builders of Queensland |
| Alan Davis | Construction Training Council WA |
| Daniel Bonnici | Department of Education VIC |
| Liam O`Hearn | CFMEU |
| Peter Forsingdal | Hutchinson Builders |
| Rod Eske | Hutchinson Builders |
| Tristan Howison | TAFE NSW |

|  |  |
| --- | --- |
| **Working Group – Subject Matter Experts (SMEs)** | |
| **Subject Matter** | **Expert name and Organisation** |
| Heritage and Restoration | Adam Laxton, Chisholm Education Alan Hopkins, Kirribilli Constructions Andrew Gilchrist  Darren Epps  David Porter, Blue Dog Training Eric Parnis, CITB SA  Fred Lijauco, TBCITB  Greg Cheetham, Building Industry Skills Centre Katherine Jagger, TAFE NSW  Nick Del Grosso  Richard Bell, TAFE NSW, Skills Points Scott Leighton  Simon Cocker, WorkSafe Tas Tristan Howison, TAFE NSW Wayne Saunders, TAFE SA |
| Form Work | Andrew Gilchrist Andrew Mellas, TasTAFE Chris Smith, TasTAFE  Greg Cheetham, Building Industry Skills Centre Judd Kruse  Katherine Jagger, TAFE NSW Nick Del Grosso  Richard Bell, TAFE NSW, Skills Points Tristan Howison, TAFE NSW |
| Commercial | Adam Laxton, Chisholm Education Andrew Gilchrist  Andrew Mellas, TasTAFE Chris Smith, TasTAFE Fred Lijauco, TBCITB  Greg Cheetham, Building Industry Skills Centre Katherine Jagger, TAFE NSW  Nick Del Grosso  Paul Muenchow, Department of Training and Workforce Development  Richard Bell, TAFE NSW, Skills Points Stephen Gillie, TasTAFE Tristan Howison, TAFE NSW |
| Joinery | Adrian Laws, TAFE NSW Andrew Gilchrist Andrew Mellas, TasTAFE Fred Lijauco, TBCITB  Greg Cheetham, Building Industry Skills Centre Nick Del Grosso  Richard Bell, TAFE NSW, Skills Points Tristan Howison, TAFE NSW  Wayne Saunders, TAFE SA |

|  |  |
| --- | --- |
| **Working Group – Subject Matter Experts (SMEs)** | |
| **Subject Matter** | **Expert name and Organisation** |
| Residential | Adam Laxton, Chisholm Education Andrew Gilchrist  Andrew Mellas, TasTAFE Chris Smith, TasTAFE  David Porter, Blue Dog Training Fred Lijauco, TBCITB  Greg Cheetham, Building Industry Skills Centre Katherine Jagger, TAFE NSW  Martin Los, Boxhill Institute Mike Kent, Feduni  Nick Del Grosso Paul Baker  Paul Muenchow, Department of Training and Workforce DEvelopment  Richard Bell, TAFE NSW, Skills Points Roland Heath  Tristan Howison, TAFE NSW |

Forum attendees

Location: Construction Futures Centre – 104 Belgravia Street, Belmont WA 6104 Date: Thursday, 17 May 2018 from 4:00 pm to 6:00 pm (AWST)

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Adam | Smith |
| Alan | Davis |
| Carly | Bradley |
| Greg | Ball |
| John | Hearne |
| Louise | Morrison |
| Lyn | MacDonald |
| Paul | Briard |
| Paul | Muenchow |
| Roula | Tsiolas |
| Tim | Carson |

Location: Holmesglen St Kilda Campus – 332 St Kilda Road, St Kilda VIC 3182 Date: Tuesday, 19 June 2018 from 2:00 pm to 4:00 pm (AEST)

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Adrian | Rutley |
| Alan | Hopkins |
| Boris | Iskra |
| Chee | Ng |
| Damian | Tolson |
| Damien | Coats |
| Darryn | McKenzie |
| David | Uebergang |
| Dean | Palmer |
| Greg | O`Toole |
| Ingrid | Mountford |
| Jennifer | Mason |
| Jim | Karcos |
| Justin | Maddy |
| Liam | O`Hearn |
| Lynda | Green |
| Mark | Courtney |
| Mark | Ryan |
| Neville | Saunders |
| Patricia | Kanyi |
| Ross | Firth |
| Sue | Fechner |
| Teresa | Signorello |
| Tom | Tyndell |
| William | Spencer |

Location: TasTAFE Clarence Campus - 4A Bounty Street, Warrane TAS 7018 Date: Wednesday, 20 June 2018 from 5:30 pm to 7:30 pm (AEST)

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Andrew | Mellas |
| Bruce | Menzie |
| David | Fagan |
| Eddie | Costello |
| Fred | Lijauco |
| Glenn | Robinson |
| Mark | Elliott |
| Ottmar | Helm |
| Paul | Jarman |
| Paul | Vines |
| Peter | Forrester |
| Rob | Mason |
| Robbie | Mee |
| Rod | Betts |
| Scott | Dickson |
| Simon | Cocker |
| Simon | Nuss |
| Stephen | Deverell |
| Stephen | Gillie |
| Yvette | Shegog |

Location: TasTAFE (Drysdale Area) – 20-36 Valley Road, Devonport TAS 7310 Date: Thursday, 21 June 2018 from 5:30 pm to 7:30 pm (AEST)

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Andrew | Mellas |

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Brett | Johnston |
| Chris | Smith |
| Dave | Bound |
| David | Garden |
| David | Petterwood |
| Hayden | Smith |
| Jacob | Mead |
| John | Beswick |
| Mark | Fishwick |
| Matthew | Scrimgeour |
| Sean | Crane |
| Wayne | Licht |

Location: TAFE NSW Mount Druitt Campus – Cnr North Parade & Mount Street, Mount Druitt NSW 2770

Date: Friday, 22 June 2018 from 7:00 am to 9:00 am (AEST)

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Andrew | Logan |
| Anthony | Willis |
| Gary | Dunshea |
| Jennifer | Bailey |

Location: Fedora`s, Hilton Hotel – 264 South Road, Hilton SA 5033 Date: 11 July 2018 from 4:00 pm to 6:00 pm

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Adam | Guerin |
| Christine | Stone |
| Darren | Martin |

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| David | Dorman |
| Donna | Stuart |
| Elias | Lambetis |
| Eric | Parnis |
| Grant | Robinson |
| Ian | Fry |
| Jason | Stephens |
| Keith | Jasper |
| Kevin | Burns |
| Marie | Paterson |
| Mark | Gosden |
| Matthew | Pincin |
| Monica | Clark |
| Peter | Atkins |
| Quentin | Sickerdick |
| Rene | Nikolic |
| Russell | Hottham |
| Ryan | Grigg |
| Thomas | Fry |
| Tony | Martin |

Location: Construction Training Centre – 460-492 Beaudesert Road, Salisbury QLD 4107 Date: 18 July 2018 from 4:00 pm to 6:00 pm

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Adam | Cox |
| Adam | Profke |
| Alan | Waldron |
| Ben | Heaton |

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Brad | Gray |
| Caroline | Seymour |
| Christine | Wanohr |
| Craig | Lewis |
| Darren | Haigh |
| David | Porter |
| David | Waddell |
| Garry | McDonald |
| Guy | Valentine |
| Hamish | McColl |
| John | Irvin |
| Mark | Lewis |
| Martin | O`Rourke |
| Matthew | Hobbs |
| Michael | Lynch |
| Mike | Sheppard |
| Nicole | Aleckson |
| Paul | Holdway |
| Peter | Forsingdal |
| Peter | Hayter |
| Robert | Ropati |
| Russel | Warde |
| Tim | Harris |
| Tony | Saad |
| Trevor | Howard |

Location: Melbourne, Victoria Date: 16 November 2018

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Adam | Laxton |
| Andrew | Gilchrist |
| Ben | King |
| Brad | Ryan |
| Chee | Ng |
| Chris | Holloway |
| Corey | Ward |
| Craig | Keating |
| Daniel | Bonnici |
| David | Uebergang |
| Dorothy | Bakers |
| Emilia | Bolek |
| Geoff | Leng |
| Geoff | Parkinson |
| Janice | Gaulke |
| Maree | Edgley |
| Martin | Los |
| Mathew | Angwin |
| Michael | Kent |
| Neil | Roney |
| Neville | Saunders |
| Rob | Brodie |
| Paul | Grieves |
| Ross | Frith |
| Russell | Thorn |

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Stuart | Thorogood |
| Sue | Fechner |

Location: Victorian Building Authority – 733 Bourke Street, Docklands VIC 3008 Date: 1 March 2019

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Alister | Ford |
| Andrew | Gilchrist |
| Ben | Kind |
| Boris | Iskra |
| Brad | Ryan |
| Brendan | Rogash |
| Corrie | Williams |
| Daniel | Bonnici |
| Geoff | Leng |
| Martin | Los |
| Matt | Zaranski |
| Nick | Del Grosso |
| Paul | Baker |
| Paul | Greaves |
| Peter | Forsingdal |
| Peter | Scully |
| Peter | Zagorski |
| Richard | Bell |
| Robert | Brodie |
| Robert | Staley |
| Russell | Thorn |
| Susan | Fechner |

|  |  |
| --- | --- |
| **First Name** | **Surname** |
| Teresa | Signorello |
| Trent | Cowie |
| Tristan | Howison |
| Wayne | Saunders |

# Appendix B: STA concerns on the Carpentry and Joinery Project

##### Victorian STA concerns on the Carpentry and Joinery Project

**9 July 2019** Feedback provided by the Victorian STA to Artibus **10 July 2019** Artibus provided a response to the Victorian STA STA Feedback 1:

The unit *CPCPCCWHS1001 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. The 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 at length and has recommended that it be included in every trade level qualification. The rationale for this decision is that completion of the general construction induction training program specified by the model Code of Practice for Construction Work is required for any person who is to carry out construction*

*work. Achievement of unit CPCCWHS1001 Prepare to work safely in the construction industry meets this requirement.*

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

STA Feedback 2:

The Certificate III in Joinery includes 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* as elective units. We note that the superseded unit has been included due to it being a prerequisite to 1 unit imported from the CPC08 Construction, Plumbing and Services Training Package (CPCCSH2003A Apply and install sealant and sealant devices). 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). **Please advise how this issue is proposed to be managed.**

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.*

STA Feedback 3:

Similarly, the Certificate III in Carpentry includes 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* (specialist elective). We note that the superseded unit has been included due to it being a prerequisite to 1 unit imported from the CPC08 Construction, Plumbing and Services Training Package (*CPCCWC3003A Install dry wall passive related systems*).

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). **Please advise how this issue is proposed to be managed.**

Artibus Response 3:

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

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

STA Feedback 4:

We also note that the unit *Work safely at heights* is included in the core of the Certificate III in Carpentry with the code CPCCCM2012. This unit is currently listed on the national register as*CPCCCM2010B Work safely at heights*. There is no indication that this unit is also proposed for endorsement and the current unit also has the superseded unit *CPCCOHS2001A Apply OHS requirements, policies and procedures in the construction industry* as a prerequisite.

Please advise if the unit CPCCCM2010B Work safely at heights is proposed for endorsement in another concurrent project, with the code CPCCCM2012, 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 qualification with the correct code.

Artibus Response 4:

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

STA Feedback 5:

The following feedback provided by Victorian stakeholders has not been addressed **(why has this occurred or why have the reasons for not addressing the feedback been provided and consulted on?):**

1. The core units should reflect the essential minimum skill set required by all qualified joiners. The following core units are appropriate as elective options as not all Joiners are required to perform these tasks:

CPCCCA3010 Install windows and doors CPCCPD3021A Prepare surfaces for painting

MSFFM3011 Measure and drawer a site layout for manufactured furniture products

1. The following 2 core units duplicate plan reading: CPCCCM2001 Read and interpret plans and specifications

CPCCCM3004 Identify and apply information in construction plans, drawings and specifications

1. *CPCCJS3002 Manufacture stair components* for straight flighted stairs is listed as a core unit however, *CPCCJS3011 Design and set out stairs* is listed as a specialist elective. If students are required to manufacture stairs surely they would require an understanding of designing and setting out the product they are constructing. It is suggested the design and set out unit be moved to the core units to complement the existing stair unit.
2. *CPCCJN3003 Manufacture components for doors, windows and frames* is listed as a specialist unit. This skill along with the ability to assemble the components are an essential skill for a joiner. It is suggested to move this unit to the core units along with *CPCCJN2001A Assemble components*.
3. The unit *CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction* industry is listed as a pre-requisite unit for multiple units in the qualification however, it is only listed as a Group B elective.
4. The specialist units as listed contain nine units, six of which are stair units. While this would suit stair specialists it does not cater for specialists in other areas. The list of specialist units needs to be expanded to cater for a wider range of industry areas.

Please advise a response to the Victorian stakeholder feedback.

Artibus Response 5:

*The TAG reviewed the teachers network comments and note that:*

* + *Comments in relation to incorrect mapping and duplication have been picked up as part of QA*
  + *Suggestions in relation to moving units from core to elective and vice versa are obviously not actionable at this stage, although upon review their requests can all be catered for at a local level through the packaging rules, which as they say, allow for significant flexibility and import from other training packages (purposely to cater for an industry sector that straddles manufacturing, pre assembly and a more traditional base)*
  + *Industry feedback on some items differs from theirs - for example Schiavellos specifically sought the inclusion of Prepare surfaces for paining and the removal of Cut and Install Glass*

Second Round of Feedback: Victorian STA Report by Exception

**17 July 2019** Victorian STA provides response

**26 July 2019** Artibus provides response STA Feedback 1:

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

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

Artibus Response 1:

At the 19 February 2019 meeting, the Construction, Plumbing and Services IRC discussed the inclusion of the unit 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.

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.

**Tasmanian concerns on the Carpentry and Joinery Project 11 July 2019** Feedback provided by the Tasmanian STA to Artibus

**11 July 2019** Artibus provided a response to the Tasmanian STA STA Feedback 1:

At this stage, we are not in a position to support the Case for Endorsement for CPC30219 Certificate III in Carpentry, given the concerns that have been expressed by the Tasmanian building and construction industry.

These concerns relate to a packaging arrangement which provides (a) specialist streams or (b) a core and general pool of electives.

We will continue to work with our industry stakeholders to understand the real or perceived impacts of the proposed changes on the building and construction industry, training and apprenticeships in Tasmania.

Artibus Response 1:

*Artibus Innovation has discussed the Tasmanian STA's opposition to the case with them and note that it is based upon a submission provided by the Tasmanian Building and Construction Industry Training Advisory Board (TBCITB). The TBCITB sought a more flexible packaging arrangement to reduce the number of core units and create a general pool of electives.*

*The TBCITB model (and others) was considered at length by the Technical Advisory Group (TAG) who unanimously resolved on an alternative approach based on:*

1. *The current core covers all state licencing regimes*
2. *Feedback from employers recommending a strong common core for all carpenters so it is easier to understand the skill set of apprentices*
3. *Feedback from employers noting that most carpenters, through their careers work across both residential and commercial streams and so a strong core component in an apprentice training should equip graduates with a solid skill set to enable flexibility and future proof their careers*
4. *RTOs were opposed to an open flexible model citing difficulties in resourcing cohorts of students with widely different training plans*
5. *National consistency - it was noted that whilst Tasmania and the Northern Territory may have different requirements to the rest of Australia, the qualification needed to cater for the large majority and enable mobility of labour.*

*The final advice of the TAG to support the model in the case for endorsement was considered and unanimously endorsed by the Industry Reference Committee - which included the CEO of the TBCITB.*

# Appendix C: Victorian Building Authority Letter of Support

#### VBA: Feedback on Proposed Carpentry Qualifications

Thank you for providing the VBA with an opportunity to review and provide feedback on the latest proposed versions of the following qualifications:

1. CPC30219 Certificate III in Carpentry
2. CPC31919 Certificate III in Joinery

Our team have reviewed these Qualification Templates and find them to be fit for purpose.  Our team that reviewed the templates, included staff who are VBA Assessors, Technical experts and Registered Building Practitioners with significant years of experience in the industry.  All have high level knowledge of the regulatory framework for the building and construction industry at both a national and Victorian level.

Both qualifications are representative of the skill base required by trade based students and will provide a suitable platform for future tradespersons and building practitioners.

We fully support the templates as they are currently proposed.

If you have any questions, or require any further information, please feel free to contact me.

Regards

Jennifer

**Jennifer Mason**  
Senior Policy Adviser, Education and Training | Knowledge and Experience Assessment

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|  |  | **D.**03 9618 9440   **E.**  [Jennifer.Mason@vba.vic.gov.au](mailto:Jennifer.Mason@vba.vic.gov.au)  **A.**733 Bourke Street, Docklands VIC 3008   **W.** [vba.vic.gov.au](http://www.vba.vic.gov.au/) | **P.** 1300 815 127 |  |

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|  |  |  |  | The VBA acknowledges the Traditional Owners and custodians of the land and we pay our respects to their Elders past, present and emerging. We’re an inclusive workplace that embraces diversity in all its forms. |

# Appendix D: Carpentry and Joinery New Units of Competency

###### CPCCCA3024 Install lining, panelling and moulding

###### CPCCCA3025 Read and interpret plans and speciﬁcations for carpentry work

###### CPCCCA3026 Assemble partitions

###### CPCCCA3027 Set up, operate and maintain indirect action powder-actuated power tools

# Appendix E: Carpentry and Joinery Revised Units of Competency

###### CPCCCA2002 Use carpentry tools and equipment

###### CPCCCA2011 Handle carpentry materials

###### CPCCCA3002 Carry out setting out

###### CPCCCA3003 Install ﬂooring systems

###### CPCCCA3004 Construct and erect wall frames

###### CPCCCA3005 Construct ceiling frames

###### CPCCCA3006 Erect roof trusses

###### CPCCCA3007 Construct pitched roofs

###### CPCCCA3008 Construct eaves

###### CPCCCA3009 Construct advanced roofs

###### CPCCCA3010 Install windows and doors

###### CPCCCA3011 Refurbish timber sashes to window frames

###### CPCCCA3012 Frame and ﬁt wet area ﬁxtures

###### CPCCCA3014 Construct and install bulkheads

###### CPCCCA3016 Construct, assemble and install timber external stairs

###### CPCCCA3017 Install exterior cladding

###### CPCCCA3018 Construct, erect and dismantle formwork for stairs and ramps

###### CPCCCA3019 Erect and dismantle formwork to suspended slabs, columns, beams and walls

###### CPCCCA3020 Erect and dismantle jumpform formwork

###### CPCCCA3022 Install curtain walling

###### CPCCCA3028 Erect and dismantle formwork for footings and slabs on ground

###### CPCCCO2013 Carry out concreting to simple forms

###### CPCCJN2001 Assemble components

###### CPCCJN2003 Package manufactured products for transport

###### CPCCJN3001 Process material to produce components using static machines

###### CPCCJN3002 Use computer-controlled machinery

###### CPCCJN3003 Manufacture components for doors, windows and frames

###### CPCCJN3004 Manufacture and assemble joinery components

###### CPCCJN3005 Cut and install glass

###### CPCCJS3002 Manufacture stair components for straight ﬂighted stairs

###### CPCCJS3003 Assemble and install stairs

###### CPCCJS3004 Manufacture and install continuous handrailing and special stair components

###### CPCCJS3005 Manufacture stair components for curved and geometric stairs

###### CPCCJS3006 Construct, assemble and install composite external stairs

###### CPCCJS3011 Design and set out stairs

###### CPCCOM1012 Work eﬀectively and sustainably in the construction industry

###### CPCCOM1013 Plan and organise work

###### CPCCOM1014 Conduct workplace communication

###### CPCCOM1015 Carry out measurements and calculations

###### CPCCOM3001 Perform construction calculations to determine carpentry material requirements

###### CPCCOM3006 Carry out levelling operations

###### CPCWHS3001 Identify construction work hazards and select risk control strategies

1. HIA (2018), *Update on Registration of Licensing of Trades*, accessed 6 September 2019 at <https://hia.com.au/-/media/HIA-Website/Files/Publications/Member-Alerts/update-on-registration-and-licensing-of-trades-vic.ashx> [↑](#footnote-ref-1)
2. Master Builders Victoria (2019), *Registration and licensing of building trades – Master Builders Victoria response to Stage 1: Consultation questions,* accessed 6 September 2019 at <https://www.mbav.com.au/sites/default/files/20190712%20Master%20Builders%20submission%2C%20registration%20and%20licensing%20of%20building%20trades%2C%20Stage%201_FINAL_0.pdf> [↑](#footnote-ref-2)
3. Ibid., p.2. [↑](#footnote-ref-3)