



Case for Endorsement

Carpentry and Joinery Project

CPC Construction, Plumbing and Services Training Package

Release 5.0

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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A. Administrative details of the Case for Endorsement

Name of allocated IRC

Construction, Plumbing and Services IRC

Name of SSO

Artibus Innovation

Training Package Components submitted for approval

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

Qualifications

Code	Title
CPC30220	Certificate III in Carpentry
CPC31920	Certificate III in Joinery

Units of competency

- 41 units of competency:
 - 36 revised unit of competency
 - 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 and units of competency to the 2012 Standards for Training Packages and to:

- undertake a desktop analysis of the Carpentry and Joinery Case for Endorsement (CPCv4) to identify gaps in work prepared by the Construction and Property Services Industry Skills Committee (CPSISC)
- update the training package to ensure they meet industry's skilling needs.

B. Description of work and request for approval

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.

The carpentry and joinery trades are the core of the construction industry. The redevelopment of the qualifications has taken many years: three years with the former industry skills council (CPSISC) and two years under the stewardship of the Construction Industry Reference Committee (IRC).

The development work involved unpacking objections to the previous work (CPCv4) prepared by CPSISC, resolving those objections and then conducting a detailed inspection of every unit of competency as well as a broader focus on issues such as occupational alignment, articulation between qualifications, removal of redundancy and regulatory compliance.

This work has been overseen by the Construction IRC. The Construction IRC was appointed by the Australian Industry Skills Committee (AISC) to represent the industry and is made up of people with experience, skills and knowledge of the construction industry.

The role of the IRC is to ensure that the CPC Construction, Plumbing and Services Training Package meets the needs of employers. Membership of the IRC and consultation methodology is available at **Appendix A**.

The detailed redevelopment work was guided by a Technical Advisory Group (TAG) and supported by Artibus Innovation in its capacity as a Skills Service Organisation (SSO). The IRC appointed a member of its committee to Chair the TAG and that Chair reported back to the IRC in its quarterly meetings by way of a project brief and verbal reports. The TAG members are recommended and selected based on their expertise in specific trades and their connections with industry.

Summary of key changes

Key Change	Description
KC1	<p>CPC30220 Certificate III in Carpentry has been developed to support residential, commercial and form work carpenters.</p> <p>This is a trade qualification for carpenters in residential and commercial workplaces. It includes setting out, manufacturing, constructing, assembling, installing and repairing products made using timber and non-timber materials.</p> <p>Occupational titles may include:</p> <ul style="list-style-type: none">• Carpenter – Commercial• Carpenter – Formwork• Carpenter – Residential. <p>The carpentry qualification suite accounted for over 35,000 enrolments in 2018.</p>
KC 2	<p>CPC30211 Certificate III in Carpentry, CPC32011 Certificate III in Carpentry and Joinery and CPC31511 Certificate III in Formwork/Falsework have all been</p>

Key Change	Description
	superseded and are equivalent to CPC30220 Certificate III in Carpentry, as there was significant overlap of the core units in each qualification.
KC 3	<p>CPC31920 Certificate III in Joinery has been developed to support occupational specialist streams.</p> <p>This qualification provides a trade outcome in joinery covering work for residential and commercial applications.</p> <p>Occupational titles may include</p> <ul style="list-style-type: none"> • Joiner • Stair builder.
KC 4	CPC31912 Certificate III in Joinery and CPC32211 Certificate III in Joinery (Stairs) have both been superseded and are equivalent to CPC31920 Certificate III in Joinery, as there was significant overlap of the core units in each qualification.
KC 5	Five new units of competency have been developed to address current skills and knowledge gaps in the carpentry industry.
KC 6	All existing units of competency have been updated to 2012 standards for training packages.

Consultation and development process

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
- access to draft training components

https://www.artibus.com.au/project/?project_id=8

The project page received 2083 views.

Technical Advisory Group (TAG)

The Construction 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.

Outlined below are the members that comprised the TAG.

TAG Member	Organisation
Adam Cox (Chair)	Fernbrooke Homes (small home builder)
Adam Profke	Master Builders of Queensland

Alan Davis	Construction Training Council WA
Tim Mead	Mead Construction (medium commercial builder)
Daniel Bonnici	Department of Education VIC
Liam O`Hearn	CFMMEU
Peter Forsingdal	Hutchinson Builders (large commercial builder)
Rod Eske	Hutchinson Builders (RTO arm of Hutchinsons)
Tristan Howison	TAFE NSW (part time) & Residential carpenter

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 1: TAG Meetings and Actions

Meeting	Key actions
1	<ul style="list-style-type: none"> • TAG member induction • TAG approval to combine qualifications as per CPCv4 • Plan for national forums to be held in each state/territory
2	<ul style="list-style-type: none"> • Survey and forum results on packaging options presented and considered • Qualification packaging rules: <ul style="list-style-type: none"> ○ Survey responses on qualification packaging options were divided by a slim margin (52%/48%) ○ 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: <ul style="list-style-type: none"> ○ Residential ○ Commercial ○ Form Work • TAG directed unit development to begin
3	<ul style="list-style-type: none"> • Finalised the draft 1 qualification template for the Certificate III in Carpentry <ul style="list-style-type: none"> • Majority decision to proceed with streamed qualification structure, except CFMMEU member • All other decisions of TAG by consensus agreement
4	<ul style="list-style-type: none"> • Proposal for unit content workshops
5	<ul style="list-style-type: none"> • TAG unable to form consensus on the merging of foundational units and so deferred to IRC for advice • Preparation for carpentry online workshops to focus on unit content development/validation
6	<ul style="list-style-type: none"> • Unanimous decision of the Construction IRC that the unit <i>CPCWHS1001 Prepare to work safely in the construction industry</i> be a core unit in all CPC qualifications

Meeting	Key actions
7	<ul style="list-style-type: none"> • 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 • Carpentry qualification templates approved for presentation to IRC before moving on to quality assurance phase.
8	<ul style="list-style-type: none"> • Unanimous decision of the Construction IRC that the unit <i>CPCWHS1001 Prepare to work safely in the construction industry</i> be an entry requirement for all CPC AQF I-III qualifications.

Key issues considered

A key point of consultation was to seek industry feedback on the most appropriate packaging rules for the Certificate III in Carpentry. The TAG suggested two possible packaging rule options for the Certificate III in Carpentry, as below:

Table 2: 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 also 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.

Four 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
- nine newsletters at various stages throughout the project, each in excess of 3,900 subscribers

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

Table 2: Project Timeline: Industry Engagement and Consultation Processes

Timeframe	Activity	Industry Engagement
July – September 2017	Artibus Innovation commences project: <ul style="list-style-type: none"> • establishment of 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
August 2017	IRC advice to develop a case for change for Certificate I and II (in relation to articulation into the trades) before continuing with Case for Endorsement. Case for change approved by AISC	
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 as per Table 1 to evaluate stakeholder consultation feedback	TAG membership described below
May – July 2018	Industry forums held in each state/territory	131 participants
September 2018	Call for stakeholder submissions	222 subscribers
October 2018	Carpentry and Joinery Surveys and Submissions on revised qualifications (Draft pack 2)	41 responses
February 2019	Unanimous decision of the Construction, Plumbing and Services IRC that the unit <i>CPCCWHS1001 Prepare to work safely in the construction industry</i> be a core unit in all CPC qualifications	
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 <i>CPCCWHS1001 Prepare to work safely in the construction industry</i> be an entry requirement of all CPC AQF I-III qualifications	
April – May 2019	Final online survey (Draft pack 3)	13 responses
June 2019	IRC sign-off support for the project	IRC Chair

Industry Forums

Industry forums were held in eight cities in every state, as well as an 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	<ul style="list-style-type: none"> • Preference for Option 2 • 54% of participants said that Option 1 is too restrictive 	11
Victoria	Melbourne	19 June 2018	<ul style="list-style-type: none"> • Preference for Option 1 	25
Tasmania	Hobart	20 June 2018	<ul style="list-style-type: none"> • Packaging preference unclear 	20
Tasmania	Devonport	21 June 2018	<ul style="list-style-type: none"> • Packaging preference unclear 	13
New South Wales	Sydney	22 June 2018	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Packaging preference unclear. 	23
Queensland	Brisbane	18 July 2018	<ul style="list-style-type: none"> • Preference for Option 1. 	29
Northern Territory	Online and email	25 May 2018	<ul style="list-style-type: none"> • Opposition to Option 2 because of concern people would opt for less complex pathway, resulting in lower skill level outside specialisation. 	5
			Total	134

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 5: 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

Industry and Stakeholder Surveys

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

The surveys were made available 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 6: 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 One

The majority of respondents to the first survey (80%) identified as employers. 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 was a core set of units, plus mandatory specialist streams, plus an elective pool, while just under half (47.3%) chose Option 2, which was a core set of units, plus a general pool of electives which included 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 on 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 an induction unit to work safely in the construction industry.

Summary of Feedback from Survey Two

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. 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, in particular feedback from Victoria in relation to licencing and feedback from Tasmania in relation to qualification flexibility.

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, the Victorian *Building Amendment (Registration of Building Trades and Other Matters) Bill 2018* (20 September 2018) bill has passed but is yet to be implemented. A staggered approach to implementation is expected,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 Case for Endorsement 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

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

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 Victorian Building Authority (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 qualifications 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

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>

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

³ Ibid., p.2.

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 in the Case for Endorsement.

Tasmanian Concerns about Qualification Flexibility

Throughout the development of the qualification the Construction 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
- the qualification template includes all competencies identified by industry

Summary of Feedback from Survey Three

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
- the view that the packaging rules are too restrictive and do not allow diversity within the industry for employees and employers
- the 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 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 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.

AISC decision being sought

To note the work undertaken and approve the submission.

C. Evidence of industry support

This Case for Endorsement presents evidence of broad-based industry support for the proposed training package components as outlined in the Training Package Development and Endorsement Process Policy.

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

Signed on behalf by the appointed Chair of the Construction, Plumbing and Services IRC.

Name of Acting Chair: Alan Waldron

Signature of Acting Chair:



Date: 21st January 2020

State and Territory Training Authority responses to the Case for Endorsement

STA	STA Response
ACT	<p>Thank you for the opportunity to review the Carpentry and Joinery Case for Endorsement.</p> <p>While the ACT endorses the training package we would like the following caveats noted to our support.</p> <p>As stated on page 8 of the case for endorsement “of the 110 responses to this survey question, slightly more respondents preferred packaging Option 1 (53% to 47%). Forum feedback preferences were also divided or inconclusive. This feedback informed the TAG’s deliberations about which packaging arrangements were the best fit for industry, which was option one. It would be good to understand the pros and cons of each approach.</p> <p>What is the difference between Core and Mandatory? Would the approach taken not lead to workers qualified in all 3 streams or is the intention to differentiate workers?</p> <p>The issue of <i>CPCCWHS1001 Prepare to work safely in the construction industry</i> as a pre requisite or core will need resolution that is consistently applied across all cases for endorsement.</p>

NSW	NSW supports the following CPC Case for Endorsement: Carpentry and Joinery; SW recommends that the AISC apply to VET regulators to extend the transition period for the CPC31508 Certificate III in Formwork/Falsework to two years. Given the number of additional units in the updated Certificate III in Carpentry, this will enable current apprentices and trainees to complete the Formwork/Falsework qualification with their current employer, rather than needing to complete the updated Certificate III in Carpentry most likely with a new employer.
NT	The NT STA has no objections to the AISC considering for approval the CPC Construction, Plumbing and Services Training Package; Carpentry and Joinery Project - Case for Endorsement.
QLD	While supporting the Case for Endorsement, Qld does not support the addition of CPCCWHS1001 Prepare to work safely in the construction industry to the core of the qualification.
SA	The SA STA supports the Carpentry and Joinery Case for Endorsement.
TAS	Due to issues with a lack of industry peak body support in Tasmania, as expected, we are unable to indicate support of this project.
VIC	Victoria supports the Carpentry and Joinery Case for Endorsement proceeding to the AISC for approval.
WA	Based on the materials provided, the Western Australian State Training Authority supports the Case for Endorsement for the CPC Construction, Plumbing and Services Training Package Release 5, which relates to the following qualifications: <ul style="list-style-type: none"> • CPC30220 Certificate III in Carpentry • CPC31920 Certificate III in Joinery

Tasmania STA Concerns

Following a second round of sign-off, the Tasmanian STA has reaffirmed its position to put forward a report by exception. The STA believes the packaging rules of the Carpentry qualification does not offer flexibility to training providers.

Concerns raised July 2019

11 July 2019 Feedback provided by the Tasmanian STA to Artibus

11 July 2019 Artibus Innovation 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 discussed the Tasmanian STA's opposition to the case with them and noted that it is based upon a single 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. In subsequent consultation with the TBCITB it was concluded that there was no evidence that the proposed packaging rule would be detrimental to the local industry.

The TBCITB packaging model (and others) was considered at length by the 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 noted that while Tasmania and the Northern Territory may have different requirements to the rest of Australia, the qualification needs to cater for the large majority and enable labour mobility.

Letters of support were request by the SSO to all stakeholders engaged via forums, webinars or face-to-face. No further letters have been provided to the SSO.

D. Industry expectations about training delivery

Advice about industry's expectations of training delivery

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

- qualifications that better reflect occupational standards
- PE -scale and complexity task 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 industry and community expectations.

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

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

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

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

IRC recommendation on traineeships and apprenticeships

Both the CPC30220 Certificate III in Carpentry and CPC31920 Certificate III in Joinery are suitable as an apprenticeship pathway.

E. Implementation of new training packages

Advice on occupational and licensing requirements

The qualifications and associated units of competency lead to licensing outcomes in jurisdictions that require a license for the occupations of carpenter or joiner.

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 face to face meetings, email and newsletters. The updated qualifications maintain equivalency with their preceding qualifications.

At its meeting in November 2019 the Construction IRC determined that the addition of the CPCCWHS1001 Prepare to work safely in the construction industry unit of competency to the core of the qualifications did not change the equivalency status as the vocational outcomes are unchanged.

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

F. Quality assurance reports

Editorial and Equity Reports have been undertaken by Anna Henderson.

Editorial Report

1. Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package Release 5.0 Project: <i>Carpentry and Joinery Project</i>
Number of new qualifications and their titles	-
Number of revised qualifications and their titles	2 revised qualifications: CPC30220 Certificate III in Carpentry CPC31920 Certificate III in Joinery
Number of new units of competency and their titles	5 new units of competency <i>See attached Appendix A</i>
Number of revised units of competency and their titles	36 revised units of competency <i>See attached Appendix B</i>
Confirmation that the draft training package components are publication-ready	Yes – the draft training package components are publication-ready.
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes – Anna Henderson
Date of completion of this updated Editorial report	18 th Dec 2019

2. Content and structure

Units of competency

The units were checked in the June 2019 Editorial review.

Editorial requirements	Comments
Standard 5: The structure of units of competency complies with the unit of competency template.	The new and revised units of competency are well written, and their structure complies with all aspects of the unit of competency template: application, elements, performance criteria, foundation skills and unit mapping information.
Standard 7: The structure of assessment requirements complies with the assessment requirements template.	All draft units of competency specify the performance evidence (including references to volume and frequency) and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment as per the appropriate template. The assessment requirements cross-reference well to the performance criteria requirements.

Qualifications

Editorial requirements	Comments by the editor
Standard 9: The structure of the information for qualifications complies with the qualification template.	All qualifications mostly comply with the template from the Standards for Training Packages 2012. Some editorial suggestions were provided to and addressed by Artibus Innovation as part of the editorial review. The following recommendation was not accepted: That tables be inserted for the units of competency that have pre-requisites, listing the codes and titles of the prerequisites against the relevant units (<i>this is a mandatory requirement of the Qualification template</i>).
Standard 10: Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template.	The CPC Construction, Plumbing and Services Training Package Release 5.0 Companion Volume Implementation Guide (CVIG) states that <i>“There are currently no credit arrangements between qualifications in the Construction, Plumbing and Services Training Package and higher education qualifications.”</i>

Companion Volumes

Editorial requirements	Comments by the editor
<p>Standard 11: A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template.</p>	<p>The Training Package components in this submission are accompanied by the CPC Construction, Plumbing and Services Training Package Release 5.0 CVIG. The CVIG complies with the companion volume implementation guide template included in the 2012 Standards.</p>

3. Proofreading

Editorial requirements	Comments by the editor
Unit codes and titles and qualification codes and titles are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide.	The unit codes and titles have been proofread and cross-referenced throughout all documentation provided – qualifications, Case for Endorsement, and CVIG.
Units of competency and their content are presented in full.	Yes, the units of competency are presented in full.
The author of the Editorial Report is satisfied with the quality of the training products, specifically with regard to: absence of spelling, grammatical and typing mistakes consistency of language and formatting logical structure and presentation of the document. compliance with the required templates	I am satisfied with the quality of the training products with regard to the points listed opposite, apart from one aspect of the Qualification template – <i>See Standard 9</i> . I have not re-checked the units in this updated Editorial report (all were checked in June 2019).

Appendix A: Carpentry and Joinery New Units of Competency

CPCCCA3024 Install lining, panelling and moulding
 CPCCCA3025 Read and interpret plans, specifications and drawings for carpentry work
 CPCCCA3026 Assemble partitions
 CPCCCA3027 Set up, operate and maintain indirect action powder-actuated power tools
 CPCCOM3001 Perform construction calculations to determine carpentry material requirements

Appendix B: 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 jump form formwork
 CPCCCA3022 Install curtain walling

CPCCCA3028 Erect and dismantle formwork for footings and slabs on ground
CPCCJN2001 Assemble components
CPCCJN2003 Package manufactured products for transport
CPCCJN3100 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
~~CPCCOM3001 Perform construction calculations to determine carpentry material requirements~~
CPCCOM3006 Carry out levelling operations
CPCWHS3001 Identify construction work hazards and select risk control strategies
CPCCJS3001 Design and set out stairs

Equity Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package Release 5.0 Project: <i>Carpentry and Joinery Project</i>
Number of new qualifications and their titles	-
Number of revised qualifications and their titles	2 revised qualifications: CPC30220 Certificate III in Carpentry CPC31920 Certificate III in Joinery
Number of new units of competency and their titles	5 new units of competency <i>See attached Appendix A</i>
Number of revised units of competency and their titles	36 revised units of competency <i>See attached Appendix B</i>
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	Yes – the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i> .
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes – Anna Henderson
Date of completion of the updated report	18 th of December 2019

Section 2 – Equity checklist of draft training package components

Equity requirements	Equity reviewer comments Provide brief commentary on whether the draft endorsed components meet each of the equity requirements
<p>The training package component(s) comply with Standard 2 of the <i>Standards for Training Packages 2012</i>. The standard requires compliance with the <i>Training Package Products Policy</i>, specifically with the access and equity requirements: Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations. Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation.</p>	<p>The units of competency in this submission comply with Standard 2 of the <i>Standards for Training Packages</i>.</p> <p>The CPC Construction, Plumbing and Services Training Package Release 5.0 Companion Volume Implementation Guide (CVIG) provides advice on access and equity considerations including reasonable adjustment for learners with disabilities.</p>

Section 3 - Training Package Quality Principles

Quality Principle 4

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

Key features

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

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

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

Equity requirements	Equity reviewer comments
1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?'	The Carpentry and Joinery draft qualifications and units of competency enable flexible application within the trade as they address a broad range of carpentry and joinery skills.
2. Is there evidence of multiple entry and exit points?	There are no entry requirements for carpentry and joinery qualifications, thus enabling open access.
3. Have prerequisite units of competency been minimised where possible?	Most units have prerequisite requirements, but this is for WHS reasons. Prerequisites have been minimised where possible.

Equity requirements	Equity reviewer comments
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	The packaging rules of the qualifications in this submission are flexible so as to meet the needs of many carpentry and joinery job outcomes, including commercial and residential carpentry, formwork, joinery and stair building.

Quality Principle 5

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

Key features

Support learner transition between education sectors.

Equity requirements	Equity reviewer comments
1. What evidence demonstrates pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications?	<p>VET information for legal requirements for learners in the workplace or involved in work experience that apply to industry-specific sectors covered in the CPC Construction, Plumbing and Services Training Package is discussed in the CVIG. These requirements vary across each state and territory and can change from time to time. The CVIG advises users to contact the relevant state or territory training authorities provided at the end of this Guide to check if legal requirements apply.</p> <p>Pathways from entry and preparatory level are discussed in the CVIG, where it is noted that work placements should always involve appropriate supervision and guidance from individuals in the workplace as well as from RTO trainers and assessors who must adhere to required legislation that applies in their jurisdiction.</p> <p>Apprenticeships and traineeships are also discussed in the CVIG, where it is noted that where a qualification is used for an apprenticeship or traineeship, the training must be recognised by the state or territory training authority. This includes the form and registration of indenture.</p>

Quality Principle 6

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

Key features

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

Equity requirements	Equity reviewer comments
1. Does the Companion Volume Implementation Guide include advice about: <ul style="list-style-type: none">• Pathways• Access and equity• Foundation skills? (see Training Package Standard 11)	Yes - The CVIG provides advice on: Occupational outcomes and pathways advice Access and equity are described and addressed with advice on reasonable adjustments for learners with disabilities Foundation skills.
2. Are the foundation skills explicit and recognisable within the training package and do they reflect and not exceed the foundation skills required in the workplace?	Yes, the skills that are not explicit in the unit of competency, are identified in a table. In training packages developed by Artibus Innovation the foundation skills incorporate the language, literacy and numeracy (LLN) skills described in the Australian Core Skills Framework (ACSF). The skills included in this framework are learning, reading, writing, oral communication and numeracy.

Appendix A: Carpentry and Joinery New Units of Competency

CPCCCA3024 Install lining, panelling and moulding
CPCCCA3025 Read and interpret plans, specifications and drawings for carpentry work
CPCCCA3026 Assemble partitions
CPCCCA3027 Set up, operate and maintain indirect action powder-actuated power tools
CPCCOM3001 Perform construction calculations to determine carpentry material requirements

Appendix B: 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 jump form formwork
CPCCCA3022 Install curtain walling
CPCCCA3028 Erect and dismantle formwork for footings and slabs on ground
CPCCJN2001 Assemble components
CPCCJN2003 Package manufactured products for transport
CPCCJN3100 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
~~CPCCOM3001 Perform construction calculations to determine carpentry material requirements~~
CPCCOM3006 Carry out levelling operations
CPCWHS3001 Identify construction work hazards and select
CPCCJS3001 Design and set out stairs

Quality Report

The Quality Report has been undertaken by Maree Thorne.

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package V5.0
Number of new qualifications and their titles ⁴	0
Number of revised qualifications and their titles	2 CPC30220 Certificate III in Carpentry CPC31920 Certificate III in Joinery
Number of new units of competency and their titles	5 CPCCCA3024 Install lining, panelling and moulding CPCCCA3025 Read and interpret plans, specifications and drawings for carpentry work CPCCCA3026 Assemble partitions CPCCOM3001 Perform construction calculations to determine carpentry material requirements
Number of revised units of competency and their titles	36 Refer to Attachment 1 for details
Confirmation that the panel member is independent of: the Training Package or Training Package components review ('Yes' or 'No') development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No') undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No')	I confirm that I, Maree Thorne, am independent of: the Training Package or Training Package components review (YES) development and/or validation activities associated with the Case for Endorsement (YES) undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report (YES)
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	The Training Package components in the Case for Endorsement comprising two (revised) qualifications, 5 new and 41 revised units of competency and their associated assessment requirements as part of the <i>CPC Construction, Plumbing and Services Training Package V5.0</i> are compliant with the <i>Standards for Training Packages 2012</i> .

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

Information required	Detail
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	The Training Package components in the Case for Endorsement comprising two (revised) qualifications, 5 new and 36 revised units of competency and their associated assessment requirements as part of the <i>CPC Construction, Plumbing and Services Training Package V5.0</i> are compliant with the <i>Training Package Products Policy</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	The Training Package components in the Case for Endorsement comprising two (revised) qualifications, 5 new and 36 revised units of competency and their associated assessment requirements as part of the <i>CPC Construction, Plumbing and Services Training Package V5.0</i> are compliant with the <i>Training Package Development and Endorsement Process Policy</i> .
Panel member's view about whether: the evidence of consultation and validation process being fit for purpose and commensurate with the scope estimated impact of the proposed changes is sufficient and convincing	It is the panel member's view that evidence of the consultation and validation processes undertaken by the developer are fit for purpose and commensurate with the scope of the Case for Endorsement (CfE). The estimated impact of the proposed changes is sufficiently outlined in the CfE. Feedback, suggestions and recommendations were provided to the developers during the course of the Quality Assurance process, most of which have been incorporated in the components.
Name of panel member completing Quality Report	Maree Thorne
Date of completion of the Quality Report	19 December 2019

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ul style="list-style-type: none"> AISC endorsed components: qualifications units of competency assessment requirements (associated with each unit of competency) credit arrangements One or more quality assured companion volumes 	<p>Yes</p>	<p>The proposed components of the CPC Construction, Plumbing and Services Training Package Version 5.0 meet the requirements of Standard 1.</p> <p>The Training Package components in the Case for Endorsement (CfE) include:</p> <ul style="list-style-type: none"> two revised qualifications five new and 36 revised units of competency, each with associated assessment requirements. <p>The CfE specifies that no credit arrangements exist for the Construction, Plumbing and Services Training Package (CPC) qualifications at the time of development.</p> <p>The CPC Construction, Plumbing and Services Training Package V5.0 Companion Volume Implementation Guide (CVIG) provides implementation advice and has been quality assured in this process.</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	<p>Yes</p>	<p>Artibus Innovation has complied with the requirements of the <i>Standards for Training Packages 2012</i> for the two revised qualifications, as well as the five new and 36 revised units of competency.</p> <p>Supporting evidence includes:</p> <p>Compliance with coding and titling of qualifications and units of competency. Where units of competency have undergone review with changes to performance criteria, knowledge or performance evidence or assessment conditions, codes have been changed to reflect Most units of competency prescribe prerequisites (predominately the same units <i>CPCWHS2001 Apply WHS requirements, policies and procedures in the construction industry</i>) which relate to working safely and are indicated in the qualifications by an asterix (*) referring users to the units of competency. All prerequisite units of competency are listed as a core or elective unit.</p> <p>The CPC Companion Volume Implementation Guide Version 5.0 includes guidance to ensure that learners are not discriminated against and guidance around reasonable adjustment to accommodate learners with disabilities or particular needs. Reference has been made to Disability Standards for Education, 2005.</p> <p>The Companion Volume outlines how Foundation Skills have been addressed in units of competency. Foundation skills have been explicitly included in performance criteria in all units of competency.</p> <p>The CVIG outlines qualification and unit mapping to inform users of changes to qualifications and units. All qualifications and units of competency are equivalent to those they supersede.</p> <p>The qualifications have clearly written, achievable packaging rules, and a range of elective options to cover a broad range of outcomes.</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 3</p> <p>Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i></p>	<p>Yes</p>	<p>The CfE provides detailed information about Artibus Innovation's development and endorsement processes of the draft components, including alignment to and compliance with AISC's Activity Order.</p> <p>The CfE outlines details of consultation undertaken and communication strategies with evidence of contributing personnel listed in Appendices and supports evidence of consultation undertaken throughout the development process with stakeholders, including the establishment by the Industry Reference Committee of a Technical Advisory Group (TAG), Subject Matter Experts (SME) groups, face to face consultation workshops and and webinars, as well as provision of access to draft materials on the website for the duration of the project to enable feedback opportunities.</p>
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	<p>Yes</p>	<p>All units of competency have been reviewed to ensure they specify the standards of performance required in the workplace.</p>
<p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	<p>Yes</p>	<p>This quality report confirms the Editorial Report's opinion that the structure of the new and revised units of competency comply with all aspects of the unit of competency template: application, elements, performance criteria, foundation skills and unit mapping information.</p> <p>No units specify occupational licensing or certification requirements, but most units are impacted by work health and safety (WHS) legislation and/or local regulations - requirements which vary between industry sectors and state/territory jurisdictions.</p> <p>Prerequisite units are included in most units of competency to address WHS risks associated with carpentry and joinery work.</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	<p>Yes</p>	<p>All Assessment requirements associated with the units of competency specify the performance evidence and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment as per the appropriate template.</p> <p>Reference to frequency and volume of Performance Evidence is stated.</p> <p>Assessment Conditions specify that assessment must be undertaken <i>'in the workplace or a close simulation using realistic workplace conditions, standards, materials, activities, responsibilities, procedures, safety requirements and environmental conditions'</i>.</p> <p>The assessment requirements cross-reference to the unit requirements.</p>
<p>Standard 7</p> <p>Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template</p>	<p>Yes</p>	<p>Every unit of competency has associated assessment requirements, the structure of which complies with the assessment requirement's template.</p> <p>The performance evidence notes realistic volume and frequency of the tasks to be performed</p>
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	<p>Yes</p>	<p>The CfE identified that consideration of inclusion of 'level' one and two units in the qualifications had been a focus during development, to enable skill and knowledge progression from entry level.</p> <p>Qualification packaging rules specify requirements to ensure AQF outcomes for qualifications are met through selection of electives which <i>'contribute to a valid, industry-supported vocational outcome and maintain the AQF level of this qualification.'</i></p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	Yes	<p>The structure of the information for the revised qualifications complies with the qualification template.</p> <p>Each qualification specifies a total number of core and elective units to achieve the qualification and packaging rules are clear, including enabling flexibility of importing units for varying contexts.</p>
<p>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>	Yes	<p>The CfE and CVIG indicate that no national credit arrangements exist at this time for either of the proposed qualifications.</p>
<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	Yes	<p>The training package components in this submission are accompanied by the CPC Construction, Plumbing and Services Training Package Companion Volume Implementation Guide Version 5.0.</p> <p>The CPC CVIG complies with the companion volume implementation guide template included in the 2012 Standards and was reviewed in this QA process, including for alignment to the CfE and with the proposed endorsed components.</p>
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	NA	

Section 3 – Compliance with the training package quality principles

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

Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non-compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	Yes	<p>The CfE provides information about the extent of, and strategies for industry consultation and engagement that have occurred in the review.</p> <p>There is evidence in the CfE and proposed endorsed components that the developer has addressed industry's requirements and has undertaken appropriate stakeholder consultation including consideration of the 2015 training package reforms, in the development and validation process for the endorsed components submitted.</p>
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications are removed from the system • ensure that more information about industry's 	Yes	<p>The endorsed components respond to the COAG Industry and Skills Council's (CISC) training package reforms, specifically:</p> <p>ensure obsolete and superfluous qualifications are removed from the system ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices</p> <p>The project reflects a rationalisation of five qualifications into two, thereby removing superfluous qualifications from the system. The rationalisation also improves consumer choices as to clear career paths as either carpenter or joiner, whilst elective options enable employer flexibility.</p> <p>improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors ensure that the training system better supports individuals to move easily from one related occupation to another</p>

<p>expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices</p> <ul style="list-style-type: none"> • ensure that the training system better supports individuals to move easily from one related occupation to another • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors • foster greater recognition of skill sets 		<p>The proposed qualifications import units of competency from other training packages (MSF) to avoid sector specific duplication, as well as use common CPC units from other construction sectors, which can support movement between construction occupations.</p>
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p>Yes</p>	<p>The CfE outline of communication strategies and contributing personnel listed in the Appendices, supports evidence of consultation undertaken throughout the development process with a range (national) of stakeholders, including industry and subject matter experts (SME), training organisations and regulators to ensure proposed endorsed components reflect contemporary work organisation and job profiles.</p>

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle <i>Please see examples of evidence in the Training Package Development and Endorsement Process Policy</i>
Support movement of skills within and across organisations and sectors	Yes	<p>The draft Units of Competency and associated Assessment Requirements are written in a manner that allows adaptability and flexibility in relation to a range of industry (workplace) variables. This enables the units to be contextualised to meet the various needs of a range of contexts.</p> <p>All qualifications include elective options, including options to import units from other training packages, to enable movement within organisations, within each sector, and through inclusion of import units, to other sectors.</p>
Promote national and international portability	Yes	<p>Proposed endorsed components promote and reference national standards and codes of practice where applicable.</p> <p>The CfE specifies: <i>Qualifications and units of competency also reference, where relevant, Australian standards and requirements of the National Construction Code (NCC) which serves to ensure portability and industry-wide relevance.</i></p>

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect regulatory requirements and licensing	Yes	As noted in Standard 5 above no individual units specify occupational licensing or certification requirements, but skills and knowledge for work in most units are impacted by work health and safety (WHS) legislation and/or local regulations - requirements which vary between industry sectors and state/territory jurisdictions. Prerequisite units are included in most units of competency to address WHS risks associated with carpentry and joinery work. Because regulatory and licencing requirements vary across jurisdictions, the qualifications refer users to state or territory regulatory authorities, in the statement: <i>State and territory jurisdictions may have different licensing, legislative, regulatory or certification requirements. Relevant state and territory regulatory authorities should be consulted to confirm those requirements.</i>

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	Yes	The CfE evidences a national consultation process providing stakeholders with opportunities to participate via a number of communication channels (SME workshops, email and online surveys, national forums) to capture feedback on the endorsed components throughout the duration of the review. The CfE Appendix reflects a range of respondent stakeholders including national industry participants, state training authorities, industry /content experts and training practitioners.

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Recognise convergence and connectivity of skills	Yes	Units listed in the qualifications include imported units from the MSF Training Package, as well as common construction industry units of competency.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	Yes	The Equity Report notes that <i>'The packaging rules of the qualifications in this submission are flexible so as to meet the needs of many carpentry and joinery job outcomes, including commercial and residential carpentry, formwork, joinery and stair building'</i> . The assessment requirements of all units of competency specify that assessment must take place in a workplace, or in a close simulation reflecting a realistic workplace environment, thereby enabling assessment to meet diversity of individual and employer needs.
Support equitable access and progression of learners	Yes	The Equity Report notes that <i>'Pathways from entry and preparatory level are discussed in the CVIG'</i> . Whilst prerequisites could create potential barriers, and most units of competency do require WHS as a prerequisite due to the nature of carpentry and joinery work, the same prerequisite unit(s) are common to most units. Assessment conditions enable use of 'simulated' workplaces allowing units to be delivered and assessed in a variety of workplace contexts.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	Yes	<p>Both proposed qualifications are identified as suitable for Australian apprenticeship pathways.</p> <p>The qualification packaging, including entry level skills and knowledge support learning progression from entry level to trade outcome.</p> <p>The CfE notes that there are currently no nationally applicable credit arrangements between CPC qualifications proposed for endorsement and higher education qualifications.</p>

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	Yes	<p>Industry advice about delivery is provided via the CPC Construction, Plumbing and Services Training Package Version 5.0 Companion Volume Implementation Guide (CVIG) which has been quality assured and is ready for publication at the same time as the Training Package.</p> <p>The CVIG provides advice about work placement supervision arrangements, delivery requirements including reasonable adjustments, foundation skills, and progressions and pathways between qualifications, as well as specific information about construction safety induction requirements.</p>

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support sound assessment practice	Yes	<p>The draft Units of Competency and associated Assessment Requirements include references to volume and frequency of Performance Evidence and include Assessment Conditions specifying that units <i>'must be assessed in the workplace or a close simulation using realistic workplace conditions, materials, activities, responsibilities, procedures, safety requirements and environmental considerations'</i></p> <p>Units are written in a manner that allows adaptability and flexibility which enables the units to be contextualised to meet the varied and broad needs of the CPC industries.</p>
Support implementation	Yes	<p>The Editorial Report and quality assurance process confirms the components are compliant with the TGA/National Register requirements for publication.</p> <p>Implementation advice is ready for publication at the same time as the training package release in the CVIG.</p>

Attachment 1

Revised Units of Competency (36):

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 jump-form formwork
CPCCCA3022	Install curtain walling
CPCCCA3028	Erect and dismantle formwork for footings and slabs on ground
CPCCJN2001	Assemble components
CPCCJN2003	Package manufactured products for transport
CPCCJN3100	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
CPCCOM3006	Carry out levelling operations
CPCWHS3001	Identify construction work hazards and select risk control strategies

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.

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

Supporting COAG Industry Skills Council reforms to training packages

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

Reform	Evidence of reform being addressed
1. Remove obsolete and superfluous qualifications from the system	The commenced with the review of five qualifications. There were qualification mergers to support COAG's priorities to remove superfluous qualifications from the systems. Please refer to Section H: Training Package components for qualification mapping and mergers.
2. Make more information about industry's expectations of training delivery available	The updated qualifications remain equivalency, which was determined on the vocational outcome and to support training providers as they update their training and assessment strategies.
3. Ensure the training system better supports individuals to move easily from one related occupation to another	The project consisted on reviewing the qualifications that are the core of the CPC Training Package. The Carpentry and Joinery qualifications have been developed in light of pathway articulation into the Certificate IVs licensed building qualifications.
4. Improve the efficiency of the training system at unit level	The units of competency have developed to remove ambiguity from the required training and assessment requirements.
5. Foster greater recognition of skill sets	Skill set development was not considered in this project.

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 TPCMS.

Approximate Publication Timeframe

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

H. Proposed training package components

Qualification mapping

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

Units of competency mapping

CPC Construction, Plumbing and Services Training Package Release 5.0	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. List of tools simplified.	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. Allows for metal and other materials in performance evidence and knowledge evidence. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
CPCCCA3003 Install flooring systems		CPCCCA3003A Install flooring systems	Supersedes and is equivalent to CPCCCA3003A Install flooring systems. Allows for use of metal flooring systems. Updated for clarity and to reflect current industry practice, terminology, tools and equipment. 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. Allows for use of metal framing. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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. Allows for use of metal framing. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3006 Erect roof trusses		CPCCCA3006B Erect roof trusses	Supersedes and is equivalent to CPCCCA3006B Erect roof trusses.	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			Updated to the Standards for Training Packages. Allows for use of metal trusses. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	
CPCCCA3007 Construct pitched roofs		CPCCCA3007C Construct pitched roofs	Supersedes and is equivalent to CPCCCA3007C Construct pitched roofs. Updated to the Standards for Training Packages. Updated to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3008 Construct eaves		CPCCCA3008B Construct eaves	Supersedes and is equivalent to CPCCCA3008B Construct eaves. Updated to the Standards for Training Packages. Allows for use of metal fascia. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3009 Construct advanced roofs		CPCCCA3009B Construct advanced roofs	Supersedes and is equivalent to CPCCCA3009B Construct advanced roofs. Updated to the Standards for Training Packages. Content adjusted to allow for current roofing requirements. Updated	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			for clarity and to reflect current industry practice, terminology, tools and equipment.	
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. Allows for use of windows and doors in a range of materials.	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. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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. Allows for use of metal framing. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3014 Construct and install bulkheads		CPCCCA3014A Construct bulkheads	Supersedes and is equivalent to CPCCCA3014A Construct bulkheads	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			Title change. Updated to the Standards for Training Packages. Allows for use of a range of materials and pre-manufactured bulkheads. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	
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. Reference to assembling stairs removed. Updated for clarity and to reflect current industry practice, terminology, tools and equipment. 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. Allows for a range of current and future cladding materials. Updated for clarity and to reflect current	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			industry practice, terminology, tools and equipment.	
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. Allows for use of a range of materials. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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. Allows for use of a range of materials. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
CPCCCA3022 Install curtain walling		CPCCCA3022A Install curtain walling	Supersedes and is equivalent to CPCCCA3022A Install curtain walling Updated to the Standards for Training Packages. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
CPCCJN2001 Assemble components		CPCCJN2001A Assemble components	Supersedes and is equivalent to CPCCJN2001A Assemble components. Updated to the Standards for Training Packages. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCJN3002 Use computer-controlled machinery		CPCCJN3002A Use computer-controlled machinery	Supersedes and is equivalent to CPCCJN3002A Use computer-controlled machinery. Updated to the Standards for Training Packages. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
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. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
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. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			special stair components. Updated to the Standards for Training Packages. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	
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. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	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. Updated for	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			clarity and to reflect current industry practice, terminology, tools and equipment.	
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	CPCWHS3001 Identify construction work hazards and select risk control strategies.		Supersedes and is equivalent to CPCWHS3001 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: IRC and Stakeholder Register

The Construction Industry Reference Committee members advise that each uses a multitude of different communication strategies and methodologies to engage with their members and stakeholders to provide feedback on matters relating to training package development. 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 majority of IRC members represent national associations who each have state and territory networks and formal training development committee structures that work to fully represent sector requirements. The networks consist of industry members; registered training organisations, builders, contractors, manufacturers, suppliers and group training schemes that provide advice on specific issues in relation to the Construction Training Package.

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.

To provide cohesion between the IRC and Technical Advisory Groups (TAGs), the IRC appoints a member of its committee to Chair each TAG and that Chair reports back to the IRC meetings by way of a project briefs and verbal reports. The Technical Advisory group members are chosen in accordance with terms of reference that biases employer representation and subject matter experts.

Members of TAGs are recommended and selected because of their expertise in specific trades and their connections with industry. No more than two RTOs are recommended on each TAG. 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 input into 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.

IRC Member	Organisation	Membership
Adam Cox	Fernbrooke Homes	<p>Adam Cox is a bespoke builder who works with your individual requirements to build your dream, either by renovating, extending or building your new home. Adam is passionate about servicing our clients and work predominately in and around Brisbane and Ipswich.</p> <p>Awards</p> <p>HIA-CSR 2015 QLD Business Partner of the Year HIA-CSR 2015 National Finalist Business Partner of the Year HIA Greensmart Professional with 20 years of experience HIA Women in Construction Finalist 2015</p>
Alan Waldron Deputy Chair	Construction Consultant	Retired Training Manager of Hutchinson Builders
Andrew Marshall	Marshall & Brougham Constructions P/L	The executive team of Marshall & Brougham is Johan Marshall OAM FAIB, Andrew Marshall AM FAIB, FAICD, James Marshall and Daryl Crebbin. It is a privately owned company with over 70 years of experience in delivering construction solutions for commercial, residential, restoration, heritage and retail constructions.
Glenn Menzies	Communication, Electrical and Plumbing Union	The Plumbers Union is one of the fastest growing and most progressive trade unions in Australia. Our record of protecting workers' rights and entitlements since 1850 is second to none. We have been Federally registered since 1912

IRC Member	Organisation	Membership
Greg Smith	National Fire Industry Association	<p>The National Fire Industry Association (NFIA) is an Australia-wide community of Fire Protection contractors and their people, suppliers, friends and stakeholders representing a wide and varied membership from the smallest sub-contractor through to large Australia- wide construction and service businesses.</p> <p>NFIA is full-on, hands-on cohort of contractors, their suppliers and supporters who are passionately committed to improving the industry.</p>
Jocelyn Martin	Housing Industry Association	<p>HIA represents over 40,000 builders, contractors, manufacturers and suppliers. We are a national body which has been in business for over 70 years and we have 22 offices across Australia. Our membership ranges from small 2 person enterprises right through to the majors including for example Henley, Metricon and McDonald Jones homes.</p> <p>HIA has a significant and robust committee structure. All 9 regions have a Regional Training Committee made up of industry. We also engage industry through our regional membership, professional development, technical and policy committees. These feed through to our National Service Committees and National Policy Congress. We run two events annually involving these committee members to consider issues raised through the committee structure. All up there are over 250 industry representatives on our committees at any one time.</p>
Ken Gardner	Master Plumbers	<p>Master Plumbers and Mechanical Services Association of Australia (Master Plumbers) was established in 1891 and is the industry's representative and voice on safety, standards and training.</p>

IRC Member	Organisation	Membership
Lindsay Le Compte	Australian Industry Group	<p>Ai Group has been partnering with Australian Businesses for over 150 years to improve the bottom line – it’s the reason we exist.</p> <p>Ai Group Apprentice and Trainee Centre, the Group Training arm of Ai Group, are experienced and passionate about providing cost effective, customised Apprentice and Trainee Employment and Management Solutions to businesses to improve the productivity of the workplace.</p>
Lynda Douglas	Dept of Defence	
Marie Paterson	Construction Industry Training Board SA	CITB is a whole of industry led organisation that provides support to attract, train and retain building and construction workers by providing leadership in training and skills development.
Michael McLean	Master Builders	Master Builders Australia is structured as a federation comprising 8 state & territory Associations, collectively comprising over 30,000 members. These members are businesses from a broad range of stakeholders from the commercial/industrial, civil engineering & residential sectors of the building & construction industry. These members are usually builders, special contractors, suppliers or professional organizations with high & low turnovers. Most of these businesses, however, are small businesses which employ less than 5 staff.
Paul Baxter	Australian Metal Workers Union	The Australian Manufacturing Workers' Union fights for a fair deal for Australian workers – both at work and in the community. We believe in a fair and equal society of all, with the provision of public social services including education and health care and of dignity in retirement.

IRC Member	Organisation	Membership
		We represent tens of thousands of workers in all areas of manufacturing around Australia.
Robert Berryman	Construction Training Fund WA	The Construction Training Fund (CTF) is a statutory authority that assists Western Australia's building and construction industry to meet its demands for skilled workers. The Board also carries out the role of a Construction Training Council, which works closely with industry stakeholders and provides advice to the Government and State Training Board to ensure that training meets the needs of one of Western Australia's biggest and most diverse industries
Steven Crockett	Australian Workers' Union	The Australian Workers' Union is the nation's oldest and largest blue-collar trade union representing over 100,000 working men and women and their families. All members of the AWU are part of the seven Branches which make constitute the AWU.
Stuart Maxwell (Chair)	Construction, Forestry, Maritime, Mining and Energy Union	The Construction Forestry Maritime Mining and Energy Union is Australia's main trade union in building and construction. It has offices in all capital cities in Australia and in many major regional centres. The union has around 150,000 members and employs around 400 full time staff and officials.
Therese Lauriola	Master Painters	Master Painters Australia is the peak industry body and is not for profit association. Set up 100 years ago but many of the state associations had already been in existence for many years. It protects both consumers and members, setting standards for business practice and delivering training to upskill members and to ensure quality workmanship. It is represented by a Board delegate from each participating State.

IRC Member	Organisation	Membership
Tony Roberts	Association of Wall & Ceiling Lining Industries of NSW	The Association of Wall and Ceiling Industries Australian and New Zealand is the peak representative body for contractors, suppliers and manufacturers throughout the wall and ceiling industries.
Yvonne Webb	Industry Skills Advisory Council NT	The Industry Skills Advisory Council NT is an independent, not for profit organisation that provides advice to and gathers feedback from Northern Territory businesses on skills shortages. Its purpose is to increase industry skills capacity and capability across the Northern Territory.

Appendix B: Industry stakeholders

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 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: Fedoras, 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

Webinar Attendees 20th November 2019

Alan Waldron
Tristan Howison
Chris Smith
Dean Palmer
Jennifer Hayes
David Fagan
Adam Smith
Neda Aleksic
Nick Del Grosso
Peter Giannopoulos
Baker Bruce
Gail Tamakam
Geoff Cody
Sajendra Bali
Wes Metcalf
Amy Ransley
Mark Batt
Mitchell Wray
Paul Muenchow
Catherine Sip
Katherine Jagger
Anthony Willis
Rachel Woods
Geraldine Blake
Veronica Niessen
Heather White
Jeffrey Halpin
Melissa Hayes
Amanda Schimke

Appendix C: Inclusion of CPCCWHS1001 in the core of CPC qualifications

Safe Work Australia's Model Code of Practice states that any person who is to carry out construction work, for example managers and engineers, foreman, supervisors, surveyors, labourers and tradespersons must successfully complete general construction induction training before starting work.

General construction induction training provides basic knowledge of construction work, the work health and safety laws that apply, common hazards likely to be encountered in construction work, and how the associated risks can be controlled.

General construction induction training must be delivered in Australia by a Registered Training Organisation (RTO) and cover the content set out in the specified VET course for general construction induction training.

The unit of competency CPCCWHS1001 *Prepare to work safely in the construction industry* covers this requirement.

In April 2019, the Construction Industry Reference Committee (IRC) recommended the inclusion of the unit CPCCWHS1001 *Prepare to work safely in the construction industry* as an entry requirement for all proposed updates of the Certificate I, II, and III qualifications in the Construction Training Package.

Four Cases for Endorsement were forwarded to the Australian Industry and Skills Committee (AISC) in August 2019 for endorsement with CPCCWHS1001 *Prepare to work safely in the construction industry* listed as an entry requirement. The IRC's recommendation was not approved and the AISC requested:

- further evidence of industry support
- the IRC consider how WHS is covered within existing units
- that the IRC reconsider the entry requirement

In October 2019 following the AISC's request, the Construction IRC determined that CPCCWHS1001 *Prepare to work safely in the construction industry* be a core unit in these qualifications and all other forthcoming CPC Certificate I, II and III qualifications.

Whilst acknowledging many learners undertake the unit of competency to gain a White Card as a regulatory requirement, the IRC recommended embedding the unit as a core so delivery will ensure that construction sector candidates:

- know their rights and responsibilities under Work Health and Safety law;
- know common hazards and risks in the construction industry;
- undertake basic workplace construction induction training ;
- have demonstrated knowledge of personal protective equipment and workplace health and safety practice;
- basic risk management principles; and
- the standard of behaviour expected of workers on construction sites.

When making this recommendation the Construction IRC considered the following issues:

- **Perceived (not actual) duplication of WHS content in the qualification(s)**
 - The qualifications include two related units:
 - I. CPCCWHS1001 *Prepare to work safely in the construction industry*; an induction unit which will ensure that learners:
 - undertake basic workplace construction induction training and
 - have demonstrated knowledge of personal protective equipment and workplace health and safety practice.
 - Where delivered by an appropriately endorsed RTO will enable issuance of a White Card.
 - II. CPCCWHS2001 *Apply WHS requirements, policies and procedures in the construction industry*;
 - covers fundamental WHS requirements necessary to undertake work tasks within any sector in the construction industry. It includes the identification of hazardous materials, including asbestos, and compliance with legislated work safety practices.
- **Regulatory requirements relating to issuing the White Card (Feedback received from Safe Work regulators)**

When the AISC rejected the IRC's proposal to include the unit of competency as an entry requirement, Artibus Innovation wrote to 68 Safe Work regulators to seek their views on the inclusion of the unit in the qualifications. Four responses were received (Commonwealth, NSW, Qld and WA). The issues they raised, documented below, were tabled with the IRC to assist it in forming their position:

- There is a national requirement under State and Territory WHS laws for construction workers to hold a general construction induction (white) card. Students and workers complete CPCCWHS1001 in order to be issued with a construction induction card (white card). Students will be required to have a current white card to carry out any work on site (practical construction work). Therefore, may be required to complete the training and be issued a white card in order to start their training with an employer. Having the unit as an entry requirement rather than as a pre-requisite part of the training will see many students having to complete the training separate to the course, at an additional cost, to begin on site training.
- RTOs can have scope with ASQA to deliver the CPCCWHS1001 nevertheless, they must seek approval from the State or Territory WHS regulator to issue a white card to students on completion of the training. Therefore, RTOs will be training students and issuing a statement of attainment but not a white card. Each state will have its own process for a white card to be issued. In some states the students may be able to make application and pay a fee, to an approved RTO or the WHS Regulator, to be issued a card based on the training they have completed through a non-approved RTO. However, some students will not be eligible to be issued a white card without having completed their training through a WHS regulator approved RTO.
- All states except WA and TAS require the white card training to be delivered face to face in order for a white card to be issued to the students. In Qld the students will also be required to provide evidence of the method of training delivery to prove their eligibility for a card.

- If the desired outcomes is all students enrolling in these courses having completed CPCCWHS1001 it would seem the most appropriate course of action would be to make the course a pre-requisite; this would ensure that students complete their training through WHS regulator approved RTOs and obtain a card without additional cost or impost and are able to immediately begin any onsite practical training.
- Safe Work Australia does not support the inclusion of the white card as a core requirement to construction, plumbing and services qualifications based on the following:
 - Although there are obvious linkages between the CPC courses and the construction industry, our primary concern is that the proposed pre-requisite will also apply to workers who obtain qualifications but work outside of the construction industry (e.g. manufacturing, maritime and mining). In these instances, CPCCWHS1001 will not be relevant to their work.
 - Conversely, for workers who intend to work in the construction industry, current legislative requirements already ensure no worker can commence construction work without completing CPCCWHS1001 and obtaining a white card.
 - Safe Work Australia does not support the Committee's proposal based on the possible undue administrative and financial burden it will place on workers and employers who require an occupational licence but operate outside of the construction industry
- **Administrative burden for RTOs with credit transfer arrangements**
 - If a learner is unable to provide their Statement of Attainment, but have a White Card, it will be time consuming for the RTO to assist the student in obtaining evidence of completion.
- **Lack of on-line options for the delivery of the unit of competency (due to Safe Work requirements)**
- **Administrative burden in extending scope of delivery to include CPCCWHS1001 *Prepare in the construction industry.***
 - Extending scope already has an administrative and cost burden but in order to issue a White Card on completion of the unit, most States and Territories will also require the RTO to be WHS accredited."

Given the anticipated change to the packaging rules and the above issues, the IRC requested that Artibus Innovation undertake a national round of consultation to inform stakeholders and obtain their feedback to this change on the updated packaging structure of the qualifications.

The industry engagement strategy consisted of national face-to-face forums, webinars and online polls.

The forums and webinars were advertised by way of the Artibus Innovation newsletter which has around 4000 subscribers. The NSW and Victorian Artibus Innovation Industry Liaison Officers also personally encouraged industry representatives to participate, particularly in the Newcastle, Bendigo and Geelong region.

National Forums

National forums were held in Adelaide, Bendigo, Brisbane, Canberra, Darwin, Geelong, Hobart, Launceston, Melbourne, Newcastle, Perth and Sydney. These were advertised through the Artibus Innovation newsletter and IRC members undertook to encourage their networks to attend.

Attendees were informed of the history to date and of the proposed addition of the unit to the core of each qualification. Attendees were also offered the opportunity to instantly undertake an electronic poll, either in support or against this packaging.

A diverse mix of industry stakeholders attended the forums, these included industry employers, training fund authorities, VET in Schools training providers, both public and private RTOs, industry regulators, members of the Australian Industry and Skills Committee (AISC), project TAG members, IRC members and trade practitioners. Although the majority of attendees were RTOs, industry business and employers were offered the opportunity and encouraged to attend the forums or the webinar. 186 stakeholders registered to attend, and seven Construction IRC members attended in person.

Feedback from the forums was mixed, with a general view that the IRC's approach was understood but noting the challenges that inclusion of the unit as a core posed for RTOs who are not currently scoped to provide the unit of competency.

National webinars

In addition to the Nation forums, online webinars were facilitated to support stakeholder participation, particularly for rural and regional participants who may have been unable to attend a forum in person. The webinars followed the approach of the national forums.

A total of 8 national webinar were held with 144 stakeholders registering. The webinars were designed to provide industry with project specific updates, as well as to consult regarding the inclusion of CPCCWHS1001 *Prepare to work safely in the construction industry* to the core.

Online poll

Across 3 online surveys, the majority preference was to include CPCCWHS1001 as a core unit. An online survey of national forum attendees yielded 61 responses drawn from RTOs (40), Industry Employers (7), Associations (7), and Regulators (5), of which 57% approved of the inclusion of the unit of competency as a core and 43% disagreed.

Seventy-one stakeholders, who were identified as employers within the Construction sector, were targeted for invitation to participate in the survey and were sent an email on 28th November 2019, yielding 14 responses, with 71% supporting the inclusion of the unit as a core. A further independent survey was also undertaken by the Industry Skills Advisory Council NT (ISANCT), which asked respondents preference between keeping CPCCWHS1001 as an entry requirement or making it core. The majority, and all 4 industry employers surveyed, supported CPCCWHS1001 as a core.

The link to this survey was distributed to IRC members on 26 November 2019 with a request that they distribute it to industry practitioners within their network.

Summary of key issues

Whilst there was an overall understanding by stakeholders of the IRC's approach to include the unit in the core, key issues raised at the national forums, webinars and online poll were consistent with feedback received previously, as follows:

Topic	Key issue raised	IRC Response
Packaging rules	<p>Most qualification have <i>CPCWHS2001 Apply WHS requirements, policies and procedures in the construction industry</i> as a core unit. This unit is also a prerequisite across a large portion of CPC AQF level III units of competency.</p> <p>Under this context, industry perceived duplication between <i>CPCWHS1001 Prepare to work safely in the construction industry</i> and <i>CPCWHS2001 Apply WHS requirements, policies and procedures in the construction industry</i>.</p>	<p>Whilst there are two WHS units in the core of CPC qualifications, both units offer different workplace outcomes and support WHS training and assessment.</p> <p>The IRC considered this issue a perceived rather than actual problem.</p>
Training and assessment delivery	<p>High administrative burden for RTOs (challenges relating to credit transfer arrangements for learners possessing a White Card but not being in possession of their Statement of Attainment). This feedback was particularly strong from training providers in NSW, VIC, ACT and QLD.</p>	<p>This is an RTO administration issue that requires citing the statement of attainment (not the white card licence) for credit transfer purposes. Since most candidates undertake the training to attain a licence, anecdotally many lose their statement of attainment. Standards for RTOs require such records to be kept by the issuing RTO, so the records are attainable, albeit with extra effort.</p>
	<p>RTO scope change challenges, in some states and territories inclusion of this unit of competency automatically triggers an audit and/or requiring approval of Safe Work.</p>	<p>This is an RTO administration issue which is out of the remit of the IRC and the SSO. The 'white card unit' is deemed by ASQA to be a 'high risk' training product which necessitates additional processes to place the unit on scope of delivery. Similar checks are required at a jurisdictional level with Safe Work. This challenge is noted.</p>

Topic	Key issue raised	IRC Response
	<p>WHS Legislation does not mandate that any individual who already holds a White Card be retrained to the new unit. The White Card holder is only required to be retrained if they have not carried out construction work in the preceding 2 years.</p>	<p>Some state regulators will not accept recognition of prior learning assessments for the issuance of general construction induction cards however for the purposes of meeting the qualification requirements RPL arrangements are mandatory for all RTOs under their standards framework and are not specifically an issue relating to this unit of competency.</p>
	<p>In all states and territories other than Western Australia and Tasmania, RTOs can have scope with ASQA to deliver CPCWHS1001 nevertheless, they must seek approval from the State or Territory WHS regulator to issue a White Card to students on completion of the training.</p>	<p>This is a Safe Work administration issue which is out of the remit of the IRC and the SSO. The packaging of the qualification requires attainment in the unit of competency not the achievement of the licence and is therefore not substantive to the inclusion of the unit of competency.</p>
	<p>All states at present, except Western Australia and Tasmania, require the training to be delivered face to face for the outcome of a White Card being issued to students. In Queensland students are also required to provide evidence of the method of training delivery to prove their eligibility for a card. This is a requirement of Safe Work Australia and is therefore a challenge for on-line providers would no longer be able to deliver solely through this medium.</p>	<p>This is a Safe Work policy issue which is out of the remit of the IRC and the SSO. The unit of competency does not preclude online delivery, albeit with caveats. The packaging of the qualification requires attainment in the unit of competency not the achievement of the licence.</p>
	<p>Overseas students not expecting to work in the Australian construction industry will be required to obtain a white card.</p>	<p>WHS training within the context of each qualification should be afforded to all candidates. The qualification requires the attainment of competency not the licence.</p>

Given that the previously recommended entry requirement strategy was rejected, the IRC considered that adding the CPCWHS1001 *Prepare to work safely in the construction industry* is the only other available method of mandating this training within the qualifications.

In conclusion, the Construction IRC recognises that there will be an added administrative duty on training providers and regulators. However, as the representatives of the construction industry, it considers that candidates enrolled in CPC qualifications should undertake mandatory work health and safety training, which promotes personal awareness and knowledge of workplace health and safety practices, in order to work safely and prevent injury or harm to self and others.

Appendix D: 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

Feedback 1:

The unit *CPCPCWHS1001 Prepare to work safely in the construction industry*, a newly introduced entry requirement, is not a foundational skill on which to build the vocational outcome, it is an employment requirement. 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 CPCWHS1001 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 CPCWHS1001 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 *CPCWHS2001 Apply WHS requirements, policies and procedures in the construction industry* and its equivalent superseded unit, *CPCOHS2001A 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 (*CPCSH2003A 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?**):

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 draw a site layout for manufactured furniture products

a) 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

b) *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.

c) *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*.

d) The unit *CPCWHS2001 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.

e) 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)*

- *inclusion of Prepare surfaces for painting has been moved to the elective list and*
- *Cut and Install Glass is not required upon advice from industry.*

Second Round of Feedback: Victorian STA Report by Exception

17 July 2019 Victorian STA provides response

26 July 2019 Artibus

provides response STA

Feedback 1:

The unit *CPCPCWHS1001 Prepare to work safely in the construction industry* is a newly introduced entry requirement which is an employment requirement rather than a foundational skill on which to build the vocational outcome. If the industry considers the unit to be an essential requirement for both qualification job role outcomes it should be included as a core unit.

Victoria notes that if, as Artibus has stated, the Construction, Plumbing and Service IRC has included CPCPCWHS1001 Prepare to work safely in the construction industry as an entry requirement to ensure that individuals training to work in the construction industry are equipped with the appropriate workplace health and safety skills and knowledge, then the unit should be packaged as part of the core.

Artibus Response 1:

At the 19 February 2019 meeting, the Construction, Plumbing and Services IRC discussed the inclusion of the unit CPCPCWHS1001 Prepare to work safely in the construction industry as a core or pre-requisite unit for all CPC qualifications. There was consensus at this meeting that the unit be a core unit in all CPC qualifications.

All the TAGs were informed of the IRC's decision and the CPC qualifications in current projects were updated to include CPCPCWHS1001 Prepare to work safely in the construction industry as core unit.

At the 18 April 2019 IRC meeting, the issue was discussed again, and the IRC agreed that CPCPCWHS1001 Prepare to work safely in the construction industry be included as an entry requirement for all CPC AQF I – III qualifications.

The rationale for this decision is that the unit covers vital safety skills and knowledge required for all workers in the industry and is also a regulatory requirement to work on a construction site.

Completion of the general construction induction training program specified by the model Code of Practice for Construction Work is required for any person who is to carry out construction

work. Achievement of unit 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 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.

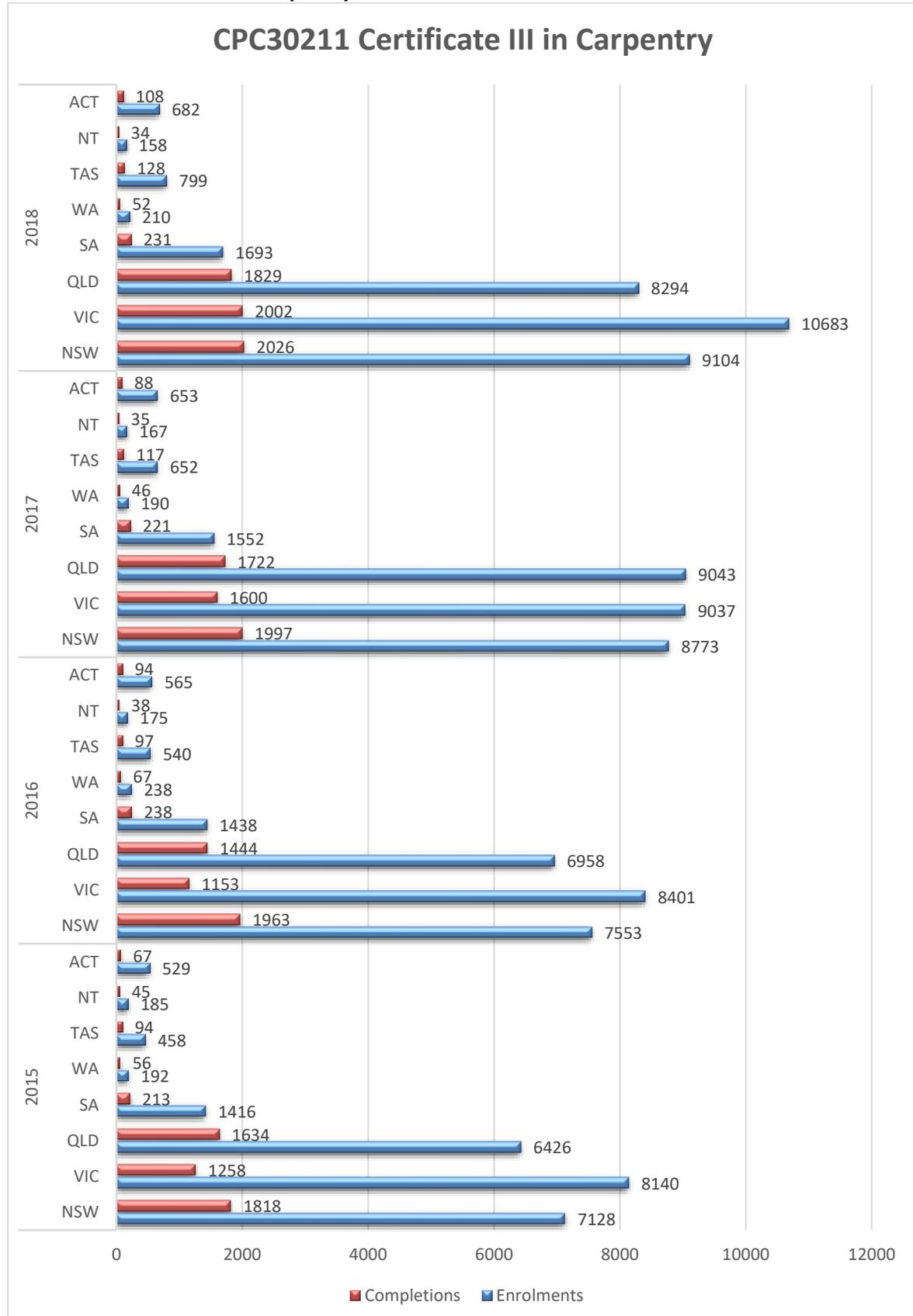
The TBCITB model (and others) was considered at length by the Technical Advisory Group (TAG) who unanimously resolved on an alternative approach based on:

1. *The current core covers all state licensing 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.*

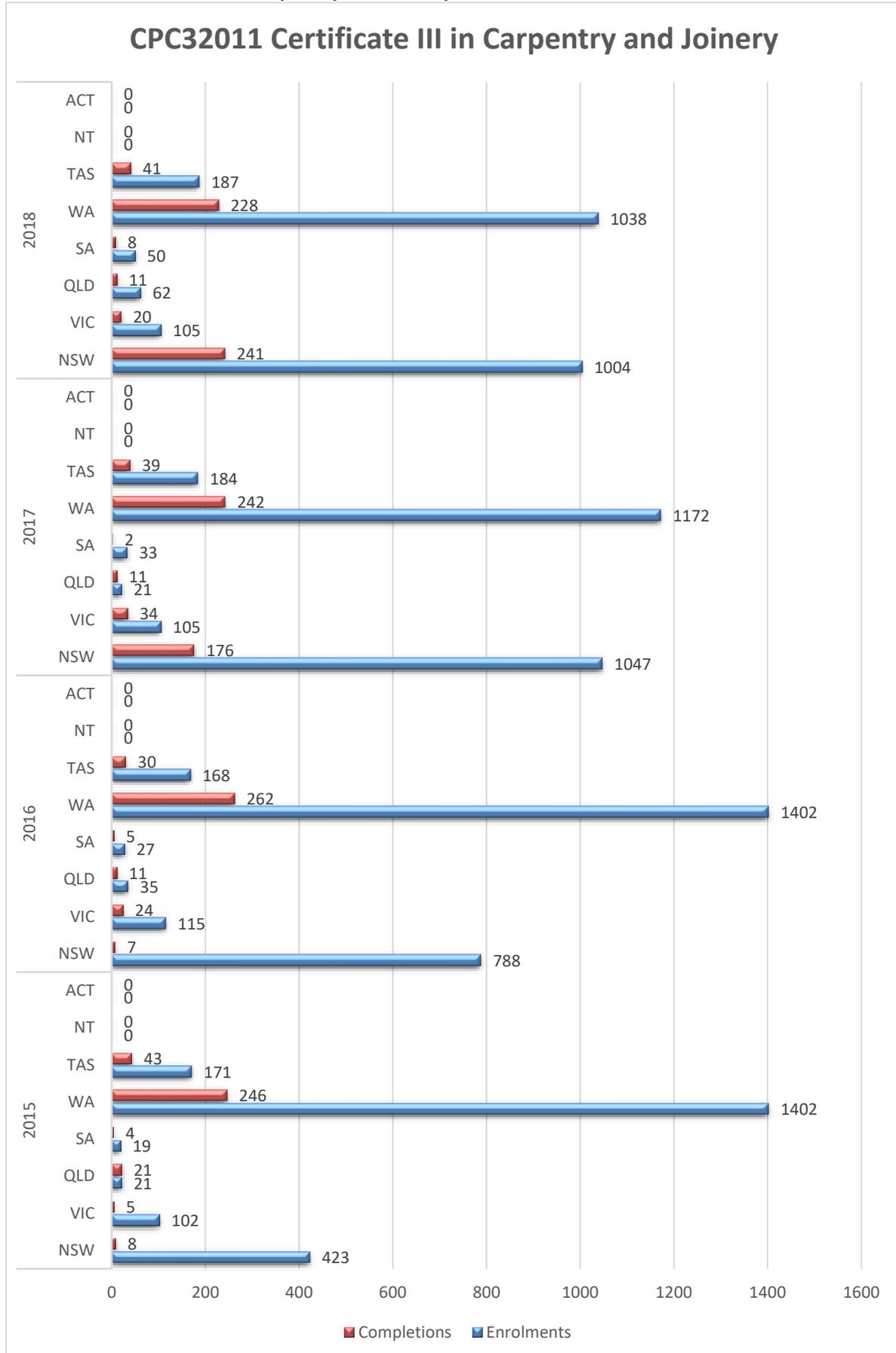
by the Industry Reference Committee - which included the CEO of the TBCITB.

Appendix E: Enrolment and completion figures (2015 – 2018)

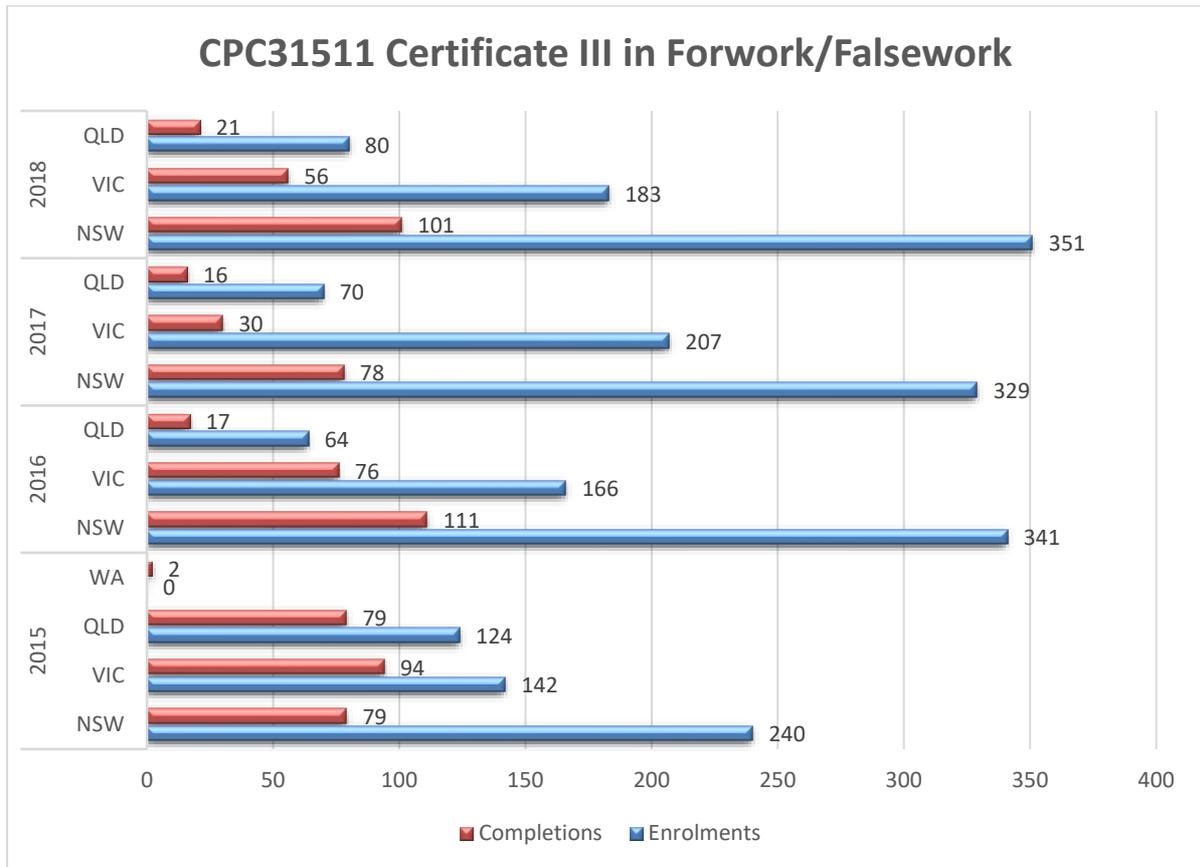
CPC30211 Certificate III in Carpentry



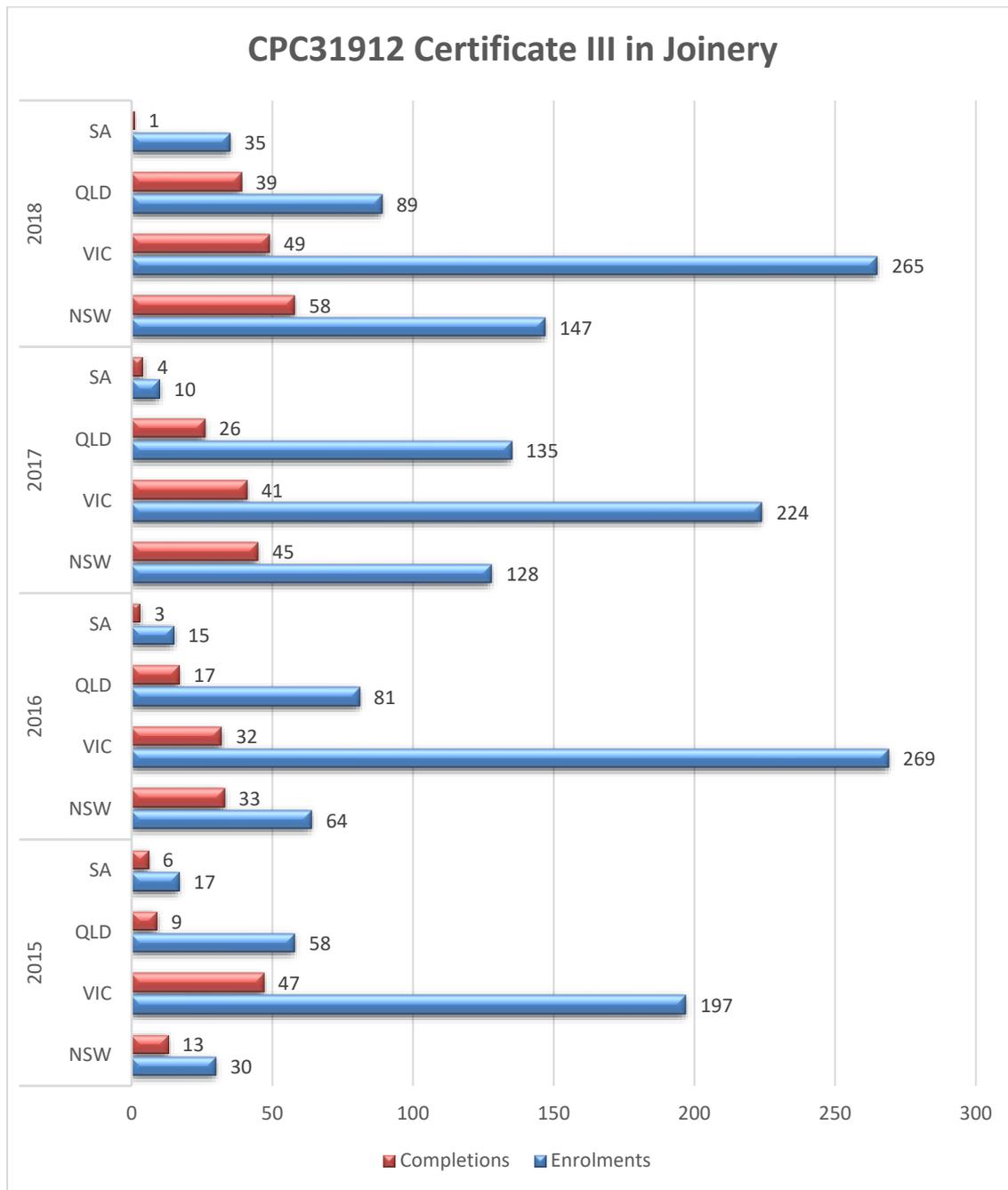
CPC32011 Certificate III in Carpentry and Joinery



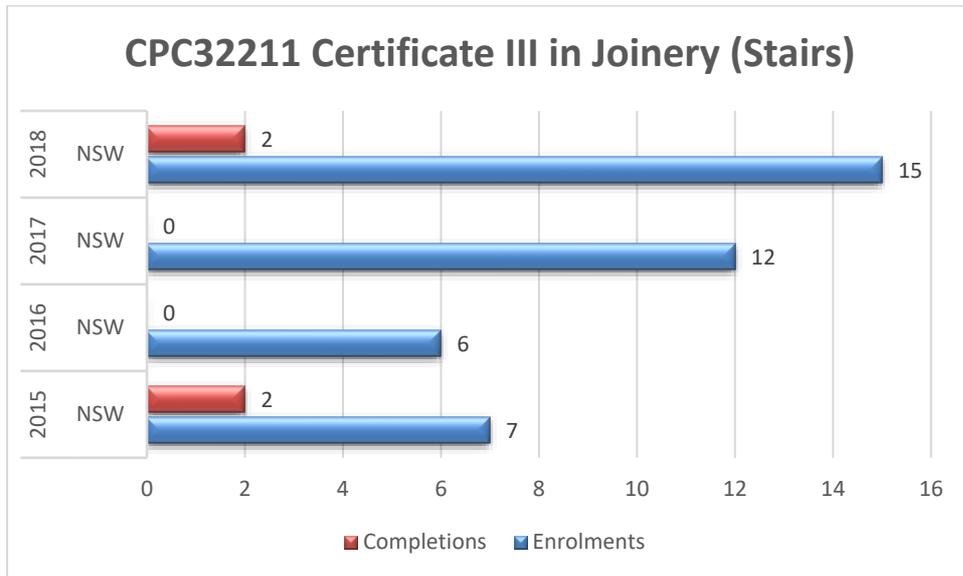
CPC31511 Certificate III in Formwork/Falsework



CPC31912 Certificate III in Joinery



CPC32211 Certificate III in Joinery (Stairs)



Appendix F: 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

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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.