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Case for Endorsement

Building and Construction

CPC Construction, Plumbing and Services Training Package

Release 5.0

Artibus Innovation

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

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

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A. Administrative details of the Case for Endorsement

Name of allocated IRC
CPC Construction, Plumbing and Services

Name of SSO
Artibus Innovation

Training Package components submitted for approval
This submission puts forward the Case for Endorsement for five qualifications, 69 (67 revised and two new) units of competency and the deletion of three qualifications and two units of competency.

Qualifications for endorsement

Code	Title
CPC40120	Certificate IV in Building and Construction
CPC40320	Certificate IV in Building Project Support
CPC50220	Diploma of Building and Construction (Building)
CPC50320	Diploma of Building and Construction (Management)
CPC60220	Advanced Diploma of Building and Construction (Management)

Deleted qualifications:

- CPC40408 Certificate IV in Building and Construction (Sales)
- CPC40611 Certificate IV in Building and Construction (Specialist Trades)
- CPC40708 Certificate IV in Building and Construction (Trade Contracting)

Units proposed for deletion

- CPCCBC4025A Manage personal work priorities and professional development
- CPCCBC3024A Apply codes and standards to building trade and services contracting

Units of competency for endorsement

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

Code	Title
CPCCBC4001	Apply building codes and standards to the construction process for Class 1 and 10 buildings
CPCCBC4002	Manage work health and safety in the building and construction workplace
CPCCBC4003	Select, prepare and administer a construction contract
CPCCBC4004	Identify and produce estimated costs for building and construction projects
CPCCBC4005	Produce labour and material schedules for ordering

CPCCBC4006	Select, procure and store construction materials for building and construction projects
CPCCBC4007	Plan building and construction work
CPCCBC4008	Supervise communication and administration processes for building and construction projects
CPCCBC4009	Apply legal requirements to building and construction projects
CPCCBC4010	Apply structural principles to residential and commercial constructions
CPCCBC4012	Read and interpret plans and specifications
CPCCBC4013	Prepare and evaluate tender documentation
CPCCBC4014	Prepare simple building sketches and drawings
CPCCBC4015	Prepare specifications for all construction works
CPCCBC4017	Arrange resources and prepare for the building and construction project
CPCCBC4018	Apply site surveys and set-out procedures to building and construction projects
CPCCBC4019	Apply sustainable building design principles to water management systems
CPCCBC4020	Build thermally efficient and sustainable structures
CPCCBC4021	Minimise waste on the building and construction site
CPCCBC4022	Supervise tilt-up work
CPCCBC4024	Resolve business disputes
CPCCBC4026	Arrange building applications and approvals
CPCCBC4027	Establish a basis for sales consulting
CPCCBC4028	Prepare design brief for construction work
CPCCBC4029	Apply construction information to sales processes
CPCCBC4030	Analyse and communicate industry information
CPCCBC4031	Process client requirements
CPCCBC4032	Apply contract law to the sales process
CPCCBC4033	Maintain the sales environment
CPCCBC4052	Lead and manage teams in the building and construction industry
CPCCBC4053	Apply building codes and standards to the construction process for Class 2 to 9 Type C buildings
CPCCCO4001	Supervise concreting work
CPCSUS4001	Implement and monitor environmentally sustainable work practices
CPCSUS4002	Use building science principles to construct energy efficient buildings
CPCSUS4003	Maximise energy efficiency through applied trade skills
CPCCBC5001	Apply building codes and standards to the construction process for Type B construction
CPCCBC5002	Monitor costing systems on complex building and construction projects
CPCCBC5003	Supervise the planning of on-site building and construction work
CPCCBC5004	Supervise and apply quality standards to the selection of building and construction materials
CPCCBC5005	Select and manage building and construction contractors
CPCCBC5006	Apply site surveys and set-out procedures to building projects up to three storeys
CPCCBC5007	Administer the legal obligations of a building and construction contractor
CPCCBC5009	Identify services layout and connection methods for Type B and C construction
CPCCBC5010	Manage construction work
CBCCBC5011	Manage environmental management practices and processes in building and construction

CPCCBC5012	Manage the application and monitoring of energy conservation and management practices and processes
CPCCBC5013	Manage professional technical and legal reports on building and construction projects
CPCCBC5018	Apply structural principles to the construction of buildings up to three storeys
CPCCBC5019	Manage building and construction business finance
CPCSUS5001	Develop workplace policies and procedures for sustainability
CPCSUS5002	Develop action plans to retrofit existing buildings for energy efficiency
CPCSUS5003	Manage energy efficient building methods and strategies
CPCCBC6001	Apply building codes and standards to the construction process for large building projects
CPCCBC6002	Generate and direct the development of new projects
CPCCBC6003	Establish, maintain and review contract administration procedures and frameworks
CPCCBC6005	Manage tender developments for major projects
CPCCBC6006	Manage the procurement and acquisition of resources for building and construction projects
CPCCBC6007	Develop, plan and implement building and construction environmental management processes
CPCCBC6008	Develop and implement an estimating and tendering system
CPCCBC6009	Develop, plan and implement a building and construction planning process
CPCCBC6010	Plan, develop and implement building and construction energy conservation and management processes
CPCCBC6011	Establish systems to develop and monitor building and construction costs
CPCCBC6012	Manage and administer development of documentation for building and construction projects
CPCCBC6013	Evaluate concrete performance for multi-storey buildings
CPCCBC6014	Apply structural principles to the construction of large high-rise and complex buildings
CPCCBC6015	Apply building surveying procedures
CPCCBC6016	Assess construction faults in large building projects
CPCCBC6017	Evaluate services layout and connection methods for the planning of large building projects
CPCCBC6018	Manage processes for complying with legal obligations of a building and construction contractor

Case for change details

On behalf of the Construction, Plumbing and Services IRC, Artibus Innovation prepared a proposal to undertake a full review of 10 Construction, Plumbing and Services Training Package qualifications and 61 associated units of competency as part of the Industry Skills Forecast (ISF) 2018.

The Residential Building and Non-Residential Building Construction sectors primarily involve the construction of houses or other residential buildings and non-residential buildings such as hotels, hospitals, prisons, or other buildings. Also involved in this sector is carrying out alterations, additions or renovations to these buildings and managing these tasks.1

The ISF was submitted to the Australian Industry and Skills Council (AISC) in March 2018 for their consideration. The AISC approved the project on 5 June 2018 via the CPC Industry Skills Forecast (ISF) and Proposed Schedule of Work.

Activity order details

> Reference number: TPD/2017-18/004
> Date executed: 27 June 2018

AISC requirements

The Activity Order approved by the AISC at the 5 June 2018 meeting includes aligning qualifications with current vocational outcomes and addressing the increase in older workers, digitisation, and the demand for smart and green construction in Training Package components, specifically:

- Review and update 7 qualifications and 44 units of competency:

  - CPC40110 Certificate IV in Building and Construction (Building)
  - CPC40208 Certificate IV in Building and Construction (Contract Administrator)
  - CPC40308 Certificate IV in Building and Construction (Estimating)
  - CPC40508 Certificate IV in Building and Construction (Site Management)
  - CPC50210 Diploma of Building and Construction (Building)
  - CPC50308 Diploma of Building and Construction (Management)
  - CPC60212 Advanced Diploma of Building and Construction (Management).

- Delete 3 qualifications:

  - CPC40408 Certificate IV in Building and Construction (Sales)
  - CPC40611 Certificate IV in Building and Construction (Specialist Trades)
  - CPC40708 Certificate IV in Building and Construction (Trade Contracting)

The activity order further required:

- consider for deletion any existing training products which are identified as duplicative or generic to other products in the system
- ensure wide ranging consultation is undertaken at every phase of the project to inform industry needs

- transition all components to the 2012 Standards for Training Packages
- implementation of the November 2015 COAG Industry and Skills Council Training Package reforms
- consider cross-sector use of components in CPC and CPC08 Construction, Plumbing and Services Training Packages and other qualifications which share these components.

Job Roles:

Certificate IV in Building Project Support:
       Building estimator
       Building scheduler
       Contract administrator

Certificate IV in Building and Construction:
       Builder
       Construction Supervisor
       Site Manager
       Site Supervisor
       Leading Hand

Diploma of Building and Construction (Building):
       Builder
       Construction Manager
       General Foreperson
       Building Inspector

Diploma of Building and Construction (Management):
       Project manager
       Construction manager
       Estimating manager
       Sales manager

Advanced Diploma of Building and Construction Management
       Construction Manager

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[1] Australian Bureau of Statistics: 129.0 Australian and New Zealand Stand Industrial Classification (ANZSIC), 2006

Enrolments (2015 – 2016)

QUALIFICATION	2015								2016							
	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	NSW	VIC	QLD	SA	WA	TAS	NT	ACT
CPC40108 Certificate IV in Building and Construction (Building)	0	0	0	3	325	0	0	0	0	0	0	0	0	0	0	0
CPC40110 Certificate IV in Building and Construction (Building)	4511	10868	3536	909	471	203	76	1974	5828	8823	5793	811	424	148	68	1697
CPC40208 Certificate IV in Building and Construction (Contract Administration)	184	36	4	0	164	0	0	11	175	55	4	0	179	0	0	29
CPC40308 Certificate IV in Building and Construction (Estimating)	203	54	24	74	347	0	0	34	213	42	53	59	301	0	0	42
CPC40408 Certificate IV in Building and Construction (Sales)	0	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC40508 Certificate IV in Building and Construction (Site Management)	72	96	0	165	181	0	0	8	92	90	0	148	165	0	0	22
CPC40611 Certificate IV in Building and Construction (Specialist Trades)	0	90	16	0	0	0	0	0	0	33	12	0	0	0	0	0
CPC40708 Certificate IV in Building and Construction (Trade Contracting)	0	1	20	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC50210 Diploma of Building and Construction (Building)	6961	4852	611	266	797	0	0	301	6708	5152	673	212	723	0	0	208
CPC50308 Diploma of Building and Construction (Management)	108	912	31	61	39	0	0	33	110	1168	69	48	33	0	0	31
CPC60208 Advanced Diploma of Building and Construction (Management)	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	1
CPC60212 Advanced Diploma of Building and Construction (Management)	39	53	170	0	0	0	0	48	23	20	191	0	0	0	0	56

Enrolments (2017 – 2018)

QUALIFICATION	2017								2018							
	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	NSW	VIC	QLD	SA	WA	TAS	NT	ACT
CPC40108 Certificate IV in Building and Construction (Building)	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC40110 Certificate IV in Building and Construction (Building)	6140	7863	6766	421	264	161	63	640	5946	7418	4525	291	89	202	43	396
CPC40208 Certificate IV in Building and Construction (Contract Administration)	155	54	22	0	118	0	0	19	117	58	84	0	47	0	0	11
CPC40308 Certificate IV in Building and Construction (Estimating)	200	50	120	45	212	0	0	19	145	64	44	53	18	0	0	8
CPC40408 Certificate IV in Building and Construction (Sales)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC40508 Certificate IV in Building and Construction (Site Management)	52	98	0	91	94	0	0	6	33	89	0	75	31	0	0	9
CPC40611 Certificate IV in Building and Construction (Specialist Trades)	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC40708 Certificate IV in Building and Construction (Trade Contracting)	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	0
CPC50210 Diploma of Building and Construction (Building)	5450	4704	729	111	828	0	0	133	3351	5066	653	53	888	0	0	152
CPC50308 Diploma of Building and Construction (Management)	82	682	104	24	41	0	0	36	66	829	111	26	48	0	0	49
CPC60208 Advanced Diploma of Building and Construction (Management)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC60212 Advanced Diploma of Building and Construction (Management)	45	11	244	0	3	0	0	43	33	22	286	0	0	0	0	46

Completions (2015 – 2016)

QUALIFICATION	2015								2016							
	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	NSW	VIC	QLD	SA	WA	TAS	NT	ACT
CPC40108 Certificate IV in Building and Construction (Building)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC40110 Certificate IV in Building and Construction (Building)	1498	3995	869	117	38	66	40	787	1492	2790	1437	189	97	44	47	824
CPC40208 Certificate IV in Building and Construction (Contract Administration)	27	1	2	0	9	0	0	0	54	17	7	0	45	0	0	0
CPC40308 Certificate IV in Building and Construction (Estimating)	14	16	5	10	79	0	0	4	24	19	4	14	53	0	0	8
CPC40408 Certificate IV in Building and Construction (Sales)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC40508 Certificate IV in Building and Construction (Site Management)	7	9	0	30	8	0	0	0	9	16	0	29	23	0	0	3
CPC40611 Certificate IV in Building and Construction (Specialist Trades)	0	154	0	0	0	0	0	0	0	2	0	0	0	0	0	0
CPC40708 Certificate IV in Building and Construction (Trade Contracting)	0	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC50210 Diploma of Building and Construction (Building)	442	1177	349	27	158	0	0	102	595	1522	396	24	213	0	0	50
CPC50308 Diploma of Building and Construction (Management)	17	310	4	14	15	0	0	20	41	504	8	19	11	0	0	8
CPC60212 Advanced Diploma of Building and Construction (Management)	27	29	86	0	0	0	0	9	18	14	85	0	0	0	0	28

Completions (2017 – 2018)

QUALIFICATION	2017								2018 (Preliminary)							
	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	NSW	VIC	QLD	SA	WA	TAS	NT	ACT
CPC40108 Certificate IV in Building and Construction (Building)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC40110 Certificate IV in Building and Construction (Building)	1389	2084	2088	96	140	50	13	214	1458	1965	1491	32	14	56	16	109
CPC40208 Certificate IV in Building and Construction (Contract Administration)	28	13	17	0	51	0	0	7	27	18	15	0	20	0	0	1
CPC40308 Certificate IV in Building and Construction (Estimating)	33	13	1	10	132	0	0	4	24	11	4	3	12	0	0	3
CPC40408 Certificate IV in Building and Construction (Sales)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC40508 Certificate IV in Building and Construction (Site Management)	11	27	0	15	58	0	0	2	5	16	0	4	12	0	0	0
CPC40611 Certificate IV in Building and Construction (Specialist Trades)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC40708 Certificate IV in Building and Construction (Trade Contracting)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CPC50210 Diploma of Building and Construction (Building)	417	1261	373	25	203	0	0	43	385	1217	306	5	244	0	0	24
CPC50308 Diploma of Building and Construction (Management)	11	132	13	5	11	0	0	14	16	112	32	0	6	0	0	11
CPC60212 Advanced Diploma of Building and Construction (Management)	30	12	77	0	2	0	0	15	8	3	148	0	0	0	0	11

Decision being sought from the AISC

To note the work undertaken and approve the submission.

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.

In consultation with industry, the review focused on:

- streamlining the qualifications to minimise duplication and strengthen pathway options for building and construction occupations
- reviewing enrolment and completion data and jurisdictional regulatory requirements to make informed decisions about qualification structures and confirm qualification deletions
- restructuring qualifications to better reflect and strengthen vocational outcomes and pathways, whilst not limiting access to the industry through prescription of entry requirements
- incorporating elements of on-site building and construction industry experience
- aligning qualification and unit of competency terminology to the National Construction Code (NCC) building classifications for clarification and consistency
- incorporating NCC requirements and environmental, sustainability and building science principles into components
- updating the Training Package components to the 2012 Standards for Training Packages.

Stakeholder engagement process

This section outlines the consultation process undertaken throughout the project. The consultation strategy undertaken, aimed to ensure:

- broad industry engagement
- use of different methods to engage with industry stakeholders
- receipt of industry feedback on the project.

The consultation strategy was designed as follows:

- targeted engagement with regulators
- direct engagement with STAs
- direct correspondence with IRC and key stakeholders
- targeted consultation with Industry associations and peak bodies
- online surveys and online channels
- targeted consultation with subject matter experts
- broad engagement including face to face consultations, surveys and project page
- Artibus Innovation digital channels.

The IRC and TAG were encouraged to inform their networks of the project and keep up to date on the proposed changes of the project.

All STAs were contacted directly and were provided the opportunity to comment on the project at various stages.

All regulators listed in Appendix A were notified of the project through our newsletters and were invited to participate.

There were two industry regulators holding positions on the TAG:

- Victorian Building Authority
- Queensland Building Construction Commission.

Direct communication with WA regulator DMIRS (Department of Mines, Industry Regulation and Safety) and the Department of Housing and Public Works, QLD was undertaken.

Direct contact with the VET regulator ASQA was also undertaken.

Project page

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

http://www.artibus.com.au/project/?project_id=1

The project page received **3644-page** views.

Purpose: To make all draft material available to all interested stakeholders and to invite their feedback.

Newsletters

Over the life of the review, four newsletters were distributed to a broad range of industry participant to:

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

Newsletters sent on the following dates included information about this project:

- 19th October 2018
- 21st December 2018
- 6th February,2019
- 18th April 2019.

Technical Advisory Group (TAG)

The Construction, Plumbing and Services Industry Reference Committee (IRC) endorsed a Technical Advisory Group (TAG) to provide strategic input on the development of the Training Package components throughout the duration of the project.

The TAG met either in person or by videoconference to discuss consultation feedback and existing Training Package components, identify areas for improvement and develop draft components.

The TAG reviewed a comprehensive research pack, industry feedback from two online surveys (one on project commencement and one on draft one components) and a volume of individual feedback submissions on draft two components and amended the Training Package components to reflect industry feedback where appropriate.

Technical Advisory Group (TAG) Members

TAG membership included representation from employers, employees, industry associations, training providers and regulators.

TAG Member	Organisation
Alan Waldron (Chair)	IRC Deputy Chair
Matthew Scrimgeour	Fairbrother
Steven Cook	Tydan Constructions
Robert Whittaker, AM	Holdom Whittaker
Tim Ferrari	Housing Industry Australia (HIA)
Max Rafferty	Master Builders Australia (MBA)
Jennifer Mason	Victorian Building Authority (VBA)
Graham Easterby	Queensland Building and Construction Commission (QBCC)
Stuart Maxwell	CFMMEU
Rene Nikolic	Construction Industry Training Board (CITB), SA

TAG meetings were held as follows:

Meeting	Date
Meeting 1 (in person)	13 November 2018
Working Groups (Certificate & Diploma)	29 November 2019
Meeting 2	4 December 2018
Meeting 3	30 January 2019
Meeting 4	12 March 2019
Meeting 5	18 March 2019
Meeting 6	5 April 2019

A small working group was also formed, facilitated by a TAG member to review the structure of one qualification (Diploma of Building and Construction (Management)) which had

regulatory implications in one jurisdiction, and provide advice on the structure to the TAG for consideration.

Working Group Members

Working Group Member	Organisation
Jennifer Mason	Victorian Building Authority (VBA)
Andrew Shea	Simonds Homes / Builder Academy Australia
Anthony Cowlishaw	Canberra Institute of Technology

Subject Matter Experts (SMEs)

Subject Matter	Expert name and organisation
BCA Building codes and standards; NCC volume navigation and interpretation	Max Rafferty, Master Builders Australia
Building work	Jeff Brennan, PCD Training
Tilt-up work	Tom Clark, Fulton Hogan

Industry consultation

As part of national consultation strategy, Artibus Innovation held consultation workshops in most capital cities to directly engage with industry stakeholders and gather their views on the second drafts of the Training Package components, as well as two web events to enable participation of those unable to attend an event in person.

Consultation workshop attendees included public and private Registered Training Organisation (RTO) representatives, industry association representatives, employers, regulators and State/Territory Training Authority (STA) representatives.

Jurisdiction	City	Date	No. of attendees
VIC	Melbourne	20 February 2019	14
ACT	Canberra	21 February 2019	3
NSW	Sydney	22 February 2019	10
QLD	Brisbane	25 February 2019	11
WA	Perth	26 February 2019	7
SA	Adelaide	27 February 2019	5
TAS	Hobart	28 February 2019	4
National	Web Conference	18 February 2019	11
National	Web Conference	25 February 2019	6
TAS	Hobart	15 November 2019	9
NSW	Sydney	18 November 2019	10
ACT	Canberra	19 November 2019	11
VIC	Melbourne	19 November 2019	25
SA	Adelaide	20 November 2019	7
WA	Perth	21 November 2019	34
QLD	Brisbane	25 November 2019	26
VIC	Geelong	25 November 2019	5
NSW	Newcastle	26 November 2019	6
VIC	Bendigo	27 November 2019	6

| NT | Darwin | 28 November 2019 | 12 |
| TAS | Launceston | 29 November 2019 | 5 |

Industry surveys

Three industry surveys were also published to enable industry stakeholders to provide feedback on the development of the Training Package components throughout the stages of the project.

The surveys were made available publicly on the Artibus Innovation website. Respondents were able to download the draft materials and provide feedback on the qualifications and individual units of competency. Submissions of written feedback were invited at each workshop, with 19 submissions, including curated responses from some organisations, received for TAG consideration.

Consultation	Draft Pack	Timeframe
Online survey	Published research and industry needs	19 October 2018 – 2 November 2018
Online survey	Draft Pack 1	21 December 2018 – 16 January 2019
Workshops and feedback via email and written submissions	Draft Pack 2	12 February 2019 – 5 March 2019
Online survey	Draft Pack 3 – Validation	18 April 2019 – 9 May 2019

State/Territory Training Authorities (STAs)

STAs were kept abreast of the project via newsletters and direct email correspondence. STA feedback on the project was put forward for the TAG to consider. Detailed responses were provided regarding issues as outlined below.

Key Changes

Below is a summary of the key changes being proposed following industry consultation and validation:

Key Change	Description
KC1	CPC40110 Certificate IV in Building and Construction (Building) merged with CPC40508 Certificate IV in Building and Construction (Site Management), with each qualification superseded by, and equivalent to, CPC40119 Certificate IV in Building and Construction.
KC2	Qualifications CPC40208 Certificate IV in Building and Construction (Contract Administration) and CPC40308 Certificate IV in Building and Construction (Estimating) merged, with each qualification superseded by, and equivalent to, CPC40319 Certificate IV in Building Project Support.
KC3	CPC50210 Diploma of Building and Construction (Building) superseded by, and equivalent to, CPC50219 Diploma of Building and Construction (Building).

KC4	CPC50308 Diploma of Building and Construction (Management) superseded by, and not equivalent to, CPC50319 Diploma of Building and Construction (Management).
KC5	CPC60212 Advanced Diploma of Building and Construction (Management) superseded by, and equivalent to, CPC60219 Advanced Diploma of Building and Construction (Management).
KC6	Three qualifications to be deleted in accordance with the Activity Order: CPC40408 Certificate IV in Building and Construction (Sales) CPC40611 Certificate IV in Building and Construction (Specialist Trades) CPC40708 Certificate IV in Building and Construction (Trade Contracting)
KC7	Two new units of competency have been developed to meet industry needs: CPCCBC4052 Lead and manage teams in the building and construction industry CPCCBC5019 Manage building and construction business finances
KC8	Two asbestos units: CPCCBC4051A Supervise asbestos removal and CPCCBC5014A Conduct asbestos assessment associated with removal, moved to demolition qualifications
KC9	Two units proposed for deletion: - CPCCBC4025A Manage personal work priorities and professional development - CPCCBC3024A Apply codes and standards to building trade and services contracting
KC10	Four units have been merged into two: CPCCBC4003A Select and prepare a construction contract merged with CPCCBC4016A Administer a construction contract. These units have been superseded by, and are equivalent to, CPCCBC4003 Select, prepare and administer a construction contract CPCCBC4010A Apply structural principles to residential low rise constructions merged with CPCCBC4011B Apply structural principles to commercial low rise constructions. These units are superseded by, and equivalent to, CPCCBC4010 Apply structural principles to residential and commercial constructions.
KC11	One unit has been separated into two units. CPCCBC4001A Apply building codes and standards to the construction process for low rise building projects superseded by, and equivalent to: CPCCBC4053 Apply building codes and standards to the construction process for Class 2 to 9, Type C buildings CPCCBC4001 Apply building codes and standards to the construction process for Class 1 and 10 buildings
KC12	Inclusion of a component of unit of competency, CPCCBC4008 Conduct on-site supervision of building and construction project, to be undertaken on an active building or construction site
KC 13	**Specific job outcomes** - Building Associate - Contract Administrator - Construction Estimator - Project Builder - Construction Project Manager

A summary of the Validation Feedback is located in **Appendix B: Validation feedback**.

Dissenting views and alternative approaches explored

Industry concerns

Throughout the project, there were differing opinions among TAG members and in consultation feedback in relation to:

Issue:
Entry requirements (whether requirement for trade qualifications, industry employment, Certificate IV as an entry requirement into the Diploma/Advanced Diploma)

[We] believe that students must complete the Certificate IV in Building & Construction prior to enrolment in the Diploma.

We do not agree that the only way to achieve these outcomes is to build into the training package the requirement for an individual to already be employed or in a position to act in a supervisory or managerial capacity as part of their studies.

Resolution:
Agreement about excluding entry requirements was achieved by including Certificate IV units of competency considered to be necessary underpinning industry skills/knowledge as core units in the Diploma of Building and Construction enabling direct entry.

Issue:
Inclusion of building and construction workplace experience in building and construction qualifications
- Inclusion of a specified number of hours of workplace experience, which was rejected by stakeholders as being inconsistent with competency-based training and assessment
- Assessment of other 'supervise' and/or 'manage' construction work units of competency in a building and construction workplace, were also rejected by stakeholders

Currently there is none – no site exposure, let alone on-site assessment, or work experience [sic] required. Students are undertaking both the CPC40110 and CPC50210 directly from school, with no work experience of any kind in the industry.

My concern is that there are many RTOs advertising online training with no experience onsite required. Many students, and even others, who have not worked on construction sites, even for short periods, do not have an insight into the complexities that are involved in running, managing, supervising and keeping safe, a construction site.

Whilst we need more suitably trained people in our industry, we need to ensure all training (online or not) includes some practical component similar to many other qualifications. And this is a different issue to that of licencing by the States and Territories which will have by necessity a component of 'experience' or should do if they don't already
Agree in principle that B&C qualifications should include site experience – issues re year 12 leavers undertaking diploma with no experience; but concerns re how we would achieve

This access would not be realistic or able to be achieved at the numbers required.

Supportive of inclusion of onsite experience in units of competency – should specify assessment methods in units (what activities they actually have to do, observation etc) be more prescriptive.

The requirement for work placement, if introduced will have a huge impact for online delivery of the qualifications with respect to enrolments, delivery and completions. The need for students/graduates to have work experience in a building supervisory role is regulated by the State and Territory licensing bodies. The logistics of organising suitable sites and employers would be onerous and potentially impossible for some students to complete, for example, remotely based students. Entry to the building qualifications has always been open at any level without any impositions upon their study or engagement.

Resolution:

Unit of competency *CPCCBC4008 Supervise communication and administration processes for building and construction projects* was strengthened and re-written specifically to include a component of onsite assessment; and included in both the core of Certificate IV and Diploma of Building and Construction. This enabled the debate to be more focused. After lengthy consultation, including face to face meetings with industry constituents, 5 iterations of the competency were undertaken to incorporate the majority of concerns. The IRC was also specifically briefed at its 16 April 2019 meeting on this approach and endorsed the strategy.

The final version ensures that any graduate of these two particular premium building qualifications will have been exposed to some on-site experience rather than the potential option of just 100% simulation. The IRC considers this essential given the ongoing debate regarding facades and structural defects in Australia as well as the obvious point that these qualifications are practical in nature and focus.

Issue:

Mr Daniel Wurm from The National Painting and Decorating Institute raised the following:

The Certificate IV in Building and Construction (Trade Contracting) has units that are specific for trade contractors. It is vital that this qualification be retained in the training package and that RTOs and funding bodies promote and fund this qualification which has units that are relevant to all trade contractors. These units include:

- *CPCCBC4034A Apply codes and standards to building trade and services contracting*
- *CPCCBC4031A Process client requirements*
- *BSBCUS301B Deliver and monitor a service to customers*
- *CPCCBC4024A Resolve business disputes*
- *CPCCBC4002A Manage occupational health and safety in the building and construction workplace*
- *CPCCBC4032A Apply contract law to sales processes*
- *CPCCBC4013A Prepare and evaluate tender documentation*

All of the units in the qualification are relevant, but the ones above are particularly important and would not be available to a trade contractor in the draft training package update unless they enrolled in a course that is not suitable for them.

I understand that there have been low enrolment numbers in this qualification. This is due to:

- *a shortage of RTOs putting it on scope*
- *the incorrect qualification being funded by government bodies due to insufficient industry consultation.*
- *RTOs enrolling trade contractors and apprentices in the incorrect qualification (Certificate IV in Building and Construction (Building)) in order to obtain funding*

It is not because the qualification is not relevant, or because it does not have an occupational or skill outcome. It certainly is relevant, and it definitely has an occupational and skill outcome.

Response:
The TAG considered the deletion of this qualification as part of its brief to review all higher level qualifications. It determined to delete this qualification along with Specialist Trades and Sales based on considerations at three levels:

- History of enrolments over the last 3 years;
- Future demand and industry training requirements including areas such as licencing; and
- Feedback from the three rounds of feedback including webinar and face to face workshops in each state and territory.

History of Enrolments; at the request of the TAG, a reference paper was prepared by Artibus Innovation which reviewed enrolments for all the 10 qualifications and their competencies. The paper revealed that over the years 2014-2017 there had been a total of 40 enrolments (2014-Vic 17; 2015-Vic 3, Qld17; 2017-Qld 6) and for the same period 13 completions (2015-Qld 13) for the qualification CPC40708. Most states and territories did not record any enrolments or completions for those years.

Future Demand; the only reference to future demand for CPC40708 was made by Daniel Wurm who attended the Melbourne feedback forum and was invited to send further information to support his case for retaining the qualification. There were no other submissions supporting the retention of the qualification and the two licencing authorities represented on the TAG (VBA and QBCC) supported the qualification's deletion.

Apart from Daniel Wurm's representations, there were no objections raised to the qualification's deletion.

The argument for retaining CPC40708 was quite weak for the following reasons:

- Low number of enrolments trending to zero and completions non-existent over the last three years;
- Only two states (Vic and Qld) involved at all, with Qld having the larger share of the very low total of enrolments/completions;
- Both these states do not require this qualification for registration as a licenced tradesperson ;

• Only one RTO is registered to deliver the qualification in Australia-Melbourne Polytechnic #3075 (this is probably due to low demand);

Mr Wurm states that "…none of the proposals or qualifications offer any pathways for the 500,000 trade contractors in Australia to achieve higher level qualifications".

However, in reality the final list of revised qualifications offers a number of pathways including Builder, Site Supervisor, Contract Administrator and Estimator; and new Diploma in Building (Management);

> • A mapping has been done to show that a tradesperson wishing to develop the competencies listed by Mr Wurm, could be satisfied largely by completing a Certificate IV in Small Business BSB 42518 and/or completing the new CPC 40319 Contract Administrator qualification; and
> • Alternatively, it was suggested to Mr Wurm that his organisation could negotiate with an RTO to develop and deliver a specific skill set to his constituents. His response was that this would not be suitable as it would not be publicly funded.

Consequently, and in the light of AISC latest communique regarding low use and obsolete qualifications; Mr Wurm's objections to the deletion of CPC 40708 were not supported.

NOTE:
The qualification is not recognised for registration as a licensed outcome in any jurisdictions and is not funded by any State Training Authorities as an occupational outcome.
As outlined in its communique of the 25 and 26 February meeting of the AISC 'the AISC renewed its commitment to the priorities of CISC ensure obsolete and superfluous qualifications are removed from the system'
Existing qualification **BSB42618 Certificate IV in New Small Business** (*which is funded in (at least) NSW (Smart and Skilled) and Victoria*) requires:
4 core units
(3 of which correspond to units identified in feedback)
And
Whilst not enabling ALL units identified in the feedback, does allow 6 elective units, all of which can be from any training package (at level 4 and or 1 unit from higher or lower). This would enable import of CPC specific units listed as in feedback:

> • CPCCBC4003 Select, prepare and administer a construction contract
> • CPCCBC4017 Arrange resources and prepare for the building or construction project
> • CPCCBC4025 Manage personal work priorities and professional development
> • CPCCBC4031 Process client requirements
> • CPCCBC4032 Apply contract law to sales processes

STA concerns

Issue:

Conduct on site supervision of building and construction projects; one element of this unit of competency requires an on-site inspection. Both VIC and SA STAs also expressed concerns that this would be difficult to deliver.

See further detail in Report by Exception.

Issue:
South Australia were concerned at the merging of two units of competency; CPCCBC4010 Apply structural principles to residential low-rise constructions and CPCCBC4011 Apply structural principles to commercial low-rise constructions. They had the nominal hours of both units together and felt that the merged unit would be too onerous.

Resolution:
Mr Waldron explained that there was considerable overlap between the two current units. The TAG expected that there would be approximately 60 hours of efficiency by merging the two units.

Issue:
Closely simulated environment: The South Australian and Victorian State Training Authorities requested that further information be provided in the Companion Volume Implementation Guide.

Attempted Resolution:
Following a meeting between the SA STA, Irina Ferouleva and the Chair of the TAG and Deputy IRC Chair, Alan Waldron, a recommended draft containing more information to describe a closely simulated environment was developed and for addition to the Companion Volume Implementation Guide, it reads as follows:

Simulated workplace environments

The construction industry strongly encourages practical training of skills and knowledge in the workplace and supports on-the-job and or on-site training delivery or assessment, where appropriate. It is noted that training and assessment in the workplace is not always required or possible.

The Assessment Conditions section of the Assessment Requirements states whether assessment must take place in a real workplace or whether a simulated environment can be used.

Simulated workplace environments replicate real workplaces in which training RTOs can train and assess the competency of candidates. This means that where units of competency state they can be assessed in a simulated workplace environment, realistic workplace conditions and standards (such as completion of activities within workplace timeframes and/or over a specific period of time), materials, activities, responsibilities (including interactions with other people), procedures, safety requirements, and environmental considerations must be replicated while training and assessing candidates.

Where required, the simulated work environment should involve a range of guided activities that reflect real work experiences. Where simulation is identified in the assessment conditions of a unit of competency it must be realistic and fully replicate the sector work environment. Simulated workplace environments must meet industry requirements detailed in the units of competency and assessment requirements.

Simulated assessment should:
- *provide access to all the equipment and resources that would normally be used in the workplace for the task being assessed, for example; on-site induction, on-site inspection documents or rectification documentation*

- *reflect the type of conditions usually found in the workplace – including interactions with others, responsibilities and interruptions that would typically occur*
- *present realistic scenarios and problems*
- *require the learner to demonstrate their skills under time constraints and irregularities that would normally apply in the workplace.*

Candidates should perform the required skills as a component of multiple tasks, within a multi-disciplinary team and with interruptions, varying operational environments/conditions and unanticipated problems, where described.

Possible simulation strategies

The following represent current working examples of simulated training and assessment being undertaken by training providers:
- *Site office simulator that is set up to mirror the typical administration activities and interactions with various site staff typical.*
- *The use of exemplars of real site documentation, drawings, specifications and quality systems. These are linked to photos, video of the actual site as it progresses to completion.*
- *Use of these real site exemplars can also be used in preparation for a site visit for on the job training and/or assessment and assist the student to quickly adapt to the live environment.*
- *'Pairing' of site-based' students with externally based students provides both parties with opportunities to learn and share in a simulated /live work environment and breaks down barriers.*
- *Setting up a 'pop up'' campus of the RTO as on a live construction site so that students can easily transition between simulation and on the job training and assessment.*

Report by exception

The Victorian State Training Authority does not support this Case for Endorsement going forward.

The South Australian State Training Authority does not support this Case for Endorsement going forward.

Victoria:

What follows is the response by Artibus (in blue) to the Victorian STA initial concerns.

Lack of national consensus on live site assessment

Victoria concurs with the Quality Report which considers that Quality Principles 3, 4 and 6 have not been met and notes the resulting substantial and complex implementation consequences. These relate, firstly, to the inclusion in the unit of competency CPCCBC4008 Conduct on site supervision of building and construction projects, the requirement for a component of assessment to be conducted on a live building or construction worksite. The CPC40119 Certificate IV in Building and Construction and the CPC50219 Diploma of Building and Construction (Building), which package this unit as a core, do not include a work placement component and there is no evidence of industry commitment to provide worksite access for the purposes of assessment.

Further work is required to address the divergent views expressed by stakeholders and to determine a resolution that does not put implementation of the qualifications at risk.

As indicated in the Case for Endorsement, the IRC, as AISC appointed industry representatives, supports the inclusion of an on-site assessment component for this unit of competency. The Assessment Conditions do not prescribe assessment or evidence gathering methods.

The Companion Volume Implementation Guide:

> *Unless assessment methods (such as direct observation of performance by the assessor) are stipulated in the Assessment Conditions section of the Assessment Requirements of units of competency, RTOs should develop assessment methods for gathering required evidence as part of their Training and Assessment Strategies relevant to their circumstances')*

Mandating 'work experience' including of any specified duration was explored during development and rejected by TAG and other stakeholders as not consistent with competency-based training/assessment.

There are numerous situations, and across multiple training packages, where assessment (without work placement hours specified) is required to be undertaken in a live environment, including situations where RTOs need to engage with industry to conduct assessment on-site, whether specified in the unit(s) of competency or not, such as where plant/equipment/facilities/production etc is financially or physically non-viable for the RTO to 'simulate' realistically.

They may undertake training online or theory-based classroom etc, but need to confirm performance on equipment, or with live customers etc.

Implementation information in the Companion Volume Implementation Guide indicates: *Assessment Conditions may stipulate that assessment must be undertaken in a workplace environment. There are a number of ways this may be facilitated:*

- *The learner may already be an existing worker in the industry*
- *The RTO assessor may accompany (groups of) learners on arranged workplace visits for the purpose of assessment*
- *Learners may undertake work placement with an employer. The assessor may visit the workplace to directly observe performance or engage with the workplace to gather necessary evidence.*

Qualification design

Diploma of Building and Construction (Management)

The CPC50319 Diploma of Building and Construction (Management) can be achieved via completion of the CPC50219 Diploma of Building and Construction (Building). The qualifications are not sufficiently differentiated to meet distinct employment outcomes. Anyone completing the Diploma of Building and Construction (Management) can simultaneously complete the

Diploma of Building and Construction (Building) and it is unclear how this would provide clarity of qualifications for employers.

Further work is required to distinguish the outcomes of the Diploma of Building and Construction (Management) and the Diploma of Building and Construction (Building).

The qualification, as outlined in the description, is about project managing or arranging the carrying out of building work by registered /licenced builders – not about being the registered /licenced builder – which would be the Diploma of Building and Construction (Building). During development, feedback was taken into account that some tradespersons may not want to become a builder but may want to obtain a qualification that helps them run their business better within the construction space (The TAG discussed distinction between 'hands-on builder' (construction manager/ site manager etc) and a project manager (e.g. volume builder; 'family' building business) managing the client rather than the build). This 'occupation' class is reflected in the Victorian Building Authority's regulatory framework and was the basis for the redesign of this qualification.

As indicated, it is about knowledge of managing a construction business and/or building project, including managing people, finances, legal obligations and risks, and oversee the work and its quality (i.e. in the application /compliance with codes, standards etc) rather than the build itself.

The Diploma of Building and Construction (Management) was structured to allow flexibility to meet:

- The Victorian registration requirement for *Project Manager (Domestic)*
- To make the qualification be more relevant to jurisdictions outside of Canberra and Victoria
- Provide an educational opportunity to those wishing to obtain further knowledge about running a building business
- Provide an educational opportunity to those wishing to obtain further knowledge and skills to operation a construction trade business.

Feedback regarding the opportunity to complete both qualifications was discussed including:

- Encouraging persons to obtain additional education is a good thing and see this qualification when delivered well as intrinsically valuable
- For those who hold the Diploma of Building and Construction (Building) they will be eligible for credit transfers – it simply provides a clear pathway to a second diploma.

Certificate IV in Building and Construction

The qualification description refers to two specialised occupational pathway outcomes of builder or site manager and states that these will be reflected, which presumably means reflected on a graduate's testamur. The packaging rules do not support two distinct specialised outcomes as there is one group of units with the title 'Builder' and all units from this group can be selected for both specialisations.

If there is a specialised occupational pathway outcome for both builder and site manager, then there must be two distinct groups of units that support each outcome.

The 'site manager' qualification was originally proposed for deletion with the site management role being seen as 'skill sets' of prescribed units required for licencing in QLD and NSW. However, the WA State Training Authority raised concerns about deletion as it is currently a 24-month traineeship in their jurisdiction. The TAG also considered site manager as a pathway to the outcome of builder was an Industry accepted and desirable outcome. (The Queensland regulator's Supervisor licence was also used as a starting point to shape the final version).

Group A elective title of 'building' is to be removed from qualification template.

Unit assessment requirements

Performance Evidence requirements have not been well considered in relation to unit outcomes. As an example, the new unit CPCCBC4052 Lead and manage teams in the building and construction industry requires leading and managing at least three different work teams on a building and construction project. There is no rationale provided as to why a candidate would need to manage 3 different work teams on one project or if this requirement reflects how work is organised in the industry.

Further work is required to determine the alignment between the unit outcomes, the level of assessment and the way in which work is performed on building and construction projects.

The rationale for this requirement was provided to the Quality Assurance reviewer, as reflective of how work is organised in the industry. Builders, site supervisors and related construction industry professionals manage subcontractor teams and/or employees under varying on and off-site situations and conditions daily. These work teams may be small teams of contactors (painters, tilers, plumbers etc) or longer term more static teams (administration teams) – they may be for only short periods of time and may be different teams from one day to the next.

Issue:

Victoria requires evidence of industry commitment to provide access to live construction worksites to enable the assessment requirements of the unit CPCCBC4008 Conduct on site supervision of building and construction projects to be addressed. Given the packaging of this unit as core in the Certificate IV in Building and Construction and the Diploma of Building and Construction (Building) and the significant enrolments in these qualifications in Victoria, an assessment requirement that is unsupported by industry will place implementation of the qualifications at risk. This will impact negatively on industry in Victoria.

Victoria's position remains that further work is required to address the divergent views expressed by stakeholders and to determine a resolution that does not put implementation of the qualifications at risk.

Further to the feedback received from the Victorian and South Australian STAs and attendees at the November national forums, CPCCBC4008 *Conduct on site supervision of building and construction projects* was re-titled and edited to clarify the intended outcomes of the unit. The unit is now CPCCBC4008 *Supervise communication and administration processes for building and construction projects*.

Unresolved issue – VIC STA

Numerous written responses to their concerns and an in-person meeting with the IRC Chair, Stuart Maxwell and CEO of Artibus Innovation did not resolve the following:

Issue:
Qualification Design – Diploma of Building and Construction (Management)
This issue remains unresolved. We note your response that anyone holding the Diploma of Building and Construction (Building) will be eligible for credit transfer and have a clear pathway to a second diploma. This confirms that the outcomes of the two qualifications are insufficiently differentiated to provide for distinct vocational outcomes. The issue of a lack of clarity and value of outcomes for employers and learners remains.

Victoria's position remains that further work is required to distinguish the outcomes of the Diploma of Building and Construction (Management) and the Diploma of Building and Construction (Building).

Issue:
This issue remains unresolved. We note your response to remove the term 'building' from Group A electives. The issue remains that the outcomes as stated in the qualification description are not supported by the packaging rules. A specialisation that is intended to be included on a testamur should be clearly named in the packaging rules to provide clarity of outcomes for employers, learners and RTOs who are issuing qualifications. We note that in your response you also attached the CPC40319 Certificate IV in Building Support, which is an example of packaging rules that include distinct specialisation groups that support the stated outcomes.

Victoria's position remains that if there is a specialised occupational pathway outcome of both builder and site manager then there must be two distinct groups of units that support each outcome.

South Australia

The Deputy Chair of the IRC, Mr Alan Waldron, met with TAFE SA to listen to their concerns about the onsite workplace assessment requirements for CPCCBC4008 *Conduct supervision of Building and Construction projects*. As articulated above, a more comprehensive description of "simulated workplace" was added to the Companion Volume Implementation Guide.

Discussion was also held about the definition of a "live worksite" with TAFE SA recommending:

"A live workplace environment may be real or simulated, provided it is one that uses real and actual materials and equipment, interactions with others and workplace irregularities, and which meets industry standards for safety and environmental practices."

It was considered that this definition would allow RTOs to avoid engaging with a real site and instead continue in the simulated mode of the past. A more comprehensive definition of what constitutes a 'live' site has been added to the Companion Volume Implementation Guide to outline industry's expectations:

Live building and construction workplace

A live building and construction workplace would have all the following characteristics:
- *It would be a project that falls within the scope of the National Code of Construction (NCC) classifications specified in the qualification/competency*
- *The project would have documentation specific to that project including:*

    - *Site safety plan*
    - *Contract*
    - *Project Plan*
    - *Gantt chart*
    - *Quality Plan*
    - *Environmental Plan*
    - *Full project drawings*
    - *Project Specifications*
    - *Project budget*
    - *Site administration documentation such as registers, defect reports, diaries, variations etc*
- *The project would have a designated, licenced builder*
- *Subcontractor engagement at least in the licenced areas of plumbing and electrical*
- *The project site would be restricted by appropriate safety fencing and signage; and admittance would be after formal induction only*
- *The project would be subject to local authority or other relevant body for inspection.*

Various meetings, consultations and correspondence were unable to resolve the matter of onsite workplace assessment to the satisfaction of the South Australian STA. The Deputy Chair made the point to the SA TAFE that the IRC was focused on correcting the trend of simulation and on-line delivery for what are envisaged to be practical qualifications and understood that there would be a need for some RTOs to review business strategies. This could be achieved given an extended teach out period.

Comment received from Irina Ferouleva, SA STA 20/12/2019:

The SA STA does not support the inclusion of the performance evidence in CPCCBC4008 that requires to 'conduct at least one onsite inspection at a live building and construction workplace to evaluate project progress and work quality'.

TAFE SA has 95% of the SA market for the Certificate IV in Building and Construction that has CPCCBC4008 as a core unit. In 2020-21, TAFE SA will have about 400 active students in this

qualification. It will be impossible to place 400 students (the majority of whom have no access to a building site) on a worksite as the CPCCBC4008 is proposing.

The SA STA is requesting to retain the simulated work conditions as it is currently specified in CPCCBC4008B.

It is understood that the requirement for an at least one onsite inspection has been debated at the TAG level, where a consensus could not be reached, and a decision needed to be made by the IRC. It appears that the decision is not underpinned by evidence of industry commitment to provide access to live construction worksites to enable this assessment requirement.

The updated Case for Endorsement suggests that this issue has been resolved by retitling the CPCCBC4008 from Conduct on site supervision of building and construction projects to Supervise communication and administration processes for building and construction projects. It is unclear though how this resolves the requirement for an onsite inspection.

The introduction of a new term live is not supported either as it is not defined, in comparison with simulated environment that has a definition in the Assessment Conditions section. An undefined term will cause various interpterion by RTOs and regulators and will place the RTOs at risk of non-compliance.

C. Evidence of industry support

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

The Construction, Plumbing and Services IRC supports the submission of the training package components put forward in this Case for Endorsement, however it is noted that the IRC Master Builders and HIA industry representatives did not support the workplace assessment requirements of CPCCBC4008 *Conduct onsite supervision of building and construction project*. That unit of competency has been re-titled and edited to clarify the intended outcomes of the unit. The unit is now CPCCBC4008 *Supervise communication and administration processes for building and construction projects*. The MBA now supports the endorsement of the qualification.

Jocelyn Martin, representing HIA comments as follows:

"I confirm that we are happier with the changes to the unit around the assessment conditions, the title is neither here nor there. But we still do not see the evidence which supports the practical component being incorporated in this specific unit nor the evidence which says that the existing qual was failing to meet the requirements of the industry.

HIA in principle supports practical exposure to building sites during training but the response by adding the experience to this unit in this way is not supported and not thought through.

When it is circulated to the IRC the focus will most likely be on the in-principle aspect of a practical component and that HIA's position comes from their RTO status rather than the representative position we hold which is disappointing.

So, on this basis we do not support the practical component being addressed this way."

However, when large Tier 1-3 builders were approached for their reaction to including some exposure to site, positive support was received from senior executives of:
- Hindmarsh Constructions
- Manteena
- Marshall Brougham
- Lend Lease
- Meriton
- Icon
- Hansen Yunken
- Ganellen
- Cercol Construction Services
- John Holland
- Parkview

The IRC held a further series of Australia wide workshops and webinars in November 2019 to take Industry constituents through the final version of all qualifications being reviewed (including these particular qualifications). These events provided an opportunity for further minor adjustments to be made but essentially there was limited comment raised except by a couple of RTOs concerned about implementation of CPCCBC4008. Some of these concerns

were minor misinterpretations of what was envisaged and were addressed at the workshop or by minor adjustments to the competency.

The IRC considers that the final product for consideration has been well researched, meets Industry expectations and will make a significant difference to the quality of qualification graduates. Any outstanding concerns expressed by some parties will be overcome with close consultation during the teach out period.

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

Name of Deputy Chair: Alan Waldron

Signature of Deputy Chair:

Date: 09 January 2020

STA support for the Case for Endorsement was received as follows:

1. New South Wales
2. Queensland
3. Northern Territory
4. Tasmania
5. Western Australia

No response was received from the following STAs:

1. Australian Capital Territory

Reports by exception from the Victorian and South Australian STAs are outlined.

Letters of support were received from Parkview Constructions Pty Ltd and the John Holland Group. Appendix C.

D. Industry expectations about training delivery

Advice about industry's expectations of training delivery

This project aimed to follow the AISCs requirements and support the COAG Industry and Skills Council reforms to Training Packages by:

- merging and streamlining qualifications to minimise duplication whilst maintaining distinct occupational outcome pathway options
- deleting qualifications and units of competency with low to no enrolments
- developing qualifications that better reflect occupational standards
- aligning terminology and application of units of competency to national building classifications for national consistency
- developing units of competency that provide a clear intended outcome.

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

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

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

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

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

Quality principles

Flexibility

The proposed qualifications are packaged to meet the requirements of a regulated building and construction industry, whilst accommodating a diverse range of potential learners and work contexts. At least one imported unit has been allowed in the packaging rules of each qualification to meet jurisdictional variations in regulatory requirements and to help contextualise the qualification to organisational needs.

Recognition

Industry can expect an upskilled workforce that meets industry standards. The skills and knowledge embedded in the units of competency will support national training and assessment consistency, with a strong focus on understanding and applying the NCC. Industry can, therefore, expect consistent learner outcomes.

The assessment requirements in the proposed endorsed components are designed to:
- provide valid evidence of performance and knowledge based on workplace competencies
- provide RTOs with a flexible framework to develop and administer assessment material
- offer a consistent standard of assessment to support positive workplace outcomes.

Access and Equity

No qualifications prescribe entry requirements.

Underpinning skills and knowledge considered essential to undertake the CPC50219 Diploma of Building and Construction (Building) qualification have been included as core units, and learners already having achieved the Certificate IV in Building and Construction will be eligible for credit of completed units.

E. Implementation of the new Training Package

Advice on occupational and licensing requirements

Australian states and territories have policy and legislative frameworks covering the licensing of builders, in addition to the National Construction Code which seeks to standardise building construction across Australia. The qualification requirements of licensing correspond with some (but not all) enrolment patterns, and there is an emerging trend to higher qualifications for licences with supervisory or more complex building environments, particularly in the eastern states.

The construction industry is heavily regulated at all levels of government. Various licence classes are required across different states and territories depending on the classification of work undertaken, and at least one jurisdiction has a Class of Project Manager (Domestic) licence for building project managers.

As most regulatory authorities require either specified qualifications or prescribed units, as well as specified periods of workplace experience and insurances for licencing, qualification descriptions contain the wording:

Builder licensing varies across states and territories and requirements additional to the attainment of this qualification may be required.

Licensing statements are included in the application section of units of competency, where units have been identified as prescribed for a regulatory outcome:

Licensing, regulatory or registration requirements apply to this unit of competency in some jurisdictions. Relevant state and territory regulatory authorities should be consulted to confirm these requirements.

Information is included in the Construction, Plumbing and Services Companion Volume Implementation Guide V5.0 in relation to regulatory authorities for building and construction licensing.

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

Positive feedback has been received in the validation process concerning the change to the number of units in the CPC50219 Diploma of Building and Construction (Building) which has increased from 18 units to 27 units.

However, as a post-trade qualification, it is identified that a large percentage of enrolments in the current qualification are existing industry workers undertaking the qualification part time over an extended period of time. These learners may potentially be disadvantaged in being required to fast track completion of their existing enrolment in the 12-month transition period or be required to undertake potentially nine more units than their original enrolment.

It is anticipated that Artibus Innovation will apply to the Australian Skills Quality Authority (ASQA) after endorsement of the qualification for an additional 12-month extension to the standard 12-month transition period.

The unit of competency *CPCCBC4008 Conduct on-site supervision of building and construction projects* which requires active building or construction site access for learners to undertake training and assessment activities was been identified as a potential implementation issue. The unit was retitled and edited to clarify delivery and assessment requirements. The unit is CPCCBC4008 *Supervise communication and administration processes for building and construction projects.* It does still require active building or construction site access*.*

RTOs will need to establish relationships with local building and construction organisations to overcome this issue.

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).

F. Quality assurance reports

Declaration

Artibus Innovation declares that the proposed components of the *CPC Construction, Plumbing and Services Training Package Version 5.0* adhere to the requirements of the Standards for Training Packages 2012, the Training Package Products Policy, and the Training Package Development and Endorsement Process Policy.

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

- https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=7e15fa6a-68b8-4097-b099-030a5569b1ad

- Artibus Innovation official website, through an external link: www.artibus.com.au.

G.   Implementation of the 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	Three qualifications and two units of competency are recommended for deletion and four qualifications have been merged into two and four units of competency have been merged into two.
2. Make more information about industry's expectations of training delivery available	The Companion Volume Implementation Guide was updated to include further information about the expectations of a Simulated Workplace and a Live Worksite.
3. Ensure the training system better supports individuals to move easily from one related occupation to another	The changes made reflect the regulatory requirements of the industry across all jurisdictions and meet industry needs by maintaining distinct occupational outcomes and pathway options.
4. Improve the efficiency of the training system at unit level	Four units have been merged into two: CPCCBC4003A Select and prepare a construction contract merged with CPCCBC4016A Administer a construction contract. These units have been superseded by, and are equivalent to, CPCCBC4003 Select, prepare and administer a construction contract CPCCBC4010A Apply structural principles to residential low rise constructions merged with CPCCBC4011B Apply structural principles to commercial low rise constructions. These units are superseded by, and equivalent to, CPCCBC4010 Apply structural principles to residential and commercial constructions.
5. Foster greater recognition of skill sets	Skill sets were not considered applicable.

Evidence of completion of the Training Package development work
This Case for Endorsement will be put forward to the AISC in February 2020.

Evidence that Training Package components are prepared for publication
The proposed components are currently in pre-publishing mode on the TPSCMS.

Approximate Publication Timeframe

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

H. Proposed Training Package components

Qualification mapping

CPC Construction, Plumbing and Services Training Package	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalent statement
CPC401120 Certificate IV in Building and Construction	CPC40110 Certificate IV in Building and Construction (Building)	Increase in total number of units for qualification outcome. Changes to core and elective units and packaging rules. Changed terminology of qualification occupational titles and outcome from building to builder. Updated imported elective units to current versions.	E
CPC401120 Certificate IV in Building and Construction	CPC40518 Certificate IV in Building and Construction (Site Management)	Increase in total number of units for qualification outcome. Changes to core and elective units and packaging rules. Changed terminology of qualification occupational titles and outcome from site management to site manager. Updated imported elective units to current versions.	E
CPC40320 Certificate IV in Building Project Support	CPC40308 Certificate IV in Building and Construction (Estimating)	Change of qualification title. Change to qualification structure and packaging	E

		rules in relation to core and elective units.	
CPC40320 Certificate IV in Building Project Support	CPC40208 Certificate IV in Building and Construction (Contract Administration)	Change of qualification title. Change to qualification structure and packaging rules in relation to core and elective units.	E
CPC50220 Diploma of Building and Construction (Building)	CPC50210 Diploma of Building and Construction (Building)	Increase in total number of units for qualification outcome. Changes to core and elective units and packaging rules. Updated imported core and elective units to current versions.	E
CPC50320 Diploma of Building and Construction (Management)	CPC50308 Diploma of Building and Construction (Management)	Increase in total number of units for qualification outcome. Changes to core and elective units. Updated imported core and elective units to current versions.	N
CPC60220 Advanced Diploma of Building and Construction (Management)	CPC60212 Advanced Diploma of Building and Construction (Management)	Change to core unit.	E

Units of competency mapping

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
CPCCBC4001 Apply building codes and standards to the construction process for Class 1 and 10 buildings	CPCCBC4001A Apply building codes and standards to the construction process for low rise building projects	Supersedes and is equivalent to CPCCBC4001A Apply building codes and standards to the construction process for low rise building projects. Unit has been separated into two units for residential low rise and commercial low rise. Updated to meet the Standards for Training Packages.	E
CPCCBC4002 Manage work health and safety in the building and construction workplace	CPCCBC4002A Manage occupational health and safety in the building and construction workplace	Supersedes and is equivalent to CPCCBC4002A Manage occupational health and safety in the building and construction workplace. Title change. Updated to meet the Standards for Training Packages.	E
CPCCBC4003 Select, prepare and administer a construction contract	CPCCBC4003A Select and prepare a construction contract	Supersedes and is not equivalent to CPCCBC4003A Select and prepare a construction contract. Updated to meet the Standards for Training Packages. Is equivalent to CPCCBC4003A Select and prepare a construction contract if combined with CPCCBC4016A Administer a construction contract.	NE
	CPCCBC4016A Administer a construction contract.	Supersedes and is not equivalent to CPCCBC4016A Administer a construction contract. Updated to meet the Standards for Training Packages. Is equivalent to CPCCBC4016A Administer a construction contract if combined with CPCCBC4003A Select and prepare a construction contract.	NE
CPCCBC4004 Identify and produce estimated costs for building and construction projects	CPCCBC4004A Identify and produce estimated costs for building and construction projects	Supersedes and is equivalent to CPCCBC4004A Identify and produce estimated costs for	E

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
		building and construction projects. Updated to meet the Standards for Training Packages.	
CPCCBC4005 Produce labour and material schedules for ordering	CPCCBC4005A Produce labour and material schedules for ordering	Supersedes and is equivalent to CPCCBC4005A Produce labour and material schedules for ordering. Updated to meet the Standards for Training Packages.	E
CPCCBC4006 Select, procure and store construction materials for building and construction projects	CPCCBC4006B Select, procure and store construction materials for low rise projects	Supersedes and is equivalent to CPCCBC4006B Select, procure and store construction materials for low rise projects. Updated to meet the Standards for Training Packages.	E
CPCCBC4007 Plan building and construction work	CPCCBC4007A Plan building or construction work	Supersedes and is equivalent to CPCCBC4007A Plan building or construction work. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCBC4008 Supervise communication and administration processes for building and construction projects	CPCCBC4008B Conduct on-site supervision of building and construction projects	Supersedes and is equivalent to CPCCBC4008B Conduct on-site supervision of building and construction projects. Title change. Updated to meet the Standards for Training Packages.	E
CPCCBC4009 Apply legal requirements to building and construction projects	CPCCBC4009B Apply legal requirements to building and construction projects	Supersedes and is equivalent to CPCCBC4009B Apply legal requirements to building and construction projects. Updated to meet the Standards for Training Packages.	E
CPCCBC4010 Apply structural principles to residential and commercial constructions	CPCCBC4010B Apply structural principles to residential low rise constructions	Supersedes and is not equivalent to CPCCBC4010B Apply structural principles to residential low rise constructions. Updated to meet the Standards for Training Packages. Is equivalent to CPCCBC4010B Apply structural principles to	NE

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
		residential low rise constructions if combined with CPCCBC4011B Apply structural principles to commercial low rise constructions	
	CPCCBC4011B Apply structural principles to commercial low rise constructions	Supersedes and is not equivalent to CPCCBC4011B Apply structural principles to commercial low rise constructions. Updated to meet the Standards for Training Packages. Is equivalent to CPCCBC4011B Apply structural principles to commercial low rise constructions if combined with CPCCBC4010B Apply structural principles to residential low rise constructions	NE
CPCCBC4012 Read and interpret plans and specifications	CPCCBC4012B Read and interpret plans and specifications	Supersedes and is equivalent to CPCCBC4012B Read and interpret plans and specifications. Updated to meet the Standards for Training Packages.	E
CPCCBC4013 Prepare and evaluate tender documentation	CPCCBC4013A Prepare and evaluate tender documentation	Supersedes and is equivalent to CPCCBC4013A Prepare and evaluate tender documentation. Updated to meet the Standards for Training Packages.	E
CPCCBC4014 Prepare simple building sketches and drawings	CPCCBC4014A Prepare simple building sketches and drawings	Supersedes and is equivalent to CPCCBC4014A Prepare simple building sketches and drawings. Updated to meet the Standards for Training Packages.	E
CPCCBC4015 Prepare specifications for all construction works	CPCCBC4015A Prepare specifications for all construction works	Supersedes and is equivalent to CPCCBC4015A Prepare specifications for all construction works. Updated to meet the Standards for Training Packages.	E
CPCCBC4017 Arrange resources and prepare for the building and construction project	CPCCBC4017A Arrange resources and prepare for the building or construction project	Supersedes and is equivalent to CPCCBC4017A Arrange resources and prepare for the building or construction project.	E

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
		Minor title change. Updated to meet the Standards for Training Packages.	
CPCCBC4018 Apply site surveys and set-out procedures to building and construction projects	CPCCBC4018A Apply site surveys and set-out procedures to building and construction projects	Supersedes and is equivalent to CPCCBC4018A Apply site surveys and set-out procedures to building and construction projects. Updated to meet the Standards for Training Packages.	E
CPCCBC4019 Apply sustainable building design principles to water management systems	CPCCBC4019A Apply sustainable building design principles to water management systems	Supersedes and is equivalent to CPCCBC4019A Apply sustainable building design principles to water management systems. Updated to meet the Standards for Training Packages.	E
CPCCBC4020 Build thermally efficient and sustainable structures	CPCCBC4020A Build thermally efficient and sustainable structures	Supersedes and is equivalent to CPCCBC4020A Build thermally efficient and sustainable structures. Updated to meet the Standards for Training Packages.	E
CPCCBC4021 Minimise waste on the building and construction site	CPCCBC4021A Minimise waste on the building and construction site	Supersedes and is equivalent to CPCCBC4021A Minimise waste on the building and construction site. Updated to meet the Standards for Training Packages.	E
CPCCBC4022 Supervise tilt-up work	CPCCBC4022A Supervise tilt-up work	Supersedes and is equivalent to CPCCBC4022A Supervise tilt-up work. Updated to meet the Standards for Training Packages.	E
CPCCBC4024 Resolve business disputes	CPCCBC4024A Resolve business disputes	Supersedes and is equivalent to CPCCBC4024A Resolve business disputes. Updated to meet the Standards for Training Packages.	E
CPCCBC4026 Arrange building applications and approvals	CPCCBC4026A Arrange building applications and approvals	Supersedes and is equivalent to CPCCBC4026A Arrange building applications and approvals. Updated to meet the Standards for Training Packages.	E

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
CPCCBC4027 Establish a basis for sales consulting	CPCCBC4027B Establish a basis for sales consulting	Supersedes and is equivalent to CPCCBC4027B Establish a basis for sales consulting. Updated to meet the Standards for Training Packages.	E
CPCCBC4028 Prepare design brief for construction works	CPCCBC4028A Prepare design brief for construction works	Supersedes and is equivalent to CPCCBC4028A Prepare design brief for construction works. Updated to meet the Standards for Training Packages.	E
CPCCBC4029 Apply construction information to the sales process	CPCCBC4029B Apply construction information to the sales process	Supersedes and is equivalent to CPCCBC4029B Apply construction information to the sales process. Updated to meet the Standards for Training Packages.	E
CPCCBC4030 Analyse and communicate industry information	CPCCBC4030A Analyse and communicate industry information	Supersedes and is equivalent to CPCCBC3030A Analyse and communicate industry information. Updated to meet the Standards for Training Packages.	E
CPCCBC4031 Process client requirements	CPCCBC4031A Process client requirements	Supersedes and is equivalent to CPCCBC4031A Process client requirements. Updated to meet the Standards for Training Packages.	E
CPCCBC4032 Apply contract law to sales processes	CPCCBC4032A Apply contract law to sales processes	Supersedes and is equivalent to CPCCBC4032A Apply contract law to sales processes. Updated to meet the Standards for Training Packages.	E
CPCCBC4033 Maintain the sales environment	CPCCBC4033A Maintain the sales environment	Supersedes and is equivalent to CPCCBC4033A Maintain the sales environment. Updated to meet the Standards for Training Packages.	E
CPCCBC4052 Lead and manage teams in the building and construction industry	Not Applicable	New unit.	
CPCCBC4053 Apply building codes and	CPCCBC4001A Apply building codes and	Supersedes and is equivalent to CPCCBC4001A Apply building	E

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
standards to the construction process for Class 2 to 9 Type C buildings	standards to the construction process for low rise building projects	codes and standards to the construction process for low rise building projects. Unit has been separated into two units for residential low rise and commercial low rise. Updated to meet the Standards for Training Packages.	
CPCCBC5001 Apply building codes and standards to the construction process for Type B construction	CPCCBC5001B Apply building codes and standards to the construction process for medium rise building projects	Supersedes and is equivalent to CPCCBC5001B Apply building codes and standards to the construction process for medium rise building projects. Title change. Updated to meet the Standards for Training Packages.	E
CPCCBC5002 Monitor costing systems on complex building and construction projects	CPCCBC5002A Monitor costing systems on medium rise building and construction projects.	Supersedes and is equivalent to CPCCBC5002A Monitor costing systems on medium rise building and construction projects. Title change. Updated to meet the Standards for Training Packages.	E
CPCCBC5003 Supervise the planning of on-site building and construction work	CPCCBC5003A Supervise the planning of on-site medium rise building or construction work	Supersedes and is equivalent to CPCCBC5003A Supervise the planning of on-site medium rise building or construction work. Minor title change.	E
CPCCBC5004 Supervise and apply quality standards to the selection of building and construction materials	CPCCBC5004A Supervise and apply quality standards to the selection of building and construction materials	Supersedes and is equivalent to CPCCBC5004A Supervise and apply quality standards to the selection of building and construction materials. Updated to meet the Standards for Training Packages.	E
CPCCBC5005 Select and manage building and construction contractors	CPCCBC5005A Select and manage building and construction contractors	Supersedes and is equivalent to CPCCBC5005A Select and manage building and construction contractors. Updated to meet the Standards for Training Packages.	E
CPCCBC5006 Apply site surveys and set-out	CPCCBC5006B Apply site surveys and set-out	Supersedes and equivalent to CPCCBC5006B Apply site surveys	E

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
procedures to building projects up to three storeys	procedures to medium rise building projects	and set-out procedures to medium rise building projects. Title change. Updated to meet the Standards for Training Packages.	
CPCCBC5007 Administer the legal obligations of a building and construction contractor	CPCCBC5007B Administer the legal obligations of a building or construction contractor	Supersedes and is equivalent to CPCCBC5007B Administer the legal obligations of a building or construction contractor. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCBC5009 Identify services layout and connection methods for Type B and C constructions	CPCCBC5009A Identify services layout and connection methods to medium rise construction projects.	Supersedes and is equivalent to CPCCBC5009A Identify services layout and connection methods to medium rise construction projects. Title change. Updated to meet the Standards for Training Packages.	E
CPCCBC5010 Manage construction work	CPCCBC5010B Manage construction work.	Supersedes and is equivalent to CPCCBC5010B Manage construction work. Updated to meet the Standards for Training Packages.	E
CPCCBC5011 Manage environmental management practices and processes in building and construction	CPCCBC5011A Manage environmental management practices and processes in building and construction.	Supersedes and is equivalent to CPCCBC5011A Manage environmental management practices and processes in building and construction. Updated to meet the Standards for Training Packages.	E
CPCCBC5012 Manage the application and monitoring of energy conservation and management practices and processes	CPCCBC5012A Manage the application and monitoring of energy conservation and management practices and processes	Supersedes and is equivalent to CPCCBC5012A Manage the application and monitoring of energy conservation and management practices and processes. Updated to meet the Standards for Training Packages.	E
CPCCBC5013 Manage professional technical and	CPCCBC5013A Develop professional technical and	Supersedes and is equivalent to CPCCBC5013A Develop professional technical and legal	E

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
legal reports on building and construction projects	legal reports on building and construction projects	reports on building and construction projects. Title change. Updated to meet the Standards for Training Packages.	
CPCCBC5018 Apply structural principles to the construction of buildings up to three storeys	CPCCBC5018A Apply structural principles to the construction of medium rise buildings.	Supersedes and is equivalent to CPCCBC5018A Apply structural principles to the construction of medium rise buildings. Title change. Updated to meet the Standards for Training Packages.	E
CPCCBC5019 Manage building and construction business finances	Not Applicable	New unit.	
CPCCBC6001 Apply building codes and standards to the construction process for large building projects	CPCCBC6001B Apply building codes and standards to the construction process for large building projects	Supersedes and is equivalent to CPCCBC6001B Apply building codes and standards to the construction process for large building projects. Updated to meet the Standards for Training Packages.	E
CPCCBC6002 Generate and direct the development of new projects	CPCCBC6002A Generate and direct the development of new projects	Supersedes and is equivalent to CPCCBC6002A Generate and direct the development of new projects. Updated to meet the Standards for Training Packages.	E
CPCCBC6003 Establish, maintain and review contract administration procedures and frameworks	CPCCBC6003A Establish, maintain and review contract administration procedures and frameworks	Supersedes and is equivalent to CPCCBC6003A Establish, maintain and review contract administration procedures and frameworks. Updated to meet the Standards for Training Packages.	E
CPCCBC6005 Manage tender developments for major projects	CPCCBC6005A Manage tender developments for major projects	Supersedes and is equivalent to CPCCBC6005A Manage tender developments for major projects. Updated to meet the Standards for Training Packages.	E
CPCCBC6006 Manage the procurement and acquisition of resources for	CPCCBC6006A Manage the procurement and acquisition of resources for	Supersedes and is equivalent to CPCCBC6006A Manage the procurement and acquisition of	E

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
building and construction projects	building or construction projects	resources for building or construction projects. Minor title change. Updated to meet the Standards for Training Packages.	
CPCCBC6007 Develop, plan and implement building and construction environmental management processes	CPCCBC6007A Develop, plan and implement appropriate building or construction environmental management practices and processes	Supersedes and is equivalent to CPCCBC6007A Develop, plan and implement appropriate building or construction environmental management practices and processes. Title change. Updated to meet the Standards for Training Packages.	E
CPCCBC6008 Develop and implement an estimating and tendering system	CPCCBC6008A Develop and implement an appropriate estimating and tendering system	Supersedes and is equivalent to CPCCBC6008A Develop and implement an appropriate estimating and tendering system. Title change. Updated to meet the Standards for Training Packages.	E
CPCCBC6009 Develop, plan and implement building and construction planning process	CPCCBC6009A Develop, plan and implement an appropriate building or construction planning process	Supersedes and is equivalent to CPCCBC6009A Develop, plan and implement an appropriate building or construction planning process. Title change. Updated to meet the Standards for Training Packages.	E
CPCCBC6010 Plan, develop and implement building or construction energy conservation and management processes	CPCCBC6010A Plan, develop and implement building or construction energy conservation and management practices and processes	Supersedes and is equivalent to CPCCBC6010A Plan, develop and implement building or construction energy conservation and management practices and processes. Title change. Updated to meet the Standards for Training Packages.	E
CPCCBC6011 Establish systems to develop and monitor building and construction costs	CPCCBC6011A Establish systems to develop and monitor building and construction costs	Supersedes and is equivalent to CPCCBC6011A Establish systems to develop and monitor building and construction costs.	E

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
		Updated to meet the Standards for Training Packages.	
CPCCBC6012 Manage and administer development of documentation for building and construction projects	CPCCBC6012A Manage and administer development of documentation for building or construction projects	Supersedes and is equivalent to CPCCBC6012A Manage and administer development of documentation for building or construction projects. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCBC6013 Evaluate concrete performance for multi-storey buildings	CPCCBC6013A Evaluate materials for multi-storey buildings	Supersedes and is equivalent to CPCCBC6013A Evaluate materials for multi-storey buildings. Title change to reflect the content of the unit. Updated to meet the Standards for Training Packages.	E
CPCCBC6014 Apply structural principles to the construction of large, high-rise and complex buildings	CPCCBC6014A Apply structural principles to the construction of large, high rise and complex buildings	Supersedes and is equivalent to CPCCBC6014A Apply structural principles to the construction of large, high rise and complex buildings. Updated to meet the Standards for Training Packages.	E
CPCCBC6015 Apply building surveying procedures	CPCCBC6015A Apply building surveying procedures	Supersedes and is equivalent to CPCCBC6015A Apply building surveying procedures. Updated to meet the Standards for Training Packages.	E
CPCCBC6016 Assess construction faults in large building projects	CPCCBC6016A Assess construction faults in large building projects	Supersedes and is equivalent to CPCCBC6016A Assess construction faults in large building projects. Updated to meet the Standards for Training Packages.	E
CPCCBC6017 Evaluate services layout and connection methods for the planning of large building projects	CPCCBC6017A Evaluate services layout and connection methods for the planning of large building projects	Supersedes and is equivalent to CPCCBC6017A Evaluate services layout and connection methods for the planning of large building projects. Updated to meet the Standards for Training Packages.	E

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
CPCCBC6018 Manage processes for complying with legal obligations of a building and construction contractor	CPCCBC6018A Manage processes for complying with legal obligations of a building or construction contractor	Supersedes and is equivalent to CPCCBC6018A Manage processes for complying with legal obligations of a building or construction contractor. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCCO4001 Supervise concreting work	CPCCCO4001A Supervise concreting work	Supersedes and is equivalent to CPCCCO4001A Supervise concreting work. Updated to meet the Standards for Training Packages.	E
CPCSUS4001 Implement and monitor environmentally sustainable work practices	CPCSUS4001A Implement and monitor environmentally sustainable work practices.	Supersedes and is equivalent to CPCSUS4001A Implement and monitor environmentally sustainable work practices. Updated to meet the Standards for Training Packages.	E
CPCSUS4002 Use building science principles to construct energy efficient buildings	CPCSUS4002 Use building science principles to construct energy efficient buildings	Supersedes and is equivalent to CPCSUS4002A Use building science principles to construct energy efficient buildings. Updated to meet the Standards for Training Packages.	E
CPCSUS4003 Maximise energy efficiency through applied trade skills	CPCSUS4003A Maximise energy efficiency through applied trade skills	Supersedes and is equivalent to CPCSUS4003A Maximise energy efficiency through applied trade skills. Updated to meet the Standards for Training Packages.	E
CPCSUS5001 Develop workplace policies and procedures for sustainability	CPCSUS5001A Develop workplace policies and procedures for sustainability	Supersedes and is equivalent to CPCSUS5001A Develop workplace policies and procedures for sustainability. Updated to meet the Standards for Training Packages.	E
CPCSUS5002 Develop action plans to retrofit existing buildings for energy efficiency	CPCSUS5002A Develop action plans to retrofit existing buildings for energy efficiency	Supersedes and is equivalent to CPCSUS5002A Develop action plans to retrofit existing buildings for energy efficiency. Updated to meet the Standards for Training Packages.	E

CPC Construction, Plumbing and Services Release 5.0	CPC08 Construction, Plumbing and Services Training Package	Comments	E/NE
CPCSUS5003 Manage energy efficient building methods and strategies	CPCSUS5003A Manage energy efficient building methods and strategies	Supersedes and is equivalent to CPCSUS5003A Manage energy efficient building methods and strategies. Updated to meet the Standards for Training Packages.	E

Imported units of competency

Code and title	Training Package
BSBPMG415 Apply project risk management techniques	Business Services Training Package
BSBLDR402 Lead effective workplace relationships	Business Services Training Package
BSBLDR403 Lead team effectiveness	Business Services Training Package
BSBPMG411 Apply project quality management techniques	Business Services Training Package
BSBPMG522 Undertake project work	Business Services Training Package
BSBWRT401 Write complex documents	Business Services Training Package
BSBSMB401 Establish legal and risk management requirements of small business	Business Services Training Package
BSBSMB405 Monitor and manage small business operations	Business Services Training Package
BSBSMB421 Manage small business finances	Business Services Training Package
BSBRSK501 Manage risk	Business Services Training Package
BSBWOR501 Manage personal work priorities and professional development	Business Services Training Package
BSBWHS513 Lead WHS risk management	Business Services Training Package
BSBWHS516 Contribute to developing, implementing and maintaining an organisation's WHS management system	Business Services Training Package
BSBPMG513 Manage project quality	Business Services Training Package
BSBPMG519 Manage project stakeholder engagement	Business Services Training Package
BSBPMG517 Manage project risk	Business Services Training Package
BSBCUS501 Manage quality customer service	Business Services Training Package
BSBHRM405 Support the recruitment, selection and induction of staff	Business Services Training Package
BSBLDR502 Lead and manage effective workplace relationships	Business Services Training Package

Code and title	Training Package
BSBLDR511 Develop and use emotional intelligence	Business Services Training Package
BSBMGT517 Manage operational plan	Business Services Training Package
BSBMGT617 Develop and implement a business plan	Business Services Training Package
BSBMKG609 Develop a marketing plan	Business Services Training Package
BSBSLS502 Lead and manage a sales team	Business Services Training Package
CPPBDN5012A Produce and present 3D models of small-scale building designs	Property Services Training Package
CPPDSM5022A Implement asset management plan	Property Services Training Package
CPPDSM6002A Conduct a property investment feasibility study	Property Services Training Package
CPPDSM6008A Develop strategic facilities management plan	Property Services Training Package

Appendix A: Industry stakeholders

Technical Advisory Group (TAG) Members

TAG Member	Organisation
Alan Waldron (Chair)	IRC Deputy Chair
Matthew Scrimgeour	Fairbrother
Steven Cook	Tydan Constructions
Robert Whittaker, AM	Holdom Whittaker
Tim Ferrari	Housing Industry Australia (HIA)
Max Rafferty	Master Builders Australia (MBA)
Jennifer Mason	Victorian Building Authority (VBA)
Graham Easterby	Queensland Building and Construction Commission (QBCC)
Stuart Maxwell	CFMMEU
Rene Nikolic	Construction Industry Training Board (CITB), SA

Working Group Members

Working Group Member	Organisation
Jennifer Mason	Victorian Building Authority (VBA)
Andrew Shea	Simonds Homes / Builder Academy Australia
Anthony Cowlishaw	Canberra Institute of Technology

Subject Matter Experts (SMEs)

Subject Matter	Expert name and organisation
BCA Building codes and standards; NCC volume navigation and interpretation	Max Rafferty, Master Builders Australia
Building work	Jeff Brennan, PCD Training
Tilt-up work	Tom Clark, Fulton Hogan

State and Territory Regulators

Regulator Name	State or Territory
Victorian Building Authority (VBA) https://www.vba.vic.gov.au/	Victoria
Queensland Building and Construction Commission (QBCC) http://www.qbcc.qld.gov.au/	Queensland
NSW Department of Fair Trading https://www.fairtrading.nsw.gov.au/trades-and-businesses/licensing-and-qualifications	New South Wales
Consumer and Business Services https://www.cbs.sa.gov.au/work-business-licences	South Australia
Western Australia Building Commission http://www.commerce.wa.gov.au/building-commission/building-practitioner-registration	Western Australia
Building Practitioners Board https://bpb.nt.gov.au/	Northern Territory
Department of Justice Consumer, Building and Occupational Services https://www.cbos.tas.gov.au/topics/licensing-and-registration	Tasmania
Access Canberra https://www.accesscanberra.act.gov.au/app/answers/detail/a_id/2997/	Australian Capital Territory

Forum attendees

Location: Melbourne
Date: 20 February 2019

Name of attendee	Organisation
Daniel Wurm	Green Building Institute
Paul Tutin	National Construction Training
Julie van Belkorm	National Training Services
Stan Irvine	Melbourne Polytechnic
Lynda Green	AATIS
Partricia Kanyl	Frontier Training
Dean Palmer	The Management Edge (TME)
David Christy	Chisolm Institute
Sue Fechner	Holmesglen Institute
Jennifer Mason	Victorian Building Authority (VBA)
Aasif Shaik	Frontier Training

Name of attendee	Organisation
Tyson Imms	Master Builders Victoria
Darryn McKenzie	Trade Institute
John Dcoutho	Frontier Training
Alan Waldron	TAG; Hutchinson Builders

Location: Melbourne
Date: 19 November 2019

Name of attendee	Organisation
Nick Del Grosso	Victoria University
Jennifer Mason	Victorian Building Authority
Mark Henniker	VETASSESS
Lynda Green	Australian Apprenticeships & Traineeships Information Service
Greg Smith	National Fire Industry Association
Duncan McKimm	Swinburne University
Darryn McKenzie	Trade Institute of Victoria
Alan Hopkins	VETASSESS
Diana McGowan	Victorian Registration and Qualifications Authority
Tansel Alici	Builders Academy Australia
Ron Ottery	
Andrew Shea	Builders Academy Australia
Josian Berard	Holmesglen
Elizabeth Jansz	Holmesglen
Liam O`Hearn	CFMEU
Brendan Gould	Master Plumbers
Marnie Rangan	Orange International College
Nick Mitchell	Melbourne Polytechnic
Peter Baulch	Melbourne Polytechnic

Robert Cooke	Melbourne Polytechnic
Mark Dean	Australian Apprenticeships & Traineeships Information Service
Reif Keceli	Trade Institute of Victoria
Leigh Hill	Holmesglen
David Lando	Trade Institute of Victoria

Location: Canberra
Date: 21 February 2019

Name of attendee	Organisation
Anthony Cowlishaw	Canberra Institute of Technology
Steve Crockett	AMWU
Max Rafferty	Master Builders Australia

Location: Canberra
Date: 19 November 2019

Name of attendee	Organisation
Tony Cowlishaw	Canberra Institute of Technology
Sam Reynolds-Smith	Master Builders ACT
Liz Nair	Master Builders ACT
Jennifer Lawrence	Master Builders
Vince Ball	
James Folk	Canberra Institute of Technology
Adrian Clarke	Canberra Institute of Technology
Karen Abel	
Phillip Braido	Canberra Institute of Technology
Peter Warne	Canberra Institute of Technology
Rachael Paton	Canberra Institute of Technology

Location: Sydney
Date: 22 February 2019

Name of attendee	Organisation
Michelle McCallum	NSW Training Services
Tony Willis	Gimbal Training
Shaun Shirvill	TAFE NSW
Andrew Smith	TAFE NSW

Name of attendee	Organisation
David Russell-Jones	TAFE Digital
Sandra Gree	TAFE Digital
John Quine	TAFE NSW
Glenn Fulton	TAFE NSW
Shane Judd	TAFE NSW

Location: Sydney
Date: 18 November 2019

Name of attendee	Organisation
Adel Abourjaily	TAFE NSW
Rodney Jackson	TAFE NSW
Paul Lawrence	Masters in Building Training
Jeff Norton	TAFE NSW
Neil Storey	Safe Work NSW
Robyn Pearson	
Cora Xu	Think Brick Australia
Mary-Clare Turnbull	Sydney Catholic Schools
David Bolton	Redeemer Baptist School
Llewellyn Biggar	TAFE NSW

Location: Brisbane
Date: 25 February 2019

Name of attendee	Organisation
Brett Field	Pinnacle Safety Training
Mandy Fallon	Construction Skills Queensland
Jeff Brennan	PCD Training
Adam Profke	Master Builders Queensland
Glenn Raine	Master Builders Queensland
Peter McGarry	WHS Queensland
Chris Jewell	Pinnacle Safety Training
Christine Vanohr	Australian Consolidated Training
Bill McConaghy	TAFE Queensland
Graham Easterby	Queensland Building and Construction Commission (QBCC)

Name of attendee	Organisation
Alan Waldron	TAG Chair / Hutchinson Builders

Location: Brisbane
Date: 25 November 2019

Name of attendee	Organisation
Vanessa Norimi	TAFE QLD
Ross Davidson	CFMEU
Brianna Kliese	Lokyer Valley Regional Council
Tony Bishop	Australian Brick & Blocklaying Training Foundation
David McDonald	Education Queensland
Jacob Galway	Everthought Education
Anthony Chan	Everthought Education
Kerry Apelt	
Len Mason	All Trades Queensland
Mandy Fallon	Construction Skills Queensland
Ernie Kretschmer	Master Plumbers` Association of Queensland
Deanna Edwards	Civil Safety
Tim Harris	Ammonite
Kris Andre	Blue Dog Training
Tracy Van Der Rhede	Civil Safety
James Baker	Brisbane House Painter
Jeff Brennan	PCD Training
Roger Millroy	Construction Industry Training
Tracey Hancock	ASQA
Anthony Cook	Builder Training Australia
Adam Profke	Master Builders Queensland
Allan Janicijevic	Masters in Building Training
Neil Creek	Australian Steel Institute
Bruce Fyfe	Construction Skills Queensland
Paul Vivian	Australian Trade Training College
Karen Twyford	Tursa Employment & Training
Alan Waldron	Construction IRC

Location: Perth
Date: 26 February 2019

Name of attendee	Organisation
Paul Muenchow	State Training Authority, WA

Name of attendee	Organisation
Steve Hall	ECWA / CET
Jim Pusey	Trainer/Assessor
Wayne Jones	Institute of Building Technology Western Australia (BTWA)
Colin Wilkins	South Metro TAFE
Kate Sloss	South Metro TAFE
Tania Sawyer	Master Builders WA

Location: Perth
Date: 21 November 2019

Name of attendee	Organisation
David Cunningham	Skill Hire
Anita Host	South Regional TAFE
Yvette Groenheide	South Regional TAFE
Jason Pepperell	South Metro TAFE
Michael Tomlinson	
Wayne Sidebottom	South Regional TAFE
Grant Hastie	South Regional TAFE
Ross Williams	North Metro TAFE
Trevor Bullock	
Bob Benkesser	Construction, Forestry, Maritime, Mining and Energy Union
Tania Sawyer	Master Builders WA
Alan Gregory	
Tyler Henderson	
Jess Sethi	Master Builders Association of WA
Michael McLean	MBA Australia
Mark Baker	South Regional TAFE
Grant Fitton	North Metro TAFE
Liam Cochran	
Paul Muenchow	Department of Training and Workforce Development
Wayne Price	North Metro TAFE
Mark Ansbro	MPA Skills
Amanda Dawes	Master Painters and Decorators
Alan Hall	South Metro TAFE
Louise Morrison	Department of Education
Loris Moriconi	ABN Group
Warren Cluff	The Apprentice and Traineeship Company

Ben Pearson	Smyl Community Services
Ian Eardley	Directions WA
Belinda Goddard	Association of Wall & Ceiling Industries
Chris Liaros	The Apprentice and Traineeship Company
Michele Wylie	Construction Skills Training Centre
Derek Stevenson	South Metro TAFE
Mick Gifford	South Metro TAFE
Andrew Benk	MPA Skills
Andrew Gilchrist	North Metro TAFE
Rob Berryman	Construction Training Fund
John Makrillos	MPA Skills
Neville Eastabrook	Master Painters and Decorators
Alan Hail	South Metro TAFE

Location: Adelaide
Date: 27 February 2019

Name of attendee	Organisation
Kurt Johansen	TAFE SA
Peter Atsikbasis	TAFE SA
Roland Hearth	NEDA (Building Technology Institute)
Tom Noble	NEDA (Building Technology Institute)
Marie Paterson	Construction Industry Training Board (CITB); IRC member

Location: Adelaide
Date: 20 November 2019

Name of attendee	Organisation
Troy Volkmann	TAFE SA
Peter Van Loggem	BlueScope Steel
Simon Last	Construction Industry Training Centre
Mark Gosden	Construction Industry Training Board South Australia
David Thompson	Masters in Building Training
Trisch Baff	Flexible Construction Training & Assessment
Phillip Dodd	Peer

Location: Hobart
Date: 28 February 2019

Name of attendee	Organisation
Bruce Menzie	TasTAFE
Rob Booth	TasTAFE
Stephen Bridge	Learning Partners
Andrew Shea	Simonds Group – Builders Academy Australia

Location: Hobart
Date: 28 February 2019

Name of attendee	Organisation
Stephen Deverell	TasTAFE
Norm Dennis	Sorell College
Heidi Hofler	Wilson Homes
Tim Johns	Rosny College
Wendy Bridges	Master Builders Tasmania
Amy Ransley	Master Builders Tasmania
Andrew Mellas	TasTAFE
Fred Lijauco	Tasmanian Building and Construction Industry Training Board
Rod Larcombe	Guilford Young College

Location: Darwin
Date: 28 November 2019

Name of attendee	Organisation
Archie Wright	HIA
Yvonne Webb	ISAC NT
Mark Fudge	Charles Darwin University
Luis Espinoza	Charles Darwin University
Neda Aleksic	ISAC NT
Liam Fraser	Batchelor Institute of Indigenous Tertiary Education
Michael Hamilton	Charles Darwin University
Ray Fogolyan	Home Star Rating Australia
Michael Lane	CDU – Plumbing
Michael Lemon	Batchelor Institute of Indigenous Tertiary Education

| Ross Campbell | Batchelor Institute of Indigenous Tertiary Education |
| Dave Crick | Batchelor Institute of Indigenous Tertiary Education |

Location: Newcastle
Date: 26 November 2019

Name of attendee	**Organisation**
Aaron Ycas	Novaskill
Ellen Gillespie	Daracon
Tanya Hall	Hunter Trade College
Anthony Willis	Gimbal Training
Karen Turner	Safe Work
Rachel Black	Safe Work

Location: Launceston
Date: 29 November 2019

Name of attendee	**Organisation**
David Doughty	Total Height Safety
Robert Webb	Department of Education Tasmania
Dean Mainwaring	Department of Education Tasmania
Ben Luttrell	Department of Education Tasmania
Charlotte Blank	Youth Futures Inc

Location: Bendigo
Date: 27 November 2019

Name of attendee	**Organisation**
Peter Taylor	Murray Mallee Training Co
Tony Burmeister	Bendigo TAFE
Phillip Langley	Bendigo TAFE
Torin Coakley	Bendigo TAFE
Tony Hughes	Bendigo TAFE
Leigh Hauke	Bendigo TAFE
Shane Kennedy	Bendigo TAFE
Mick Fry	Bendigo TAFE
Matthew Hague	Bendigo TAFE
Bruce Burns	Government

Location: Geelong
Date: 25 November 2019

Name of attendee	Organisation
Stephen Smith	Building Skills Centre
Dale Emmerson	Building Skills Centre
Martin Baine	Federation
Richard Sapwell	Chisholm
Mark Pullin	AIET

Webinar attendees

Date: 18 February 2019

Name of attendee	Organisation
Champika Claessen	Parker Brent
Ron Ottery	Domestic and commercial builder
Dean Palmer	The Management Edge (TME)
Dave	PCD Training
Josh Warren	Trainer/assessor
Daniel Harkins	McGraw-Hill
Norma Angeloni-Tomaras	McGraw-Hill
Tansel	(did not identify – only Canberra office)
0429 XXX X32	(did not identify)

Date: 25 February 2019

Name of attendee	Organisation
Carol Hardwick	TAFE
Shelley Rowlett	SafeWork SA
Tony Shoebridge	Transformed
Andrew Shea	Simonds Homes – Builders Academy Australia
Alex Armstrong	Australian Building Codes Board
Travis Harvie	Builders Academy Australia

Date: November 2019

Registrant
Mark Jennings
Alan Waldron
Christine Mason-Dooley
Hugh Campbell
Dean Palmer
Mitchell Harris
David Fagan
Amber Pathak
Neda Aleksic
Peter Giannopoulos
Baker Bruce
Gail Tamakam
Geoff Cody
Sajendra Bali
Irina Ferouleva
Wes Metcalf
Warren Dennis
Mark Batt
Ross Morea
Vanessa Alyiano
Anthony Willis
Rachel Woods
Jennifer Lawrence
Mitchell Wray
Heather White
Daniel Wurm
Adam Laxton
Jeffrey Halpin
Julie van Belkom
Rod O`Laco
Josian Berard
Amanda Schimke

Appendix B: Validation feedback

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
Industry Skills Advisory Council (NT)	Agree with the merge of two units residential and commercial. Industry advised that there is already a BSB unit "Lead and Manage teams"- what's seemingly specific for the building and construction industry for unit "CPCCBC4052", and do we need a specialised unit?	Leading and managing teams and people specifically in the building and construction industry was considered in the development as a unique need and skill gap, specifically the unique requirements of managing teams (short term teams, sub-contractors, contractors, different trades, occupational licencing for work functions etc) TAG meeting 30 January discussed issue ('BSB units more about 'static' workplaces. Construction teams are fluid, dispersed, contractors, sub-contractor etc which are different kind of management. Need to nuance communication styles to suit construction specific roles and legalities') A number of alternative units were considered for suitability including FDF, MEM, RII, PUA, FBP and BSB units.
Trainer/ Assessor QLD	Most participants at this level do not participate in many of the required experience activities. Some of the methods needed to demonstrate competency are archaic or simply impracticable	Alan Waldron contacting respondent directly to clarify specific meaning of feedback.
RTO QLD	In discussion with our trainers, the only point of concern is the unit CPCCBC4021 Minimise waste on the building and construction site. Since local government determines how wasted is looked after on site, this unit seems redundant as it's not something a builder has any control over	Content of unit of competency CPCCBC4021 has been considered in decision to retain as a core unit – is about supporting sustainable building practices by minimising waste removed from building and

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
		construction and demolition sites, through waste minimisation strategies, high quality and durable materials use, sustainable procurement strategies, calculating cost benefits etc. Including unit as a core unit discussed at TAG meeting 30 January, 18 March and again on 5 April. No change.
TAFE NSW	The packaging rules are cumbersome and somewhat confusing for an incoming student very little difference between Certificate IV Building & Construction (Builder) and Certificate IV Building & Construction (Site Management). Does not have a 'point of difference' with respect to site management with the Certificate IV Building & Construction (Builder). According to qualification template the difference between the role of Builder to that of a Site Manager is the omission of one unit in the Group A electives. When there is only six electives anyway it seems superfluous to confuse the packaging. The two qualifications should use defined streams for electives. CPCCBC4013 – Prepare and evaluate tender documentation is core at Diploma level but not at the Certificate IV level. This could be seen as a critical skill to meet industry expectations. It is difficult to imagine any site-based role in the Building and Construction industry not having knowledge of materials. It makes sense to move CPCCBC4006 into 'core' and cover both streams. Selection of Site Management units is too loose. Needs to have more structure in mandatory units as per the CIV in Building and Construction (Builder), that is, mandatory Group A Electives.	The Certificate IV in Building and Construction (Site Management) was proposed to be deleted given limited national uptake (<350 qualification completions over last 4 years – 10% in NSW; 20% in VIC; 40% in SA and 30% in WA) at December TAG meeting. Regulatory requirements in some jurisdictions (eg. QLD) require only prescribed units of competency from the Certificate IV in Building and Construction (Building). As the qualification is a designated traineeship in WA it was reconsidered for retention and redesigned as an occupational outcome pathway to licensed building. The packaging rules have been reviewed to ensure the structure meets the requirements of the Standards for Training Packages 2012, and flexibility to meet jurisdictional variations in licensing requirements. Number of Group A electives reduced to 4. CPCCBC4013 is elective unit

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
		in current qualification. Proposal to move to core discussed at TAG meeting 31 January: 'Feedback re-evaluating tender documentation – recommend retention as elective. Not everyone at level IV will be evaluating tender documentation.' Unit CPCCBC4006 is included in Group A electives, all of which are required for Builder occupational outcome, and 4 of 6 are required for site manager. Unit is a required unit for site manager in NSW, but not in QLD. No change.

Selection of electives for Site Manager are anticipated to be largely driven by jurisdictional licensing requirements, which have been considered in the packaging to ensure they can be met by the current packaging rules, whilst allowing for industry flexibility. |
| Stakeholder Comments and Identified Issues CPC40319 Certificate IV in Building | | |
| Industry NSW | There are no learning outcomes for plumbing or electrical basic knowledge as has been the case in superseded qualifications. Licd. builders should understand the basic fundamentals of these trades. Remediation of existing buildings is becoming a major segment in the industry. We would like to see some remediation content. When you have an understanding of what causes defects you can build with a higher level of confidence. In the previous version of Cert IV building there was a subject titled Technology 1 which was based on problem solving. I believe the next version needs to have some similar content. | Applicable units (such as applying structural principles and standards and codes) will be reviewed to consider inclusion of 'existing' buildings, and problem solving will be considered for inclusion as a foundation skill in these units. The inclusion of trade qualifications as entry requirements (where such learning knowledge of plumbing or electrical fundamentals would be undertaken) was rejected. |

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	Our project managers have also suggested that the ability to sketch/draw as part of problem-solving skills is seriously lacking in the current version.	Unit CPCCBC4014 Prepare simple building sketches and drawings is included as a core unit in the Certificate IV and Diploma qualifications (it is an elective in the current Certificate IV qualification)
TAFE NSW	While the streaming of the 2 qualifications in Estimating and Contract Administration may seem workable the 2 roles are quite distinct. Estimating is one of real identifiable skills a builder must hold (or employ) and requires a good understanding of many of the subjects contained in the Certificate IV in Building and Construction (Builder). How could an estimator in the 'specialist' stream potentially miss out on studying the following units: CPCCBC4006 – Select, procure and store construction materials for low rise projects CPCCBC4021 – Minimise waste on the building and construction site CPCCBC4003 – Select, prepare and administer a construction contract CPCCBC4007 – Plan building or construction work as is possible under the proposed packaging rules	The packaging rules for the Estimator outcome enable selection of CBCCBC6006 and CPCCBC4003 ('minimum of two units from Group A electives); with 4 electives still able to take up CPCBCB4007 and CPCCBC4021 from the Group C General Electives. The functions and roles and even role titles of both estimator and contract administrator was discussed as varying considerably across the industry.
RTO VIC	These merged qualifications and an alignment of employment outcomes is logical and meets the intention of their delivery. The Certificate IV in Building however would cause significant confusion and would need to be considered to be renamed to be significantly different to the 'Certificate IV in Building and Construction' which is already commonly recognised. Potentially a qualification name such as the 'Certificate IV in Building Administration and Estimation' would avoid this confusion.	Agree that the title of the Certificate IV in Building is problematic, however suggestion of Certificate IV in Building Administration and Estimation would not meet the requirement of the Standards for the title to accurately reflect the outcomes, as is Contract Administration (not administration, which could be perceived to be administering the office) and is contract administration OR estimation, not 'and'.

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction	Consideration and Proposed Resolution
With merged qualifications thought would need to occur towards guidance on how RTO's would recognise which stream the student is studying when it came to the provision of a testamur and also how they would advertise the stream from a marketing perspective to ensure the student and industry knew what was being offered. This becomes problematic due to the job outcomes differing, yet RTO's would automatically be approved to deliver both streams by the nature of combining the current individual qualifications without a title differentiator.

For this reason, as well as the changed number of units of competency within each qualification and the inclusion of new units, it would be unusual that the new proposed and the current qualifications would be accepted as equivalent as has been 'anticipated'.

A likely result of this would be that every Registered Training Organisation (RTO) in Australia currently delivering either qualification would be unable to continue delivery (past the prescribed teach out period) and be required to submit a new application towards delivery of the new qualifications and resultantly undergo an audit process. This industry disruption may well have benefits from a quality assurance process yet also will potentially cause significant disruption to training occurring in this industry area with new scope applications to the national regulator often exceeding 6 months to process where an audit occurs. Despite the intention of streaming and reducing duplication by combining these qualifications there is the risk that the opposite will occur, and confusion will result with industry training needs being unable to be met for any transition period. | Change title of qualification to Certificate IV in Building Project Support with two occupational pathways: Certificate IV in Building Project Support (Estimator) Certificate IV in Building Project Support (Contract Administrator) Currently 15 RTOs are registered to deliver CPC40308 (estimating) and 9 are registered for CPC40208 (Contract Administration). 7 of these are registered for both (ie. 2 registered for contract administration but not estimating; and 8 registered for estimating but not contract administration). Both existing qualifications allow up to 3 imported electives not named in the qualification. RTOs would plan and design their training and assessment strategies according to the packaging rules to offer either or both outcomes and market 'course' accordingly. A worst-case scenario is that 2 RTOs who are only registered for contract administration will have expanded capacity to offer an estimator outcome*, whilst 8 who are only registered for Estimator will have expanded capacity to offer a contract administrator outcome** (Historically, there have only been 341 completions in CPC40208 and 502 in CPC40308 in last 4 years) Given the previous overlap of units between the two qualifications, an analysis of the proposed redesigned qualification indicates: |

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
		**2 contract administration Group A electives were not previously named units in CPC40308 (Estimating): CPCCBC4026 Arrange building applications and approvals CPCCBC4031 Process client requirements

**3 general elective units which were named in CPC40208 (as core and elective) but were not named in CPC40308 (estimating): CPCCBC4007 Plan building or construction work (E) CPCCBC4029 Apply construction information to the sales process (C) CPCCBC4032 Apply contract law to the sales process (C) *2 estimating Group B elective that was not previously named in the CPC40208 (contract administration): BSBPMG415 Apply project risk management techniques CPCCBC4004 Identify and product estimated costs for building and construction projects

As 'equivalence' relates to job outcomes (rather than qualification structures or number of units) it is for industry to decide whether the new product (unit or qualification) has an equivalent outcome to its predecessor. The TAG confirmed at 5 April meeting that the job outcomes of estimator or contractor administrator achieved by the pathway outcomes within the revised qualification to be equivalent to the current |

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
		individual qualifications for each.

Stakeholder Comments and Identified Issues CPC50219 Diploma of Building and Construction (Building)		
TAFE WA	Thank you for the opportunity to give feedback for the Diploma Building and Construction – Building. The updating of this qualification is welcomed. The main feedback we have is the consideration for Part Time students and the impact of a 12-month transition to their studies. With such a large increase in units the students will begin in a course containing 18 units and complete in a course with 27, increase of 9. As many of the students in this cohort are working in the industry, they tend to study minimal units at a time due to working long hours and on weekends. Our question would be is there a way to lengthen the usual 12-month transition to support this cohort of students?	Agree this may be an issue. Recommendation to apply to ASQA for extension of transition period when components endorsed will be included in the Case for Endorsement for consideration / support by IRC and AISC.
Industry Skills Advisory Council NT	Agree with the increase of core units to 24. The suggestion of removing unit "CPCCBC4018" and adding unit "CPCCBC4052" to the core bank as the two units are seemingly similar Suggestion of the removal of the unit "CPCDEM4008", noted that to supervise asbestos removal you will need to gain all other relevant asbestos units and training Advised that unit "CPCSUS503" is usually done in the design stage of each project and should sit with the Building Design qualification	Unable to see similarities between CPCCBC4018 Apply site surveys and set-out procedures to building and construction projects and CPCCBC4052 Lead and manage teams in the building and construction industry? Agree re removal of CPCDEM4008 from electives. Unit CPCSUS503 is elective. No change.
TAFE NSW	24 core units and 3 elective units of competency supported There is some duplication in the core units	Re inclusion of both units CPCCBC4009 and CPCCBC5007. Discussed at TAG meeting 30

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	CPCCBC4009 – Apply legal requirements to building and construction projects and CPCCBC5007B – Administer the legal obligations of a building or construction contractor CPCCBC5004 – Supervise and apply quality standards to the selection of building and construction materials could be moved to core to ensure all students have attained knowledge in building materials	January 'Retain both CPCCBC4009 and CPCCBC5007. Units are addressing different things. One is legal requirements of/to building projects, the other is administering legal requirements of building and construction contractors.' Discussed again on 12 March. 'Considered units are distinct outcomes and previously made decision to retain both - no change to be made.' Unit CPCCBC5004 was proposed as a core unit in the initial draft of the qualification but was moved to elective following feedback.
TAFE QLD	Turning an already exhaustive 18-unit Diploma into a 27- unit behemoth is beyond the pale. To keep it to a doable proposition, please REMOVE the Cert IV units and create a 15 unit Med-rise Qual. This will "nest" the quals nicely: Cert IV=Low Rise, Diploma=Med Rise, Adv Dip=High Rise. 27 units would take as long as an Honours degree to complete. If you do this, there will be a strong push away from RTOs and into Universities.	Explicit support has been received re the strengthening of this qualification, through inclusion of Certificate IV units for direct entrants (over prescription of an entry requirement of Certificate IV completion)
Trainer/Assessor QLD	Most participants at this level do not participate in many of the required experience activities. Some of the methods needed to demonstrate competency are archaic or simply impracticable	
STA WA	I note that the number of units required for completion of the CPC50219 Diploma of Building and Construction (Building) has increased between drafts, Draft 1 total 22 units, Draft 2 total 27 units. The current qualification the CPC50210 Diploma of Building and Construction	Agree this may be an issue. Recommendation to apply to ASQA for extension of transition period when components endorsed will be included in the Case for Endorsement for consideration / support by IRC and AISC.

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	(Building) requires the completion of 18 units, the draft CPC50219 Diploma of Building and Construction (Building) requires the completion of 27 units, this is an increase of 9 units and 50 percent. Mapping within units indicates that 8 of the 24 core units in CPC50219 Diploma of Building and Construction (Building) are equivalent to core units in the CPC50210 Diploma of Building and Construction (Building). Consideration needs to be given to students that will be required to transition from the CPC50210 Diploma of Building and Construction (Building) to the CPC50219 Diploma of Building and Construction (Building). This qualification is delivered part-time to allow those working full-time in the construction industry the ability to complete the qualification and seek builder registration in Western Australia. It is suggested that as part of the Case for Endorsement that Artibus Innovation seek AISC support for the national VET regulator to extend the transition arrangements for the CPC50210 Diploma of Building and Construction (Building) so students are not disadvantaged.	
Stakeholder Comments and Identified Issues CPC50319 Diploma of Building and Construction (Management)		
RTO VIC	In Victoria, this qualification is required for a registration category (Project Manager – Domestic) that cannot sign contracts or apply for building permits. Persons with this registration generally work for a registered builder managing multiple projects simultaneously. Suggested changes: ·CPCCBC5019 'finances' – move to	Re BSB (or other imported) units in core - due to complex and lengthy processes that need to be undertaken when 'imported' units as core units are updated by other IRCs/SSOs, the IRC has determined that (wherever possible) imported units be

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	elective ·CPCCBC5003 'plan works' – move to core ·CPCCBC5004 ' select materials' – move to core ·CPCCBC5010 'manage works' – move to core ·CPCCBC4003 'contracts' – remove from elective list	only included as electives rather than core - the processes for minor release changes are different for electives - the TAG deliberated over inclusion of BSB WHS and Risk units as core (against the IRC determination) but decided to include them, however also considered not to include others.
	Suggest making some BSB units core, to prevent an easy double diploma with Diploma of Building and Construction (Building).	Issues raised referred to working group for consideration:
	Recommend BSBHRM405 'recruit staff' and BSBMGT517 'operational plan'	General feedback Our feedback is that we structured the structured the course to allow flexibility to: meet Victorian registration requirement for Project Manager (Domestic) make the qualification be more relevant to jurisdictions outside of Canberra and Victoria provide an educational opportunity to those wishing to obtain further knowledge about running a building business provide an educational opportunity to those wishing to obtain further knowledge and skills operational a construction trade business
		As such, we feel that there is not a clear need to modify the last proposed structure. We felt that the feedback was very Victorian centric. The concerns regarding the Victorian registration of Project Manager are valid, – but the VBA can address this through prescribing units for those

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction	Consideration and Proposed Resolution
	seeking to obtain the Project Manager registration and this allows RTOs both in Victoria and in other states flexibility to promote this course to persons not seeking this registration.

Business units
The two business units suggested to return back to core are not core skills to the work of the Project Manager registration in Victorian nor necessarily to a Builder. We also agree with [the Project manager's] comments that we need to minimise the number non-CPC core units. The Recruit and Select Staff unit has been superseded twice in the lifetime of the current qualification.

Recruit and Select staff
This unit is specifically about recruiting staff rather than trade contractors under the direction of a Human Resources manager – as such, it is not work normally undertaken in a small business nor is it work normally undertaken by a project manager working for a volume builder
These roles typically are more concerned with appointing trade contractors – there is a core unit that specifically deals with this
This unit was moved to an elective to give RTOs the opportunity to select this unit for delivery if their industry research indicated it was relevant or specific employers wanted their employees to |

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
		complete this unit
		Manage operational plan This unit was a core and we moved it to an elective unit as this work is not typically done by a Project Manager for a Volume Builder and small businesses do not typically have an operational plan as defined by the unit This work is typically done by high level management in a volume builder We acknowledge that some small businesses seeking to grow substantially may enact an operational plan as defined by the unit which is why we felt it relevant to retain as an elective This unit was moved to an elective to give RTOs the opportunity to select this unit for delivery if their industry research indicated it was relevant or specific employers wanted their employees to complete this unit
		CPC units We do not see any need for change to the current selection.
		We feel that the finances unit is important to this role (and this is reflected by the VBA's view that this unit will likely be prescribed for the Victorian Project Manager class of work. We also felt that this new unit would also be of use to anyone who is wanting to gain further education in running a small business in the construction industry. If we were to make a compromise, this would the

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
		unit that we could move to electives – but if we did this, we would feel that we would need to reduce the number of core units and this runs the risk of an additional non-CPC unit being selected as an elective. We feel that CPCCBC4003 'contracts' should stay as an elective – whilst it is true that in Victoria the Project Manager role cannot enter into the contract or obtain the building permit, the Project Manager should be across the requirements of the contract and assist the registered builder with adhering to the requirements of the contract In regards to CPCCBC5003 'plan works', CPCCBC5004 ' select materials' and CPCCBC5010 'manage works' we feel that these are all useful units – and they are likely to be prescribed by the VBA in future when the new version is released; however, moving these to core would take away the flexibility of being able to deliver a qualification that can be tailored for persons wanting to gain more education about running a small business but not wanting to necessarily be a builder. Concerns about being able to obtain a second diploma easily We are unsure why this is a concern From the VBA's perspective, encouraging persons to obtain additional education is

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
		a good thing and we see this qualification when delivered well as intrinsically valuable For those who hold the Diploma of Building and Construction (Building) they will be eligible for credit transfers – neither Andrew, Anthony nor I felt that this was a bad thing – it simply provides a clear pathway to a second diploma The suggestions to increase the number of core units, if anything, takes away the flexibility of RTOs to reduce the number of electives that would be granted credit transfer
Employer VIC	This qualification does not offer a pathway for trades contractors because it includes the following core units: CPCCBC4001 Apply building codes and standards to the construction process for Class 1 and 10 Buildings CPCCBC4053 Apply building codes and standards to the construction process for Class 2 to 9, Type C Buildings CPCCBC5002 Monitor costing systems on complex building and construction projects These units are unsuitable for trade contractors. Therefore, the proposed training package does not include any pathways for the 500,000 trade contractors who require higher level skills to operate as trade contractors We are extremely disappointed that Artibus has ignored the industry and our previous submissions. We will be taking it up with the Minister if the industry is ignored.	Feedback has been responded to directly. Historical enrolment data shows: 6 qualification enrolments in last 2 years with 0 completions 43 qualification enrolments in last 4 years with 13 completions in 2015 This feedback has been the only reference to future demand for CPC40708, and any future demand appears highly dependent on funding. There were no other submissions supporting the retention of the qualification and the two licencing authorities represented on the TAG (VBA and QBCC) supported the qualification's deletion. The qualification is not

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
		recognised for registration as a licensed outcome in any jurisdictions and is not funded by any State Training Authorities as an occupational outcome. As outlined in its communique of the 25 and 26 February meeting of the AISC 'the AISC renewed its commitment to the priorities of CISC ensure obsolete and superfluous qualifications are removed from the system'
Stakeholder Comments and Identified Issues General - Deletions		
RTO VIC	CPC40408 Certificate IV in Building and Construction (Sales) It is not agreed that the CPC40408 Certificate IV in Building and Construction (Sales) should be deleted as it offers training outcomes not achieved through the delivery of other qualifications. Where this qualification was to be deleted, alternatives may include BSB40315 - Certificate IV in Customer Engagement or the BSB42015 - Certificate IV in Leadership and Management with electives chosen to support the sales focus. The problem with this would be similar to that identified by the TAG as concerning in the CPC50308 - Diploma of Building and Construction (Management) where the building and construction context would be unable to be ensured within delivery. Where either of these qualifications (or others) were chosen for delivery to aspiring or existing homebuilder staff with a sales focus, a training provider would not have the option of still bringing in as electives any of the valuable units currently within the CPC40408. This would be due to those	Historical data indicated 19 enrolments in this qualification over the past 4 years, and 2 completions in 2014. Based on this data, the TAG confirmed the AISC's Activity Order to delete this qualification at its initial meeting on 13 November 2018. (The project was informed in October 2018 that a volume builder affiliated RTO was intending to commence delivery in this qualification in November 2018, with intentions to enrol more approximately 200 students within 12 months) To enable suitable alternative BSB qualifications identified to import building industry sales context, the three sales units which belong only to the deleted qualification will be transitioned and retained as electives in the Certificate

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	units not being available within other qualifications. An example of this is the units CPCCBC4027B - Establish a basis for sales consulting and CPCCBC4033A - Maintain the sales environment, which are only available in the CPC40408 - Certificate IV in Building and Construction (Sales) thus once the qualification is deleted these would be unavailable to be used. Suggested for consideration: That the CPC40408 - Certificate IV in Building and Construction (Sales) is not deleted as the vocational outcomes of this qualification is increasingly relevant. Where the TAG feels strongly that it needs to be deleted, the core units should be added as listed electives within the CPC40208 - Certificate IV in Building and Construction (Contract Administration) so that they could still be delivered where demand and value warranted. Where this is not in the current scope of work, the CPC40408 - Certificate IV in Building and Construction (Sales) should remain until such time that a review for this to be completed can be considered.	IV in Building Project Support.
Employer VIC	Certificate IV in Building and Construction (Trade Contractors) Our research shows that trade contractors want and need higher level skills to run their businesses successfully, not to become builders. The current Cert IV B&C Trade Contractors qualification and Diploma of B&C Management offer pathways for trades people to be able to run and manage trade contracting businesses. We are therefore concerned that there are proposals to remove these qualifications from the training package. There are many trade contractors that have enrolled in Certificate IV B&C	Feedback has been responded to directly. Historical enrolment data shows: 6 qualification enrolments in last 2 years with 0 completions 43 qualification enrolments in last 4 years with 13 completions in 2015 This feedback has been the only reference to future demand for CPC40708, and any future demand appears highly dependent on funding.

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction	Consideration and Proposed Resolution
under funded programs, even though they cannot complete it, and even though the qualification is not suitable for them. Cert IV B&C includes core units on structural principles, which are irrelevant to the majority of trades contractors. Therefore, Cert IV B&C is not currently suitable for a trade contractor unless they are a carpenter or a brick layer. Every other trade would not be able to complete the qualification and would be better suited to Cert IV B&C (Trade Contractor) As an industry association we would like to partner with RTOs to deliver Cert IV B&C Trade Contractor or Diploma in B&C Management. Our members want and need training in the units contained in those qualifications. The reason why this has not occurred so far is because these qualifications have not been funded. This is a failure of our industry to apply for funding and a lack of leadership. It is not because of lack of demand. Here is (sic) the list of elective units from the current Cert IV B&C (Trade Contractor) that are suitable for any trades person running a trade contractor business: BSBLDR403 Lead team effectiveness BSBITU202 Create and use spreadsheets BSBITU301 Create and use databases BSBPMG404A Apply quality management techniques BSBPMG522 Undertake project work BSBSMB401 Establish legal and risk management requirements of small business BSBSMB402 Plan small business finances BSBSMB404 Undertake small business planning BSBSMB405 Monitor and manage small business operations CPCCBC4003A Select and prepare a construction contract CPCCBC4017A Arrange resources and	There were no other submissions supporting the retention of the qualification and the two licencing authorities represented on the TAG (VBA and QBCC) supported the qualification's deletion. The qualification is not recognised for registration as a licensed outcome in any jurisdictions and is not funded by any State Training Authorities as an occupational outcome. As outlined in its communique of the 25 and 26 February meeting of the AISC 'the AISC renewed its commitment to the priorities of CISC ensure obsolete and superfluous qualifications are removed from the system' Existing qualification BSB42618 Certificate IV in New Small Business (which is funded in (at least) NSW (Smart and Skilled) and Victoria) requires: 4 core units (3 of which correspond to units identified in feedback) And Whilst not enabling ALL units identified in the feedback, does allow 6 elective units, all of which can be from any training package (at level 4 and or 1 unit from higher or lower). This would enable import of CPC specific units listed as in feedback:

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	prepare for the building or construction project CPCCBC4025A Manage personal work priorities and professional development CPCCBC4031A Process client requirements CPCCBC4032A Apply contract law to sales processes We urge Artibus to consult with industry associations representing trade contractors from different trades. I am sure that many of them would be keen to ensure that their members are offered pathways to obtain higher level skills and qualifications for trade contracting.	CPCCBC4003 Select, prepare and administer a construction contract CPCCBC4017 Arrange resources and prepare for the building or construction project CPCCBC4025 Manage personal work priorities and professional development CPCCBC4031 Process client requirements CPCCBC4032 Apply contract law to sales processes
Stakeholder Comments and Identified Issues General		
RTO VIC	Wording used within Packaging Rules is clumsy and is difficult to interpret. Of particular note, wording has been chosen by the TAG as below – a maximum of one unit may be from any training package or accredited course as long as it contributes to a valid, industry supported vocational outcome and does not diminish the AQF level of this qualification. It is unclear what this statement (highlighted above) is intending. Is it potentially stating that the Unit of Competency must by from another Certificate IV qualification despite this not being the case for all of the general electives that have been made available?	Agreed. Wording will be changed.
RTO VIC	It is noted that concerns have been formally raised with Artibus Innovation regarding the process that has thus far been conducted including a potential lack of robustness in the feedback processes that have been undertaken and the level of consideration given to feedback that has been lodged where this has been made available to the TAG	Opportunities to contribute feedback to the project have been extensive and transparent including: Components at each stage of development published online with Project Manager's contact details Newsletters and direct email

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	and IRC. Concerns remain that the AISC may not receive recommendations from the IRC that are accurately reflective of the views and concerns from industry.	to registered subscribers Three online surveys (prior to project commencement, Draft 1 and validation) Access to minutes of TAG meetings Face to face workshops in all capital cities, and 2 webinar events TAG members (who include the IRC Chair and Deputy Chair) provided with summarised feedback, as well as access to the original submissions made
RTO NSW	Survey Question: Do you agree that the content and structure of the proposed training package components meets industry needs? If no, please elaborate on what you feel does not meet industry needs and how you feel it could be improved. Answered yes to CIV in Building; CIV in Building and Construction and Diploma of Building (Building) qualifications	No action required
Stakeholder Comments and Identified Issues Work Experience (CPCCBC4008)		
TAFE NSW	The requirement for work placement, if introduced will have a huge impact for online delivery, (TAFE Digital) of the qualifications with respect to enrolments, delivery and completions. The need for students/graduates to have work experience in a building supervisory role is regulated by the State and Territory licensing bodies. The logistics of organising suitable sites and employers would be onerous and potentially impossible for some students to complete, for example, remotely based students. Entry to the building qualifications has always been open at any level without any impositions upon their study or engagement.

The proposed mandated onsite experience component of the CPCCBC4008 unit introduces some | Throughout the project, there have been differing opinions on the TAG, and in consultation feedback, in relation to the inclusion of requirements for undertaking a workplace assessment component. As various stages of the project development, proposals on which feedback have been sought have included: Inclusion of a number of hours of workplace experience, either in one or more units of competency or attached to the qualifications generally and or, Inclusion in the Assessment Conditions for a component |

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	compliance issues. For example, does the verifier of the experience need to hold a certificate IV Workplace Training for onsite assessing as they are assessing the experience of the person? Traditionally, NSW has the largest enrolments in Building qualifications across the country with the majority gaining a licence with the Certificate IV Building & Construction (Builder) as their highest qualification.	of assessment in unit of competency CPCCBC4008 Conduct on site supervision of building and construction project to be undertaken on a live building or construction work site. At the 5 April 2019 TAG meeting, the TAG voted against inclusion of a workplace component in unit CPCCBC4008 Conduct on site supervision of building and construction work, however at the 16 April 2019 meeting, the Construction, Plumbing and Services IRC voted to include the workplace component in this unit of competency. The unit of competency CPCCBC4008 does not prescribe assessment methods (such as how or by whom evidence of workplace performance is to be collected or assessed). It is noted that many vocational education and training qualifications have work placement requirements, including in high risk and highly regulated industries such as health care. Students of these qualifications do not need to be in paid employment or employed in particular roles within the industry but can undertake vocational / work placement under supervision by the site. The unit of competency CPCCBC4008 clearly indicates that:

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
		Performance Evidence of conducting an onsite inspection must be demonstrated in a live building and construction workplace. Additional simulations and scenarios can be used where the full range of performance for other assessment requirements cannot be undertaken at that time in the workplace or are administrative activities that are not required to be performed on site.
RTO VIC	As the wording of the draft Units of Competency stands, students completing the Certificate IV in Building and Construction (Building) and Diploma of Building and Construction (Building) would be required to be assessed as working on an operational building site and be, as a minimum acting in the function of a Building Supervisor or Construction Manager. Entry requirements limiting student access Proposed assessment requirements would require that the student, who is commonly aspiring to be a future Building Supervisor (Certificate IV) or Construction Manager (Diploma), to be designated as an on-site Construction Manager for the real build 'in a real construction workplace'. It is proposed therefore that up to 34,000 students yearly (on 2016 comparative figures across both qualifications – Appendix A) would be required to be active on live construction sites as employees in order to take part in either qualification. With no ability to compel building and construction worksites across Australia to take on these individuals as	As above.

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction	Consideration and Proposed Resolution
employees nor allocate supervisors to oversee their work as specified it is impractical, unrealistic and extremely dangerous to require. To require a student, who is yet to show Competence, to be the designated On-Site Construction Manager, despite the reference that a supervisor may also be required to oversee their activity, has connotations related to workplace safety, insurance, employment conditions and allocation of responsibility that are neither practical nor in the best interests of employers who would be proposed to allow them to act in this capacity. Through this suggestion the TAG has proposed not allowing access to training where a student: Is not currently employed on a site in the role of Building Supervisor (Certificate IV) or Construction Manager (Diploma); Does not have a workplace that will designate the student with the workplace and legislative responsibilities identified as being required by the Units of Competency; Is aspiring to gain the knowledge and skills to become a future Building Supervisor or Construction Manager yet is not currently in this position; Wishes to gain the knowledge and skills that will aid in an articulation pathway into higher education where they will study an undergraduate degree such as those listed in Appendix B and not be working currently in a trades area or other on-site position; Is in a regional or remote location where a simulated workplace environment can be used to demonstrate the knowledge and skill required yet a real workplace is not available to gain access as stipulated as required; Is studying with a provider that includes simulation learning involving immersion of a participant in a realistic building site scenario, yet this would not be accepted	

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	as sufficiently replicating a workplace environment. E.g.- Master Builders Victoria – Building Leadership Simulation Centre https://www.mbav.com.au/training/blsc Is not able to be designated with the workplace and legislative responsibilities often aligned with registered or licensed builders as designated by licensing bodies as to do so would be illegal. (more general feedback)	
TAFE QLD	For the unit CPCCBC4008 Conduct onsite supervision of building and construction project there is a requirement to supervise a building & construction project. In QLD this would be illegal as the QBCC requires supervisors to be suitably qualified. I imagine this would be a requirement in other states as well. The QBCC has a Site supervisor's licence that only requires the qualification so they can then supervise under a Contract Builder to obtain experience. Not sure how the student is supposed to obtain experience to get the qualification if it is not legal. I think the units chosen to reflect industry needs are adequate but licence outcomes for Builders also require experience after the qualification is achieved.	As above
TAFE QLD	For the unit CPCCBC5010 Manage construction work there is a requirement that "a candidate must meet the performance criteria of this unit by managing on-site construction work of one Class 1 to 10, maximum of 3 storeys or a class 2 to 9, Type B or C building project". In QLD this would be illegal as the QBCC requires supervisors to be suitably qualified. I imagine this would be a requirement in other states as well. The QBCC has a Site Supervisor's licence that only requires the qualification so they can then supervise	Unit CPCCBC510 Manage construction work does require a candidate to manage on-site construction of a building project. As does the current unit. However, an RTO can 'realistically simulate' the building project for the candidate to demonstrate their skills and knowledge.

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	under a Contract Builder to obtain experience. Not sure how the student is supposed to obtain experience to get the qualification if it is not legal. I think the units chosen to reflect industry needs are adequate but licence outcomes for Builders also require experience after the qualification is achieved.	
Stakeholder Comments and Identified Issues Units of competency		
RTO VIC	We welcome the change with CPCCBC4001A 'codes and standards' is now broken up into what are effectively 'residential' and 'commercial' units (CPCCBC4001 and CPCCBC4053 respectively), while the opposite has happened to the two low rise structural principles units CPCCBC4010B and CPCCBC4011B. Suggest covering structural principles content across two units: CPCCBC4010 'Class 1 and 10' and CPCCBC4011 'Class 2 – 9 Type C'. This would reflect the change made to CPCCBC4001A.	The merge of CPCCBC4010 with CPCCBC4011 was discussed in detail at TAG meeting on 12 March 2019 and is supported through feedback received. No further change.
RTO VIC	RE: Demolition requirements in CPCCBC4010 and CPCCBC5018: These units include an element and a performance criterion dedicated to demolition. Demolition is a different licence category in Victoria. This does not reflect the vocational outcomes for Victorian learners. To satisfy the assessment requirements it would require displacing learners from their current workplace and finding them a role in a specialist demolition workplace. Suggest that knowledge of demolition is appropriate but not the act of demolition.	Agreed. Units have been reviewed and it was noted original units were application to building OR demolition. Element re application specifically to demolition removed.
TAFE NSW	Has there been any consideration to introducing an element of competency/performance criteria around 'ethics'?	Noted and has been discussed by TAG at early meetings.

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	It could be included in CPCCBC4009 – Apply legal requirements to building and construction projects.	Unit of competency CPCCBC4009 is about legal requirements, and it is acknowledged that legal practices may not necessarily be 'ethical'. Where applicable, reference to practices in accordance with industry codes of practice, industrial relations and or Consumer Protection Law have been included in various units. Unit of competency CHCLEG001 Work legally and ethically could be considered as an elective to address.
RTO VIC	The merging of units and separation is well intentioned and has merit. The rewritten versions however have simply resulted in requirements that are significantly cumbersome and do not provide any efficiencies or reduced duplication in their delivery or assessment. A review of cross over content should occur and wording reviewed towards clarity of expectations.	Noted. Merged and separated units will be further reviewed to identify if duplication. Only 4 units have been merged to 2: CPCCBC4010 with CPCCBC4011 CPCCBC4003 with CPCCBC4016 1 unit has been separated into 2 CPCCBC4001 to enable NCC knowledge and application of standards and codes to specific building types At TAG meeting 12 March merge of units was discussed. Intention of merging units not to reduce allocated nominal hours or reduce training/assessment.
RTO VIC	Wording across units is inconsistent and should not have reached a validation stage. eg given: 'realistically simulated' /	Noted. Units will be reviewed and edited, including in the Editorial process.

Stakeholder Comments and Identified Issues CPC40119 Certificate IV in Building and Construction		Consideration and Proposed Resolution
	'simulated'	
RTO QLD	Our technical team in QLD were just going through the draft units with me as we prepare to transition our qualifications over to the new version. They raised in the 4015 unit there was no mention of "evidence of suitability". This has come out of the COAG Ministers Non-conforming products committee. Is it too late to include this into the new unit?	'Evidence of suitability' as per the NCC has been added to this unit, as well as other relevant Diploma and Advanced Diploma units of competency.

Appendix C: Letters of Support

Email 16 April 2019

Further to our discussion, I confirm my advise and request for that the Technical Advisory Group *(TAG)* and the National Industry Reference Committee *(IRC)* engaged by Artibus Innovation, the Skills Service Organization *(SSO)* engaged by the Commonwealth to maintain and update the Construction Training Package, investigate the best means by which a 120 hours work experience may be introduced into each of the following national qualifications: the Certificate IV Building and Construction; the Diploma of Building and Construction *(Building);* and the Diploma of Building and Construction *(Management).*

I consider mandatory site exposure for all building and diploma students an essential and integral part of their learning and pre requisite for future employment.

Please contact myself if you would require any further information,

Regards,

Matthew Bourne
General Manager
Building, NSW/ACT

   John Holland Group

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PARKVIEW

14 May 2019

Robert Whittaker
C/- Robert.Whittaker.AM@gmail.com

Dear Robert,

I am writing to you to request that the Technical Advisory Group (TAG) engaged by Artibus Innovation, the Skills Service Organisation (SSO) - engaged by the Commonwealth to maintain and update the Construction Training Package, investigate the best means by which a 120 hours work experience may be introduced into each of the following national qualifications: the Certificate IV Building and Construction; the Diploma of Building and Construction (Building); and the Diploma of Building and Construction (Management).

Yours sincerely,

KELLY MACDONALD
Human Resources Manager

Cc: Alan Waldron – Alan.Waldron@outlook.com.au

Editorial Report

1. Cover page	
Information required	**Detail**
Training Package title and code	**CPC Construction, Plumbing and Services Training Package**
Number of new qualifications and their titles [2]	Nil
Number of revised qualifications and their titles	**Five (5) revised qualifications:** CPC40119 — Certificate IV in Building and Construction CPC40319 — Certificate IV in Building Project Support CPC50219 — Diploma of Building and Construction (Building) CPC50319 — Diploma of Building and Construction (Management) CPC60219 — Advanced Diploma of Building and Construction (Management)
Number of new units of competency and their titles	**Three (3) new units of competency:** CPCCBC4052 — Lead and manage teams in the building and construction industry CPCCBC4053 — Apply building codes and standards to the construction process for Class 2 to 9 Type C buildings CPCCBC5019 — Manage building and construction business finances
Number of revised units of competency and their titles	**Sixty-seven (67) revised units of competency (Attachment 1)**
Confirmation that the draft training package components are publication-ready	Draft components are publication ready
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes or No[3] Yes, Trish Gamper
Date of completion of the report	**6 June 2019**

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[2] *When the number of training products is high the titles can be presented as an attachment.*

[3] *Persons not a member of the panel are required to demonstrate relevant knowledge and experience in editing technical and industry publications, including details of relevant qualifications and/or professional membership(s).*

2. Content and structure

Units of competency

Editorial requirements	Comments
Standard 5: • The structure of units of competency complies with the unit of competency template.	The structure of units of competency complies with the unit of competency template.
Standard 7: • The structure of assessment requirements complies with the assessment requirements template.	The structure of the assessment requirements complies with the assessment requirements template.

Qualifications

Editorial requirements	Comments by the editor
Standard 9: • The structure of the information for qualifications complies with the qualification template.	The structure of the information for qualifications complies with the qualifications template.
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.	As indicated by Artibus, no credit arrangements currently exist between the CPC Construction, Plumbing and Services Training Package qualifications and higher education qualifications. This information is provided in the required format that complies with the credit arrangements template.

Companion Volumes

Editorial requirements	Comments by the editor
Standard 11: • A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template.	A quality assured Companion Volume Implementation Guide was provided for editing and complies with the required template.

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.	Unit codes and titles and qualification codes and titles were cross-referenced throughout the Training Package, mapping, packaging rules and the Companion Volume Implementation Guide.
• Units of competency and their **content** are **presented in full**.	All units of competency and content were provided in full for editing.

Editorial requirements	Comments by the editor

• The author of the Editorial Report is satisfied with the quality of the training products, specifically with regard to:
   o absence of spelling, grammatical and typing mistakes
   o consistency of language and formatting
   o logical structure and presentation of the document.
   o compliance with the required templates
	The editor is satisfied with the quality of the training products.
	• Spelling, grammatical and typing mistakes were corrected, as required
	• Language used and formatting is consistent throughout the Training Package
	• The Training Package components are logically structured and presented
	• All components comply with the required templates.

Attachment 1: Revised units of competency

Code	Title
CPCCBC4001	Apply building codes and standards to the construction process for Class 1 and 10 buildings
CPCCBC4002	Manage work health and safety in the building and construction workplace
CPCCBC4003	Select, prepare and administer a construction contract
CPCCBC4004	Identify and produce estimated costs for building and construction projects
CPCCBC4005	Produce labour and material schedules for ordering
CPCCBC4006	Select, procure and store construction materials for building and construction projects
CPCCBC4007	Plan building or construction work
CPCCBC4008	Conduct on-site supervision of building and construction project
CPCCBC4009	Apply legal requirements to building and construction projects
CPCCBC4010	Apply structural principles to residential and commercial constructions
CPCCBC4012	Read and interpret plans and specifications
CPCCBC4013	Prepare and evaluate tender documentation
CPCCBC4014	Prepare simple building sketches and drawings
CPCCBC4015	Prepare specifications for all construction works
CPCCBC4017	Arrange resources and prepare for the building or construction project
CPCCBC4018	Apply site surveys and set-out procedures to building and construction projects
CPCCBC4019	Apply sustainable building design principles to water management systems
CPCCBC4020	Build thermally efficient and sustainable structures
CPCCBC4021	Minimise waste on the building and construction site
CPCCBC4022	Supervise tilt-up work
CPCCBC4024	Resolve business disputes
CPCCBC4025	Manage personal work priorities and professional development
CPCCBC4026	Arrange building applications and approvals
CPCCBC4027	Establish a basis for sales consulting
CPCCBC4028	Prepare design brief for construction work
CPCCBC4029	Apply construction information to the sales process
CPCCBC4030	Analyse and communicate industry information
CPCCBC4031	Process client requirements
CPCCBC4032	Apply contract law to the sales process
CPCCBC4033	Maintain the sales environment
CPCCCO4001	Supervise concreting work
CPCSUS4001	Implement and monitor environmentally sustainable work practices
CPCSUS4002	Use building science principles to construct energy efficient buildings
CPCSUS4003	Maximise energy efficiency through applied trade skills
CPCCBC5001	Apply building codes and standards to the construction process for Type B construction
CPCCBC5002	Monitor costing systems on complex building and construction projects
CPCCBC5003	Supervise the planning of on-site building or construction work
CPCCBC5004	Supervise and apply quality standards to the selection of building and construction materials
CPCCBC5005	Select and manage building and construction contractors
CPCCBC5006	Apply site surveys and set-out procedures to building projects up to three storeys
CPCCBC5007	Administer the legal obligations of a building or construction contractor
CPCCBC5009	Identify services layout and connection methods for Type B and C construction
CPCCBC5010	Manage construction work
CBCCBC5011	Manage environmental management practices and processes in building and construction
CPCCBC5012	Manage the application and monitoring of energy conservation and management practices and processes

CPCCBC5013	Manage professional and technical and legal reports on building and construction projects
CPCCBC5018	Apply structural principles to the construction of buildings up to three storeys
CPCSUS5001	Develop workplace policies and procedures for sustainability
CPCSUS5002	Develop action plans to retrofit existing buildings for energy efficiency
CPCSUS5003	Manage energy efficient building methods and strategies
CPCCBC6001	Apply building codes and standards to the construction process for large building projects
CPCCBC6002	Generate and direct the development of new projects
CPCCBC6003	Establish, maintain and review contract administration procedures and frameworks
CPCCBC6005	Manage tender developments for major projects
CPCCBC6006	Manage the procurement and acquisition of resources for building or construction projects
CPCCBC6007	Develop, plan and implement appropriate building or construction environmental management processes
CPCCBC6008	Develop and implement an appropriate estimating and tendering system
CPCCBC6009	Develop, plan and implement an appropriate building or construction planning process
CPCCBC6010	Plan, develop and implement building or construction energy conservation and management processes
CPCCBC6011	Establish systems to develop and monitor building and construction costs
CPCCBC6012	Manage and administer development of documentation for building or construction projects
CPCCBC6013	Evaluate concrete performance for multi-storey buildings
CPCCBC6014	Apply structural principles to the construction of large high rise and complex buildings
CPCCBC6015	Apply building surveying procedures
CPCCBC6016	Assess construction faults in large building projects
CPCCBC6017	Evaluate services layout and connect methods for the planning of large building projects
CPCCBC6018	Manage processes for complying with legal obligations of a building or construction contractor

Equity Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	**CPC Construction, Plumbing and Services Training Package**
Number of new qualifications and their titles [1]	**Nil**
Number of revised qualifications and their titles	**Five (5) revised qualifications:**

CPC40119	Certificate IV in Building and Construction
CPC40319	Certificate IV in Building Project Support
CPC50219	Diploma of Building and Construction (Building)
CPC50319	Diploma of Building and Construction (Management)
CPC60219	Advanced Diploma of Building and Construction (Management)

Information required	Detail
Number of new units of competency and their titles	**Three (3) new units of competency:**

CPCCBC4052	Lead and manage teams in the building and construction industry
CPCCBC4053	Apply building codes and standards to the construction process for Class 2 to 9 Type C buildings
CPCCBC5019	Manage building and construction business finances

Information required	Detail
Number of revised units of competency and their titles	**Sixty-seven (67) revised units of competency (Attachment 1)**
Confirmation that the draft training package components meet the requirements in Section 2 *Equity checklist of draft training package components*	Draft training package components meet the requirements in Section 2 Equity checklist of draft training package components
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes or No[2] Yes, Trish Gamper
Date of completion of the report	**6 June 2019**

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[1] *When the number of training products is high t*he titles can be presented as an attached list.

[2] *Person that is not a member of the Training Package Quality Assurance Panel is required to provide to the SSO information demonstrating experience in analysis of equity issues in the training or educational context; demonstrated understanding of vocational education and training; and details of relevant qualifications and/or professional memberships.*

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
The training package component(s) comply with Standard 2 of the *Standards for Training Packages 2012*. The standard requires compliance with the *Training Package Products Policy*, 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.	*The draft CPC Construction, Plumbing and Services Training Package components meet the requirements of Standard 2 of the Standards for Training Packages 2012 and comply with the Training Package Products Policy.* *The CPC Construction, Plumbing and Services Training Package Companion Volume Implementation Guide provides information relating to access and equity considerations and reasonable adjustments.* *The draft CPC Construction, Plumbing and Services Training Package components provide sufficient flexibility and provide advice to enable reasonable adjustments to be made during implementation.*

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 CPC Construction, Plumbing and Services Training Package qualifications contain essential core units and flexible options for elective unit selection, including imported units as well as the option to select additional units of competency from other training packages.* *Units of competency also identify skills and knowledge required and the different contexts in which they can be applied.*
2. Is there evidence of multiple entry and exit points?	*Yes. Qualifications do not have any entry requirements, allowing for multiple entry and exit points.* *Additional information is also contained in the Companion Volume Implementation Guide.*
3. Have prerequisite units of competency been minimised where possible?	*Yes. Prerequisite units of competency are only identified where essential.*
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	*Qualifications are clearly structured and allow for the selection of units of competency to reflect a range of work contexts and job roles.*

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?	*Pathways information is contained within the Companion Volume Implementation Guide.* *Qualifications have direct entry pathways and clearly define occupational outcomes. Qualifications allow for progression between qualifications and range from Certificate IV to Advanced Diploma level.* *Currently no credit arrangements exist between VET and higher education qualifications.*

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: • Pathways • Access and equity • Foundation skills? (see Training Package Standard 11)	*The Companion Volume Implementation Guide was reviewed and contains relevant advice on:* • *Pathways* • *Access and equity* • *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?	*Foundation skills are explicit and recognisable in units of competency. Where they are not explicit Artibus Innovation have identified them in the foundation skills section of the unit of competency. They do not exceed the skills expected in the workplace.*

Attachment 1: Revised units of competency

Code	Title
CPCCBC4001	Apply building codes and standards to the construction process for Class 1 and 10 buildings
CPCCBC4002	Manage work health and safety in the building and construction workplace
CPCCBC4003	Select, prepare and administer a construction contract
CPCCBC4004	Identify and produce estimated costs for building and construction projects
CPCCBC4005	Produce labour and material schedules for ordering
CPCCBC4006	Select, procure and store construction materials for building and construction projects
CPCCBC4007	Plan building or construction work
CPCCBC4008	Conduct on-site supervision of building and construction project
CPCCBC4009	Apply legal requirements to building and construction projects
CPCCBC4010	Apply structural principles to residential and commercial constructions
CPCCBC4012	Read and interpret plans and specifications
CPCCBC4013	Prepare and evaluate tender documentation
CPCCBC4014	Prepare simple building sketches and drawings
CPCCBC4015	Prepare specifications for all construction works
CPCCBC4017	Arrange resources and prepare for the building or construction project
CPCCBC4018	Apply site surveys and set-out procedures to building and construction projects
CPCCBC4019	Apply sustainable building design principles to water management systems
CPCCBC4020	Build thermally efficient and sustainable structures
CPCCBC4021	Minimise waste on the building and construction site
CPCCBC4022	Supervise tilt-up work
CPCCBC4024	Resolve business disputes
CPCCBC4025	Manage personal work priorities and professional development
CPCCBC4026	Arrange building applications and approvals
CPCCBC4027	Establish a basis for sales consulting
CPCCBC4028	Prepare design brief for construction work
CPCCBC4029	Apply construction information to the sales process
CPCCBC4030	Analyse and communicate industry information
CPCCBC4031	Process client requirements
CPCCBC4032	Apply contract law to the sales process
CPCCBC4033	Maintain the sales environment
CPCCCO4001	Supervise concreting work
CPCSUS4001	Implement and monitor environmentally sustainable work practices
CPCSUS4002	Use building science principles to construct energy efficient buildings
CPCSUS4003	Maximise energy efficiency through applied trade skills
CPCCBC5001	Apply building codes and standards to the construction process for Type B construction
CPCCBC5002	Monitor costing systems on complex building and construction projects
CPCCBC5003	Supervise the planning of on-site building or construction work
CPCCBC5004	Supervise and apply quality standards to the selection of building and construction materials
CPCCBC5005	Select and manage building and construction contractors
CPCCBC5006	Apply site surveys and set-out procedures to building projects up to three storeys
CPCCBC5007	Administer the legal obligations of a building or construction contractor
CPCCBC5009	Identify services layout and connection methods for Type B and C construction
CPCCBC5010	Manage construction work
CBCCBC5011	Manage environmental management practices and processes in building and construction
CPCCBC5012	Manage the application and monitoring of energy conservation and management practices and processes

CPCCBC5013	Manage professional and technical and legal reports on building and construction projects
CPCCBC5018	Apply structural principles to the construction of buildings up to three storeys
CPCSUS5001	Develop workplace policies and procedures for sustainability
CPCSUS5002	Develop action plans to retrofit existing buildings for energy efficiency
CPCSUS5003	Manage energy efficient building methods and strategies
CPCCBC6001	Apply building codes and standards to the construction process for large building projects
CPCCBC6002	Generate and direct the development of new projects
CPCCBC6003	Establish, maintain and review contract administration procedures and frameworks
CPCCBC6005	Manage tender developments for major projects
CPCCBC6006	Manage the procurement and acquisition of resources for building or construction projects
CPCCBC6007	Develop, plan and implement appropriate building or construction environmental management processes
CPCCBC6008	Develop and implement an appropriate estimating and tendering system
CPCCBC6009	Develop, plan and implement an appropriate building or construction planning process
CPCCBC6010	Plan, develop and implement building or construction energy conservation and management processes
CPCCBC6011	Establish systems to develop and monitor building and construction costs
CPCCBC6012	Manage and administer development of documentation for building or construction projects
CPCCBC6013	Evaluate concrete performance for multi-storey buildings
CPCCBC6014	Apply structural principles to the construction of large high rise and complex buildings
CPCCBC6015	Apply building surveying procedures
CPCCBC6016	Assess construction faults in large building projects
CPCCBC6017	Evaluate services layout and connect methods for the planning of large building projects
CPCCBC6018	Manage processes for complying with legal obligations of a building or construction contractor

Quality Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package Release 5.0
Number of new qualifications and their titles[6]	NA
Number of revised qualifications and their titles	5 revised qualifications: • CPC40119 Certificate IV in Building and Construction • CPC40319 Certificate IV in Building Project Support • CPC50219 Diploma of Building and Construction (Building) • CPC50319 Diploma of Building and Construction (Management) • CPC60219 Advanced Diploma of Building and Construction (Management)
Number of new units of competency and their titles	2 new units of competency: • CPCCBC4052 Lead and manage teams in the building and construction industry • CPCCBC5019 Manage building and construction business finances
Number of revised units of competency and their titles	68 revised units of competency (see Case for Endorsement)
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')	Yes the panel member is independent of: • the Training Package or Training Package components review • development and/or validation activities associated with the Case for Endorsement • undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report
Confirmation of the Training Packages or components thereof being compliant with the *Standards for Training Packages 2012*	In my opinion, the Training Package is not compliant with the Standards for Training Packages 2012.
Confirmation of the Training Packages or components thereof being compliant with the *Training Package Products Policy*	In my opinion, the Training Package is compliant with the Training Package Products Policy.
Confirmation of the Training Packages or components thereof being compliant with the *Training Package Development and Endorsement Process Policy*	The Training Package Development and Endorsement Process Policy has been complied with.
Panel member's view about whether: • the evidence of consultation and validation process being fit for purpose and commensurate with the scope	The case for endorsement details a range of consultation strategies which appear to be fit for purpose and include: • Project page on website to provide information and allow input

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[6] When the number of training products is high the t*itles can be presented as an attached list.*

• estimated impact of the proposed changes is sufficient and convincing	• TAG meetings • Industry forums • Industry surveys • Newsletters/Emails to State and Territory Training Authorities (STAs) The estimated impact of the proposed changes is sufficient and convincing.
Name of panel member completing Quality Report	Sally Tansley:
Date of completion of the Quality Report	3 July 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)
Standard 1 Training Packages consist of the following: 1. AISC endorsed components: • qualifications • units of competency • assessment requirements (associated with each unit of competency) • credit arrangements 2. One or more quality assured companion volumes	*Yes*	Yes, the components submitted as part of the Case for Endorsement include qualifications and units of competency and their associated assessment requirements. There are no current credit arrangements as indicated in the credit arrangements document. There is an implementation guide, which has been reviewed as part of this quality assurance reporting process.
Standard 2 Training Package developers comply with the *Training Package Products Policy*	Yes	**Training Package – coding and titling** The CPC Construction, Plumbing and Services Training Package Release 5.0 meets Training Package coding and titling. **Access and equity** There is nothing to suggest that the developer has not met their obligations under anti-discrimination and associated standards and regulations. A section on access and equity is included in the implementation guide, including advice on reasonable adjustment. **Foundation Skills** Additional foundation skills not explicit in the performance criteria are identified in each unit. **Units of competency – coding and titling** Units are coded and titled according to the Training Package Products Policy, albeit that some units have not changed their titles as it would not make any sense to do this. A minor error in coding in one unit in the Advanced Diploma was noted and fixed by Artibus. **Units of competency imported from other Training Packages** Units competency imported from other Training Packages comply with the Training Package Products Policy. **Units of competency – mapping** Unit of competency mapping is included in the Case for endorsement and in the Implementation Guide.

		Qualifications – Coding and Tilting Qualifications are coded and titled according to the Training Package Products Policy. **Qualifications – entry requirements** No entry requirements exist for any of the qualifications. **Qualifications – packaging rules** The packaging rules for the building and construction qualifications meet the packaging rules as per the Training Products Policy. **Qualifications – pathways advice** Pathways information and advice is included in the Implementation Guide. **Skill sets** Skills set requirements are met.
Standard 3 Training Package developers comply with the AISC *Training Package Development and Endorsement Process Policy*		The process of Training Package development and endorsement has been followed and the case for endorsement details a range of consultation strategies as noted previously.
Standard 4 Units of competency specify the standards of performance required in the workplace	Yes	Units of competency were reviewed and a number of issues concerning standards of performance were raised. For example: • there is a lack of clarity in the unit CPCCBC4008 Conduct on-site supervision of building and construction projects on what must be assessed in the workplace. • the unit Maintain the sales environment includes inconsistencies regarding set up versus maintenance of the site. All units were reviewed and detailed comments provided within the units. Of the 70 units reviewed, 45 were marked up with comments and 25 units were deemed to meet the required standards. However, Artibus reviewed and updated most units based on the comments provided and this Panel member is now satisfied with the units and standards of performance for the most part.
Standard 5 The structure of units of competency complies with the unit of competency template	Yes	The structure of units of competency complies with the unit of competency template.
Standard 6 Assessment requirements specify the evidence and required conditions for assessment	Yes	Assessment requirements were reviewed and a number of issues were raised. For example: • Reference to realistically simulated workplace and lack of guidance on the conditions that might then constitute a realistically simulated workplace.

		• Potentially unrealistic expectations of performance, for example, the requirements to supervise three different work teams in the unit CPCCBC4052 Lead and manage teams in the building and construction industry. Most of the unit reviews focused on issues in the performance evidence. All units were reviewed and marked up and issues noted. Of the 70 units reviewed, 45 were marked up with comments and 25 units were deemed to meet the required standards. However, Artibus reviewed and updated most units based on the comments provided and this Panel member is now satisfied with the units and standards of performance for the most part.
Standard 7 Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template	Yes	
Standard 8 Qualifications comply with the Australian Qualifications Framework specification for that qualification type	Yes	Qualifications comply with the AQF specification for the level with application descriptors clearly linking to AQF specifications.
Standard 9 The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template	Yes	
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	Yes	No credit arrangements exist currently. This is stated in the credit arrangements document.
Standard 11 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.	No	Note a number of issues are identified in the companion volume as discussed elsewhere in this report. The companion volume refers to work placement and the need for work placements to include appropriate supervision. The unit *CPCCBC4008 Conduct on site supervision of building and construction projects* requires that the candidate complete an on-site inspection which therefore requires a live site. However, the tasks in the unit seem to indicate a high level of responsibility and the level of supervision is not clear. I think more needs to be included on the workplace aspect in the companion guide.

		Furthermore, more information needs to be included on what constitutes a simulated environment. The above issues were further considered by Artibus and more information has been included regarding simulation and the work placement. However, I still consider that the guidance will not be adequate and the issue of the unit specifying assessment in the workplace is not backed up by a mandatory work placement. I do not see how learners who are not completing this as a traineeship could meet this requirement, as clearly they would not be allowed onto a live work site just for the purposes of assessment, yet a work placement is not required. This issue has substantial and complex implementation consequences.
Standard 12 Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.	Yes	

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 *Training Package Development and Endorsement Process Policy*
Driven by industry's needs	Yes	Key stakeholders are listed in the Case for Endorsement. The case for endorsement details a range of consultation strategies including: • Project page on website to provide information and allow input • TAG meetings • Industry forums • Industry surveys • Newsletters/Emails to State and Territory Training Authorities (STAs).
Compliant and responds to government policy initiatives 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: • 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	Yes	There are a number of units that in my opinion would be better replaced with units that can be used across multiple sectors. For example, the unit CPCCBC4025 Manage personal work priorities and professional development has no building and construction specific context and would be better replaced with the unit BSBWOR501 Manage personal work priorities and professional development. This would aid portability. Artibus took this on board and update the qualifications that included this unit.

more informed course choices • 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		
Reflect contemporary work organisation and job profiles incorporating a future orientation	Yes	The qualifications and units are clearly focused on the sector's needs and reflect current roles.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the *Training Package Development and Endorsement Process Policy*
Support movement of skills within and across organisations and sectors	No	See comments above about cross-sector units.
Promote national and international portability	Yes	
Reflect regulatory requirements and licensing	Yes	

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 *Training Package Development and Endorsement Process Policy*
Reflect national consensus	No	It appears there were some dissent around a number of issues including: • inclusion of entry requirements (trade qualifications and/or industry employment) • inclusion of a number of hours of workplace experience, either in one or more units of competency or attached to the qualifications generally • inclusion in the Assessment Conditions for a component of assessment in unit of competency *CPCCBC4008 Conduct on-site supervision of building and construction projects* to be undertaken on a live building or construction worksite. I also note my concerns about the assessment conditions in the unit above as noted elsewhere in this report and state that if the unit mandates that the assessment must be on a live building site, then lack of inclusion of workplace experience in the qualification may be an issue.
Recognise convergence and connectivity of skills	Yes	

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 *Training Package Development and Endorsement Process Policy*
Meet the diversity of individual and employer needs	No	See comments under national consensus.
Support equitable access and progression of learners	Yes	Multiple pathways.

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 *Training Package Development and Endorsement Process Policy*
Support learner transition between education sectors	Yes	Appropriate information is included in the case for endorsement.

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 *Training Package Development and Endorsement Process Policy*
Support implementation across a range of settings	Yes	Can be implemented nationally and internationally, as well as in a range of contexts.
Support sound assessment practice	No	The issue of the unit requiring assessment on a work site creates substantial assessment issues for end users.
Support implementation	No	Insufficient information about simulated workplace requirements and requirements for work placement. See previous comments.