

CASE FOR ENDORSEMENT

CPP PROPERTY SERVICES TRAINING PACKAGE RELEASE 9.0

Urban Pest Management Project



Submitted by Artibus Innovation
on behalf of the
Property Services IRC

August 2019

Artibus Innovation

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

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

Acknowledgement of Support

Artibus Innovation is funded by the Australian Government Department of Education and Training through the Training Product Development Programme.

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CASE FOR ENDORSEMENT
CPP PROPERTY SERVICES TRAINING PACKAGE RELEASE 9.0
URBAN PEST MANAGEMENT PROJECT

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A. Administrative details of the Case for Endorsement

Name of allocated IRC

Property Services Industry Reference Committee (IRC)

Name of the SSO

Artibus Innovation

Training package components submitted for approval

This submission puts forward the Case for Endorsement for two qualifications and 14 units of competency.

Qualifications (2)

Code	Title
CPP30119	Certificate III in Urban Pest Management
CPP41619	Certificate IV in Urban Pest Management

Units of competency (14)

Code	Title
CPPUPM3005	Manage pests without applying pesticides
CPPUPM3006	Manage pests by applying pesticides
CPPUPM3008	Inspect for and report on timber pests
CPPUPM3010	Control timber pests
CPPUPM3011	Manage organisms by applying fumigants to commodities and environments
CPPUPM3017	Maintain, service and repair pest management equipment
CPPUPM3018	Maintain equipment and pesticide storage area in pest management vehicles
CPPUPM3042	Install termite management systems
CPPUPM4001	Assess and select pest management vehicle and equipment
CPPUPM4002	Schedule, organise and monitor pest management operations
CPPUPM4003	Assess and advise on pest management options for sensitive operations
CPPUPM4004	Assess and advise on pest management options for complex operations
CPPUPM4005	Implement and monitor pest management plans for sensitive operations
CPPUPM4006	Implement and monitor pest management plans for complex operations

For a detailed mapping of the components, please refer to **Section H: Proposed training package components**.

Case for Endorsement details

The TPD/2017-18/004-04 Activity Order was approved via the CPP Property Services Industry Skills Forecast 2018 and signed by the Commonwealth Department of Education and Training on 27 June 2018.

AISC requirements

The requirements set by the Australian Industry and Skills Committee (AISC) relating to the suite of CPP Property Services Training Package urban pest management qualifications are to:

- update and redesign the qualifications to meet industry needs
- develop components that align with the licensing requirements across jurisdictions
- remove any obsolete, duplicative and superfluous qualifications and units of competency.

B. Description of work and request for approval

Description of work undertaken and why

A technical review of the existing suite of the CPP Property Services Training Package urban pest management qualifications was undertaken, which identified:

- an emerging specialisation for advanced pest management, particularly in complex and sensitive sites
- duplication and overlap of content across the units of competency
- a gap in advanced workforce skill development; training solution to reflect current roles.

The work undertaken with industry, state/territory training authorities (STTAs) and the Technical Advisory Group (TAG) focused on:

- following the AISC requirements and developing streamlined qualifications with consolidated units of competency that reflect current occupational roles and licensing requirements.

Drivers of change

This project is a result of robust industry consultation to address the following areas of industry need:

- eliminate ambiguity around qualification outcomes
- clearly define skills, roles, and career progression
- ensure qualifications reflect real industry roles
- future proof qualifications by considering technology, industry and social changes.

Changes undertaken

The table below outlines the key project changes.

Framework	Qualifications
Existing framework	<ul style="list-style-type: none">• CPP30115 Certificate III in Urban Pest Management
Proposed framework	<ul style="list-style-type: none">• CPP30119 Certificate III in Urban Pest Management• CPP41619 Certificate IV in Urban Pest Management

Key Change (KC)	Description
KC 1	CPP30119 Certificate III in Urban Pest Management supersedes and is equivalent to CPP30115 Certificate III in Urban Pest Management.
KC 2	CPP41619 Certificate IV in Urban Pest Management is a new qualification.
KC 3	12 units of competency updated.
KC 4	Development of 2 new units of competency.

Summary of mapping information

Training Package Components	Amount
Updated qualifications	1
New qualifications	1
Updated units	12
New units	2
Deleted units	2

Decision being sought from the AISC

To note and approve the training package components being put forward in this Case for Endorsement.

C. Evidence of industry support

Support by Industry Reference Committee (IRC)

The members of the Property Services IRC have discussed and endorsed this submission as identified in the Minutes of the IRC meetings detailed below.

- April 2016 (IRC 4-Year-Work-Plan)
- April 2017 (Skills Forecast 2017)
- April 2018 (Skills Forecast 2018).

The project was formally signed off at all three IRC meetings.

Refer to **Appendix B: IRC Support** for written evidence of support.

Industry consultation and validation

During the development and review of the training package components, a range of communication strategies were used to conduct consultation, provide information and seek feedback from stakeholders.

Project page

A project page was set up on the Artibus Innovation website at the commencement of the project. At the end of the quality assurance, there had been 2140 visitors to the page.

The project page provided industry stakeholders with information about national forums, workshops, presentations, project status and opportunities to provide input on the components.

http://www.artibus.com.au/project/?project_id=5

Technical Advisory Group (TAG)

A call for nominations for the formation of a Technical Advisory Group (TAG) was published on the project page and through the Australian Environmental Pest Managers Association (AEPMA) website and national newsletter.¹

Artibus staff made a presentation at the AEPMA 2018 Industry Conference on 21 September to further promote recruitment to the TAG. At the conference there was strong support to:

- update the qualifications to reflect industry expectations
- introduce a higher-level urban pest management qualification
- maintain the skill set approach, for those units tied to licensing outcomes.

Fifteen applications were received to form a TAG consisting of eight members. The first face-to-face meeting of TAG was in Sydney on 18 December 2018. Additional TAG meetings to provide technical input on the draft components were held online on 31 January 2019, 26 February 2019, 4 March 2019 and 30 April 2019.

¹ See, for example, onward promotion of the TAG recruitment process at: <https://www.agserv.com.au/urban-pest-management-training-package-redevelopment-project-2018-2019/> (accessed June 2019).

Consultation overview

Involvement of industry either by Artibus staff or the TAG Chair via conferences, video presentations (340 views), association magazines (hardcopy) and eNewsletters occurred from September 2018 to June 2019.

Consultation was broad and covered a variety of methods including mailouts, newsletters, surveys, industry forums and workshops, online presentations (340 views) and one-on-one meetings.

Please refer to **Appendix C: Industry Stakeholders** for the names of individuals and their organisations.

State/Territory Training Authorities (STTAs)

STTAs were informed via newsletters, project briefs and conversations about the development of draft components and of any outstanding issues relating to licensing requirements, skill sets and packaging rules.

STTAs were notified and kept updated throughout the duration of the project. Consideration was given to specific STTA feedback and individual STTA members were contacted directly via phone and email to address concerns and requests in the development of training package components. At the validation stage, Western Australia provided the most feedback in relation to proposed changes for the Certificate III since they are the only state requiring attainment of the full certificate for licensing purposes.

Alternative approaches explored

The TAG and industry supported an updated CPP30119 Certificate III in Urban Pest Management that included elective groupings that align with licensing outcomes and the introduction of CPP41619 Certificate IV in Urban Pest Management for complex and sensitive operations. The Western Australian regulator suggested that the proposed reduction of the Certificate III core would disrupt licensing. An alternative approach identified by the TAG was to re-import the former Certificate III units—since exported and modified to form the basis of the Certificate IV—into the pool of electives of the proposed Certificate III.

Report by exception

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

- entry requirements
- unit equivalency and mapping
- unit referencing
- packaging arrangements for the CPP30119 Certificate III in Urban Pest Management
- skill sets
- training implementation

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

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

Appendix D: Victorian STTA’s concerns on the Urban Pest Management Project outline the concerns raised by the Victorian STTA’s and the response provided by Artibus.

D. Industry expectations about training delivery

Advice about industry's expectations of training delivery

This project followed the AISC requirements and supported the COAG Industry and Skills Council reforms to training packages by:

- streamlining qualifications
- developing:
 - qualifications that better reflect occupational standards
 - units of competency that provide a clear intended outcome
- maintaining skill sets that are associated with licensing requirements

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

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

- RTOs will be notified through training.gov.au about the updated qualifications and units of competency and their assessment requirements
- RTOs will be required to develop and adapt training and assessment against the units of competency and assessment requirements for both qualifications.

RTOs will be required to:

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

Impact on existing learners

A teach-out period will apply when the newly endorsed components are on training.gov.au. During this period, RTOs can begin to transition existing learners into the updated qualifications.

No further enrolments will be possible for CPP30115 once the updated qualifications are live on training.gov.au.

Quality Principles: Flexibility, Recognition, Access and Equity

Flexibility

The proposed qualifications are packaged to meet the demands of a regulated urban pest management industry.

The urban pest management qualifications were developed to facilitate and foster quality training outcomes.

Recognition

Industry can expect an upskilled workforce that meets industry demands. The skills and knowledge embedded in the units of competency will support national training and assessment consistency. Industry can, therefore, expect consistent learner outcomes.

Refer to the *CPP Property Services Training Package Release 9.0 Companion Volume Implementation Guide* for further information about licensing 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

CPP41619 Certificate IV in Urban Pest Management has the following entry requirements:

- CPP30115 Certificate III in Urban Pest Management, or
- CPP30119 Certificate III in Urban Pest Management.

Equity

The proposed endorsed urban pest management qualifications have been designed to allow direct entry and facilitate occupational pathways within the industry.

The proposed urban pest management qualifications promote and support cross-sector movement by including a range of elective units imported from other training packages.

E. Implementation of the new training package components

Advice on occupational and licensing requirements

Further licensing advice is provided in the *CPP Property Services Training Package Release 9.0 Companion Volume Implementation Guide*.

Industry supported the development of a new qualification. The qualification aligns with:

- industry best practice
- current and emerging technological equipment, processes and protocols
- regulatory requirements
- current and emerging skills and knowledge needs.

Implementation issues of note and management strategy

The proposed components have been developed to:

- align with the *Standards for Training Packages 2012*
- support the approach of the Standards to develop qualifications that are accessible in content, format and logic
- support industry-relevant training and assessment practices.

The impact for enterprises is expected to be positive. The proposed components will provide them with a workforce that can apply relevant skills and knowledge across sectors.

The proposed components meet the requirements for the *Standards for Training Packages 2012* and will be uploaded onto the National Register through the Training Package Content Management System (TPCMS) and published on training.gov.au (TGA).

Advice on downstream effects of the changes

N/A.

F. Quality assurance reports

Quality reports

An external editorial report and an external equity report have been undertaken by Sally Tansley. A quality report has been undertaken by Anna Henderson.

Declaration

Artibus Innovation declares that the proposed endorsed components of the *CPP Property Services Training Package Release 9.0* 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*.

Companion Volume Implementation Guide

The *CPP Property Services Training Package Release 9.0 Companion Volume Implementation Guide* can be located on the VETNet website at:

- <https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=6f3f9672-30e8-4835-b348-205dfcf13d9b>
- Artibus Innovation official website, through an external link: www.artibus.com.au.

This Implementation Guide has been quality assured by the Artibus Innovation internal quality process and by an external editing process.

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

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

Principle	Evidence
1. Reflect identified workforce outcomes	<ul style="list-style-type: none"> • This project was driven by industry need to update the qualifications to meet current work and skilling needs. • CPP30119 Certificate III in Urban Pest Management has been maintained to align and reflect licensing workforce outcomes. • The introduction of CPP41619 Certificate IV in Urban Pest Management caters for industry demand for advanced pest management of complex (e.g., food-orientated) and sensitive (e.g., people-centred) sites.
2. Support national (and international) portability of skills and competencies including reflecting licensing and regulatory requirements	<ul style="list-style-type: none"> • Three electives have been introduced into CPP30119 Certificate III in Urban Pest Management that have a licensing outcome consistent with wider industry demand (work safely at heights, prepare to work safely in the construction industry, transport and store chemicals).
3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry	<ul style="list-style-type: none"> • Robust consultation was undertaken with peak bodies, employers and regulators to ensure jurisdictional legislative requirements can be met. • The core skills packaged across the qualifications outline the scope of work required by an individual operating in the urban pest management industry.
4. Be flexible enough to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces	<ul style="list-style-type: none"> • The urban pest management industry is unevenly regulated, which requires employers to have licensed urban pest managers in operation. The updated training package components facilitate access to, and acquiring of, relevant licenses in the industry. • The development of the CPP41619 Certificate IV in Urban Pest Management supports changing job roles and aligns with licensing outcomes.
5. Facilitate recognition of an individual's skills and competencies and support movement between the school, vocational education and higher education sectors	<ul style="list-style-type: none"> • The qualifications have been revised/developed to facilitate learner progression in the urban pest management industry.

Principle	Evidence
6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements	<ul style="list-style-type: none"> The training package components have been developed in plain English and to ensure greater clarity and usability of the units of competency in the training and assessment space.

Evidence of completion of the training package development work

This Case for Endorsement will be put forward to the AISC in August 2019.

Evidence that training package components are prepared for publication

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

H. Proposed training package components

Qualification mapping

CPP Property Services Training Package Release 9.0	CPP Property Services Training Package Release 8.0	Comments	Equivalence statement
CPP30119 Certificate III in Urban Pest Management	CPP30115 Certificate III in Urban Pest Management	Supersedes and is equivalent to CPP30115 Certificate III in Urban Pest Management. Changed packaging arrangements including a reduction in the total number of units and changed core and elective requirements.	E
CPP41619 Certificate IV in Urban Pest Management	N/A	New qualification to meet industry requirements for specialist pest management technicians and supervisors.	N/A

Units of competency mapping

CPP Property Services Training Package Release 9.0	CPP Property Services Training Package Release 8.0	Comments	Equivalence statement
CPPUPM3005 Manage pest without applying pesticides	CPPPMT3005 Manage pest without applying pesticides	Supersedes and equivalent CPPPMT3005 Manage pest without applying pesticides. Updated to reflect current industry terminology, tools and equipment.	E
CPPUPM3006 Manage pests by applying pesticides	CPPPMT3006 Manage pests by applying pesticides	Supersedes and equivalent CPPPMT3006 Manage pests by applying pesticides. Updated to reflect current industry terminology, tools and equipment.	E
CPPUPM3008 Inspect for and report on timber pests	CPPPMT3008 Inspect for and report on timber pests	Supersedes and equivalent CPPPMT3008 Inspect for and report on timber pests. Updated to reflect current industry terminology, tools and equipment.	E
CPPUPM3010 Control timber pests	CPPPMT3010 Control timber pests	Supersedes and equivalent CPPPMT3010 Control timber pests. Updated to reflect current industry terminology, tools and equipment.	E
CPPUPM3011 Manage organisms by applying fumigants to commodities and environments	CPPPMT3011 Manage organisms by applying fumigants to commodities and environments	Supersedes and equivalent CPPPMT3011 Manage organisms by applying fumigants to commodities and environments. Updated to reflect current industry terminology, tools and equipment.	E
CPPUPM3017 Maintain, service and repair pest management equipment	CPPPMT3017 Maintain, service and repair pest management equipment	Supersedes and equivalent CPPPMT3017 Maintain, service and	E

		repair pest management equipment. Updated to reflect current industry terminology, tools and equipment.	
CPPUPM3018 Maintain equipment and pesticide storage area in pest management vehicles	CPPPMT3018 Maintain equipment and pesticide storage area in pest management vehicles	Supersedes and equivalent CPPPMT3018 Maintain equipment and pesticide storage area in pest management vehicles. Updated to reflect current industry terminology, tools and equipment.	E
CPPUPM3042 Install termite management systems	CPPPMT3042 Install physical termite management systems	Supersedes and equivalent CPPPMT3042 Install physical termite management systems. Updated to reflect current industry terminology, tools and equipment.	E
CPPUPM4001 Assess and select pest management vehicle and equipment	CPPPMT3026 Select pest management vehicle and equipment	Supersedes and non-equivalent to CPPPMT3026 Select pest management vehicle and equipment. Updated to reflect current industry terminology, tools and equipment.	N
CPPUPM4002 Schedule, organise and monitor pest management operations	CPPPMT3029 Plan and schedule pest management operations	Supersedes and non-equivalent to CPPPMT3029 Plan and schedule pest management operations Incorporates content from CPPPMT3019 Organise and monitor pest management operations. Updated to reflect current industry terminology, tools and equipment.	N
CPPUPM4003 Assess and advise on pest management options for sensitive operations	CPPPMT3002 Assess, advise on options, and develop pest management plans for	Supersedes and non-equivalent to CPPPMT3002 Assess, advise on options, and	N

	complex or high risk operations	develop pest management plans for complex or high risk operations. Updated to reflect current industry terminology, tools and equipment.	
CPPUPM4005 Implement and monitor pest management plans for sensitive operations	CPPPMT3007 Implement pest management plans for complex or high risk operations	Supersedes and non-equivalent to CPPPMT3007 Implement pest management plans for complex or high risk operations. Updated to reflect current industry terminology, tools and equipment.	N
CPPUPM4004 Assess and advise on pest management options for complex operations	New unit	New unit	N/A
CPPUPM4006 Implement and monitor pest management plans for complex operations	New unit	New unit	N/A
	CPPPMT3019 Organise and monitor pest management operations	Removed with content incorporated into CPPUPM4002 Schedule, organise and monitor pest management operations. Updated to reflect current industry terminology, tools and equipment.	N/A
	CPPPMT3043 Prepare and present pest management proposals for complex or high risk operations	Removed with content incorporated into CPPUPM4004 Assess and advise on pest management options for complex operations. Updated to reflect current industry terminology, tools and equipment.	N/A

Imported units of competency

Code and title	Parent Training Package	
AHCCHM304	Transport and store chemicals	Agriculture, Horticulture and Conservation and Land Management Training Package
AHCCHM307	Prepare and apply chemicals to control pest, weeds and diseases	Agriculture, Horticulture and Conservation and Land Management Training Package
AHCPMG312	Apply poison baits for vertebrate pest control in rural and environmental landscapes	Agriculture, Horticulture and Conservation and Land Management Training Package
AHCCHM404	Develop procedures to minimise risks in the use of chemicals	Agriculture, Horticulture and Conservation and Land Management Training Package
AHCCHM405	Plan and implement a chemical use program	Agriculture, Horticulture and Conservation and Land Management Training Package
AHCPMG413	Define the pest problem	Agriculture, Horticulture and Conservation and Land Management Training Package
BSBSMB407	Manage a small team	Business Services Training Package
BSBSMB420	Evaluate and develop small business operations	Business Services Training Package
BSBSMB421	Manage small business finances	Business Services Training Package
BSBWRT401	Write complex documents	Business Services Training Package
CPCCCM2010B	Work safely at heights	Property Services Training Package
CPPCMN4008	Read plans, drawings and specifications for residential buildings	Property Services Training Package
FBPAUD4003	Conduct food safety audits	Food, Beverage and Pharmaceutical Training Package
HLTAID003	Provide first aid	Health Training Package
MSL934005	Contribute to the ongoing development of HACCP plans	Laboratory Operations Training Package
TAEASS301	Contribute to assessment	Training and Education Training Package

Code and title	Parent Training Package	
TAEDEL301	Provide work skill instruction	Training and Education Training Package
TAEDEL404	Mentor in the workplace	Training and Education Training Package

Appendix A: Industry Support

Technical Advisory Group (TAG) Members

TAG Member	Jurisdiction	Organisation
John Murray TAG Chair & Property Services IRC Member	QLD	Flick Anticimex
Phil Sayer	QLD	Garrards
Robin Drew	NSW	TAFE NSW
Pat Legey	NSW	Austrapest
Kevin Girard	NSW	Pest Consultant
Keith Farrow	NSW	Keith Farrow Consulting
Troy Dawson	VIC	Dawson's Australia
Craig Sandford	VIC/TAS	Rentokil

State and Territory Regulators

Regulator Name	Contact Person
NT Govt Dept of Health	Poisons Control
QLD Govt Dept of Health	Assistant Licensing Officer – Environmental Hazards Unit
SA Govt Dept of Health	Michael Cooper
NSW Environment Protection Agency	Martin Bowles
ACT Govt Dept of Urban Services	Stella Williams
Vic Govt Dept of Health and Human Services	Katherine Smith
Department of Primary Industries, Parks, Water and Environment	Maria Hawksley
WA Health	Amy Tran / Pierina Otness

Appendix B: IRC Support

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

Signed on behalf by the appointed Chair of the Property Services IRC.

Name of Chair:

Noel Hamey

Signature of Chair:

A handwritten signature in black ink, appearing to read 'N. Hamey', written in a cursive style.

Date: 27 June 2019

Appendix C: Industry Stakeholders

Industry stakeholder participants

Surname	Name	Organisation
Aleksic	Neda	Industry Skills Advisory Council, NT
Ambrose-Pearce	Peter	Syngenta Australia
Bate	Rowan	Conquer Termites & Pest Management
Billington	David	Shark Pest Control
Bishop	Damien	Industry
Black	Brett	Globe Pest Solutions
Boschma	Rob	Termite Specialist
Bowles	Martin	NSW Environment Protection Authority
Brenton	Melanie	Industry Skills Advisory Council NT
Brook	Josh	Southern Independent Building inspections
Bruce	Warren	Flick Anticimex
Byrne	Gary	Rapid Solutions - Rapid Training
Carrigg	Wayne	WA TAFE Lecturer
Chapman	Trent	Local Pest Experts
Cheetham	Greg	TAFE NSW
Coventry	Robert	Murray Pest Control Streaky Bay
Cox	Wayde	Resolve Pest Control
Coxsen	Luke	Exterm Pest Management
Critchley	Andrew	Instinct Pest
Daniel	Alan	Department of Education and Training
Daw	Peter	Agserv
Dedes	John	The Pest Control Co. Aust.
Dekker	Bruce	ProTrain Training and Consultancy Services
enHealth Secretariat		Dept. of Health
Ewart	Don	Consulting Entomologist
Forti	Paul	Flick Anticimex
Fulton	Kyle	Flick Anticimex
Goetzmann	Mirella	WA Health
Hall	Ben	Rentokil Initial
Hall	Lyla	South Metro TAFE
Hansen	Ben	Propest Pest Management
Hicks	Richard	Richard Hicks Pest Control
Hosey	Paul	Bugs Or Us Pest Control
Hunt	Greg	FMC Australasia
Hutton	Cameron	K9 Termite Control

Surname	Name	Organisation
Humberstone	Paul	Surekil Pest Control Pty Ltd
Jones	Garry	Consultant Pest Manager
Judd	Shane	TAFE NSW
Kafer	Jodie	ACT State Training Authority
Krstic	Alex	Wildpro Pty Ltd
Lawther	Matthew	MPL Training Centre Pty Ltd
Maunder	Greg	Trainer
McCafferty	Dan	Flick-Anticimex
McCarthy	Peter	Pest IT Pty Ltd
McCormack	Colm	FMC Australasia
McGee	Michael	Skills Tasmania
Mitchell	Sonja	Chemical Manufacturer – Dow Dupont
Muenchow	Paul	Department of Training and Workforce Development
O'Donnell	Shane	Cooroy Pest Control
Onn	Michael	Brisbane City Council
Orton	Dr Chris	Secretary, PMITAG NSW
Parminter	Noel	Auswise Pest Control Pty Ltd
Prosser	Robert	Rapid Solutions - Rapid Training
Purslowe	Craig	Temico Pest Management
Rae	Gav	Marketing Coordinator
Rees	Vanessa	Goldfields Pest Control
Reid	Cameron	Buffalo Pest Control
Riddle	Brian	Adelaide Plains Pest Control Services
Ripley	Brad	Self Employed
Ripley	Blair	Self Employed
Ryan	Howard	Housesafe Foundation
Sayer	Phil	TAG
Segrave	Michael	VIC State Training Authority
Sheppard	Mark	PestConsult
Smith	Katherine	Regulator
Smith	Ashley	MR Pest Control Qld Pty Ltd
Smith	Ron	Bugstoppers
Stephenson	Gary	G. Stephenson Pest Industry Consultants
Taylor	Basil	Rapid Solutions - Rapid Training
Taylor	Luke	The Pest Company
Tran	Amy	WA Govt - Department of Health
Turner	Jay	Laguna Pest Control
Undery	Kerrie	Rapid Solutions - Rapid Training
Urey	Colin	Drop Dead Pest Control
Vernon	Brian	Peter the Possum Man
Wagner	Mark	wwlearn / Greens Pest Services / TAFE SA

Surname	Name	Organisation
Walters	Darren	Rentokil Initial
Westhead	Jim	Bayer
Wilson	David	The Pest Control Shop
Wilson	Don	Wilson's Pest Control Pty Ltd

Appendix D: Victorian STTA's concerns on the Urban Pest Management Project

10 July 2019 Feedback provided by the Victorian STTA to Artibus

12 July 2019 Artibus provided a response to the Victorian STTA

STA Feedback 1:

Entry Requirements: There is no justification of Entry Requirements for the Certificate IV in Urban Pest Management in the Companion Volume, as required by the Standards.

Artibus Response 1:

The CPP30119 Certificate III in Urban Pest Management qualification describes the skills needed by all urban pest managers and includes units required for licensing around the country. This qualification primarily deals with standard domestic and commercial environments.

The Certificate IV in Urban Pest Management is intended to build on this foundation for more complex work in high-risk and sensitive sites such as hospitals, aged care centres and food manufacturing/storage facilities. More complex and high-risk site includes contributions to HACCP planning and management, food safety and health environmental considerations. This work has a higher level of responsibility and accountability and therefore requires a higher-level qualification.

Industry feels that entrants to the Certificate IV should have the minimum entry required to undertake the base function of a pest manager (i.e. the Certificate III, prior to entering the higher risk fields of work). This position was also supported by public and industry at validation.

Information regarding Entry Requirements in the Companion Volume has been provided.

STA Feedback 2:

Unit Mapping: The level of change for 'Not equivalent' units is not described in the mapping – in both the qualification mapping and in the Mapping Table in the Companion Volume (e.g. 'Supersedes and is non-equivalent to' is stated without further detail). The Standards require that 'Information must be sufficient for users to see what has changed and to assist them in determining matters such as resourcing, impacts on training for particular competency profiles and any transition arrangements. See comments below on individual units deemed equivalent to their predecessors.

Artibus Response 2:

Further details have been incorporated in the mapping of each unit.

STA Feedback 3:

CPP30119 Certificate III in Urban Pest Management: The Cert III appears to be significantly altered, with 4 units removed to form the core of the new Cert IV and I note the qualification is deemed equivalent to its predecessor. The revised Certificate III does now appear better aligned to the job role, with the revised units moved into the core of the new Certificate IV where they are more relevant. The changes have focused the job roles to the respective AQF level, however, the Cert III qualification does not appear to be equivalent based on the changes to the core. Further

explanation of how the qualifications are equivalent would be appreciated; or describe the Cert III as not equivalent.

Artibus Response 3:

The CPP30119 Certificate III in Urban Pest Management was deemed equivalent by the Technical Advisory Group (TAG). This recommendation has been endorsed by Property Service IRC.

STA Feedback 4:

Skill Sets: I note the CFE refers to 'maintaining the skill set approach for units tied to licensing' (p.5), however, the Skill Sets related to Pest Management in CPP have not been updated or provided with the Case for Endorsement to include the revised units. Three Skill Sets are referenced in the CVIG as relevant to CPP30119 (p.191) – CPPSS00045 Manage complex fumigation operations, CPPSS00046 Manage non-timber pests and CPPSS00047 Manage timber pests. Why have the Skill Sets not been updated to reflect the revised units in CPP30119 and when will this occur?

Artibus Response 4:

These skill sets already exist in the CPP Property Services Training Package. The skill sets will be updated against the changes proposed in the project and will be released. Updated skill sets will be provided.

STA Feedback 5:

Units: TPU sampled a small number of units for review, and of these, the deeming of equivalence is questioned – suggesting that all might benefit from a further review. In addition, the level of detail in some of the units is notably increased and may make implementation difficult. For example, the unit **CPPUPM3005 Manage pests without applying pesticides** is deemed equivalent to the current unit CPPPMT3005 Manage pests without applying pesticides. The new unit requires Pest Management Plans to be developed for 4 different types of pests (ants, cockroaches, rodents, spiders) plus a minimum of four additional pests (bed bugs, bees/wasps, birds, fabric pests, fleas, flies, mites, occasional invaders [e.g. thrips], paperlice, stored product pests [at least three species]) to be managed during work **across ten different premises – ten plans in total covering 8 different pests**. The current unit requires the learner to prepare a pest management plan to manage four pests (ants, cockroaches, rodents, spiders) across three premises (residential, commercial or a mix) without applying pesticides. Equivalence of unit content and vocational outcomes is not realistic. In addition, where might the 10 premises per student be sourced and why are 10 needed? Where is the compelling evidence that 10 plans rather than 3 etc produce job-ready outcomes?

Similarly, the unit **CPPUPM3042 Install termite management systems** (also deemed equivalent to its predecessor) has significantly increased Performance Evidence requirements:

To demonstrate competency, a candidate must meet the performance criteria of this unit by installing a termite management system to manage subterranean termites at

ten different premises involving:

- different construction methods including slab-on-ground and suspended floor
- pre-construction installations.

Where the PE in the current unit requires that the learner ‘must install one type of physical termite management system to manage subterranean termites in two premises with different types of construction’.

The Assessment Conditions are significantly changed:

‘Evidence of assessment for installing termite management systems at seven of the ten premises as specified in the performance evidence, must be based on documentation and photographic evidence that has been validated by a workplace supervisor. A workplace supervisor is a person duly authorised to perform and validate the work being undertaken.

Evidence of assessment for installing termite management systems at three of the ten premises as specified in the performance evidence:

- must be based on direct observation and assessment of the candidate by an assessor:
 - physically, or
 - via audio and visual media provided the candidate is physically accompanied by a person who is licensed or holds the required competency to install termite management systems
- must be in a real workplace for a minimum of two premises
 - may be simulated for one premises provided the simulation allows demonstration of all performance criteria.
 -

The current unit requires, in addition to equipment and materials, ‘premises requiring installation of physical termite management systems’. Equivalence of unit content and vocational outcomes is not realistic.

It should be noted that the level of change may place a significant burden on RTOs to provide for all requirements and RTOs may reconsider delivering the new products. If this occurs, industry may not obtain the workforce outcomes it is seeking.

Artibus Response 6:

From an equivalence perspective the TAG feels the function is the same, but the scope was increased to maintain consistency with the other timber pest units (CPPPMT3008 Inspect for and report on timber pests and CPPPMT3010 Control timber pests) that form the Skills Set CPPSS00047 Manage timber pests. The increase in pests and performance evidence was recommended by the TAG to address current shortfall in graduate knowledge and experience but the unit describes the same outcome. The changes to assessment conditions balance increase in the number of treatments to minimise the impact on RTO costs whilst improving the experience, skills and knowledge of learners.

One of the main issues raised with the current package was poor skill and experience levels in graduates. The assessment conditions and performance evidence have been increased to ensure candidates have the experience employers are looking for and to increase confidence in the training package. The increase to ten sites was deemed necessary to ensure learners were exposed to a range of pest environments and to maintain consistency with the other timber units in the skills set. The mix, defined in the assessment conditions, of on the job evidence and direct assessment allows RTOs to ensure candidates have this experience without unduly increasing the direct assessment costs.

Appendix E: Editorial Report

1. Cover page	
Information required	Detail
Training Package title and code	CPP Property Services Training Package Release 9.0
Number of new qualifications and their titles ¹	1 - CPP41619 Certificate IV in Urban Pest Management
Number of revised qualifications and their titles	1 - CPP30119 Certificate III in Urban Pest Management
Number of new units of competency and their titles	2 new units - CPPUPM4006 Implement and monitor pest management plans for complex operations and CPPUPM4004 Assess and advise on pest management options for complex operations.
Number of revised units of competency and their titles	12 revised units: <ol style="list-style-type: none"> 1. CPPUPM3005 Manage pest without applying pesticides 2. CPPUPM3006 Manage pests by applying pesticides 3. CPPUPM3008 Inspect for and report on timber pests 4. CPPUPM3010 Control timber pests 5. CPPUPM3011 Manage organisms by applying fumigants to commodities and environments 6. CPPUPM3017 Maintain, service and repair pest management equipment 7. CPPUPM3018 Maintain equipment and pesticide storage area in pest management vehicles 8. CPPUPM3042 Install termite management systems 9. CPPUPM4001 Assess and select pest management vehicle and equipment 10. CPPUPM4002 Schedule, organise and monitor pest management operations 11. CPPUPM4003 Assess and advise on pest management options for sensitive operations 12. CPPUPM4005 Implement and monitor pest management plans for sensitive operations
Confirmation that the draft training package components are publication-ready	Publication ready at time of completion of editorial report.
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes, Sally Tansley.
Date of completion of the report	1 July 19

¹ When the number of training products is high the titles can be presented as an attachment.

2. Content and structure

Units of competency

Editorial requirements	Comments
Standard 5: <ul style="list-style-type: none"> The structure of units of competency complies with the unit of competency template. 	Yes
Standard 7: <ul style="list-style-type: none"> The structure of assessment requirements complies with the assessment requirements template. 	Yes

Qualifications

Editorial requirements	Comments by the editor
Standard 9: <ul style="list-style-type: none"> The structure of the information for qualifications complies with the qualification template. 	Yes
Standard 10: <ul style="list-style-type: none"> Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template. 	Not applicable

Companion Volumes

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

3. Proofreading

Editorial requirements	Comments by the editor
<ul style="list-style-type: none"> 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. 	Yes. Recommendations on revisions were made and implemented by Artibus prior to final submission.
<ul style="list-style-type: none"> Units of competency and their content are presented in full. 	Yes.
<ul style="list-style-type: none"> The author of the Editorial Report is satisfied with the quality of the training products, specifically with regard to: <ul style="list-style-type: none"> absence of spelling, grammatical and typing mistakes consistency of language and formatting logical structure and presentation of the document. compliance with the required templates 	Yes. Recommendations on revisions were made and implemented by Artibus prior to final submission.

Appendix F: Equity Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPP Property Services Training Package Release 9.0
Number of new qualifications and their titles ¹	1 - CPP41619 Certificate IV in Urban Pest Management
Number of revised qualifications and their titles	1 - CPP30119 Certificate III in Urban Pest Management
Number of new units of competency and their titles	2 new units - CPPPMT4006 Implement and monitor pest management plans for complex operations and CPPPMT4004 Assess and advise on pest management options for complex operations.
Number of revised units of competency and their titles	12 revised units: 13. CPPUPM3005 Manage pest without applying pesticides 14. CPPUPM3006 Manage pests by applying pesticides 15. CPPUPM3008 Inspect for and report on timber pests 16. CPPUPM3010 Control timber pests 17. CPPUPM3011 Manage organisms by applying fumigants to commodities and environments 18. CPPUPM3017 Maintain, service and repair pest management equipment 19. CPPUPM3018 Maintain equipment and pesticide storage area in pest management vehicles 20. CPPUPM3042 Install termite management systems 21. CPPUPM4001 Assess and select pest management vehicle and equipment 22. CPPUPM4002 Schedule, organise and monitor pest management operations 23. CPPUPM4003 Assess and advise on pest management options for sensitive operations 24. CPPUPM4005 Implement and monitor pest management plans for sensitive operations
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	Yes
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes, Sally Tansley
Date of completion of the report	1 July 2019

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

Section 2 – Equity checklist of draft training package components

Equity requirements	Equity reviewer comments Provide brief commentary on whether the draft endorsed components meet each of the equity requirements
<p>The training package component(s) comply with Standard 2 of the <i>Standards for Training Packages 2012</i>. The standard requires compliance with the <i>Training Package Products Policy</i>, specifically with the access and equity requirements:</p> <ul style="list-style-type: none"> • Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations. • Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation. 	<p>Yes, access and equity requirements are fully complied with in my opinion. Obligations are met under Commonwealth anti-discrimination legislation and associated standards and regulations e.g. reference to reasonable adjustment and Disability Standards.</p>

Section 3 - Training Package Quality Principles

Quality Principle 4

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

Key features

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

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

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

Equity requirements	Equity reviewer comments
<p>1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?</p>	<p>The case for endorsement presents a cohesive argument for flexibility. While the new qualification includes entry requirements, it is stated that this meets licensing requirements and changing job roles.</p>
<p>2. Is there evidence of multiple entry and exit points?</p>	<p>Yes, learners could exit and enter with units that would give credit to a range of other qualifications. Completion of the qualifications would also allow learners to progress into higher level qualifications.</p>
<p>3. Have prerequisite units of competency been minimised where possible?</p>	<p>Yes, no pre-requisites.</p>

Equity requirements	Equity reviewer comments
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	No.

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?	See comments under Point 2 of the previous section.

Quality Principle 6

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

Key features

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

Equity requirements	Equity reviewer comments
1. Does the Companion Volume Implementation Guide include advice about: <ul style="list-style-type: none"> • Pathways • Access and equity • Foundation skills? (see Training Package Standard 11)	Yes and the information provided is sufficient to ensure understanding by readers.
2. Are the foundation skills explicit and recognisable within the training package and do they reflect and not exceed the foundation skills required in the workplace?	Yes. The units include both explicit and additional foundation skill requirements under foundation skills.

Appendix G: Quality Assurance Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPP Property Services Training Package Release 9.0 Urban Pest component
Number of new qualifications and their titles	One new qualification: <ul style="list-style-type: none"> • CPP41619 Certificate IV in Urban Pest Management
Number of revised qualifications and their titles	One revised qualification: <ul style="list-style-type: none"> • CPP30119 Certificate III in Urban Pest Management
Number of new units of competency and their titles	Two new units: <ul style="list-style-type: none"> • CPPUPM4006 Implement and monitor pest management plans for complex operations • CPPUPM4004 Assess and advise on pest management options for complex operations.
Number of revised units of competency and their titles	Twelve revised units: <ul style="list-style-type: none"> • CPPUPM3005 Manage pest without applying pesticides • CPPUPM3006 Manage pests by applying pesticides • CPPUPM3008 Inspect for and report on timber pests • CPPUPM3010 Control timber pests • CPPUPM3011 Manage organisms by applying fumigants to commodities and environments • CPPUPM3017 Maintain, service and repair pest management equipment • CPPUPM3018 Maintain equipment and pesticide storage area in pest management vehicles • CPPUPM3042 Install termite management systems • CPPUPM4001 Assess and select pest management vehicle and equipment • CPPUPM4002 Schedule, organise and monitor pest management operations • CPPUPM4003 Assess and advise on pest management options for sensitive operations • CPPUPM4005 Implement and monitor pest management plans for sensitive operations

Information required	Detail
Confirmation that the panel member is independent of: <ul style="list-style-type: none"> • 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, I am independent of: <ul style="list-style-type: none"> • CPP Training Package • The development and validation activities • The Equity and Editorial reports.
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	Yes , the CPP Property Services TP R9 is compliant with the <i>Standards for Training Packages 2012</i>
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	Yes , the Urban Pest project in the CPP Property Services TP R9 is compliant with the <i>Training Package Products Policy</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	Yes , the Urban Pest project in the CPP Property Services TP R9 is compliant with the <i>Training Package Development and Endorsement Process Policy</i>
Panel member's view about whether: <ul style="list-style-type: none"> • the evidence of consultation and validation process being fit for purpose and commensurate with the scope • estimated impact of the proposed changes is sufficient and convincing 	Yes
Name of panel member completing Quality Report	Anna Henderson
Date of completion of the Quality Report	20 th June 2019

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> 1. AISC endorsed components: <ul style="list-style-type: none"> • qualifications • units of competency • assessment requirements (associated with each unit of competency) • credit arrangements 2. One or more quality assured companion volumes 	Yes	<p>The Urban Pest component of the CPP Property Services Training Package R9 submission consists of the following endorsed components:</p> <ul style="list-style-type: none"> • 2 qualifications • 14 units of competency • credit arrangements are discussed in the CPP Property Services Training Package R9 Companion Volume Implementation Guide (CVIG), page 176. • A quality assured Companion Guide – CPP Property Services TP R9 CVIG.
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	Yes	<p>The draft Training Package component comply with this Standard:</p> <ul style="list-style-type: none"> • Coding and titling –: the qualifications and units of competency comply with the coding and titling policy. • Foundation Skills -: The CPP Property Services TP R9 CVIG provides further explanation about foundation skills (pages 176-177). • Mapping - the mapping tables found in the CPP Property Services TP R9 CVIG including equivalence status of the endorsed components CPP Property Services TP R9 CVIG (pages 39-140 features mapping for all Property Services sectors in recent releases). • Qualification packaging rules –the rules for the qualification are clear and practical and allow for packaging for a range of contexts. • Qualification – occupational/pathway advice – occupation outcome advice for all Property Services occupations advice is included in the CPP Property Services TP R9 CVIG (pages 160-171). Pathway advice for Property Services sectors is also in the CVIG (pages 173 to 183).

Standards for Training Packages	Stand ard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 3</p> <p>Training Package developers comply with the <i>AISC Training Package Development and Endorsement Process Policy</i></p>	Yes	<p>The Case for Endorsement (CfE) provides information about work on Urban Pest. The training components have been developed to a high-quality standard and they are responsive to industry's existing and future skill needs, including support from the Australian Environmental Pest Managers Association (AEPMA).</p> <p>This project followed the AISC requirements and supported the COAG Industry and Skills Council reforms to training packages by:</p> <ul style="list-style-type: none"> • streamlining qualifications • developing: <ul style="list-style-type: none"> ○ qualifications that better reflect occupational standards ○ units of competency that provide a clear intended outcome • maintaining skill sets that are associated with licensing requirements. <p>Eight members of the AEPMA were on the Technical Advisory Group (TAG). Consultation was broad and covered a variety of methods including mailouts, newsletters, surveys, industry forums and workshops, online presentations (340 views) and one-on-one meetings.</p>
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	Yes	<p>The new and revised units of competency are well written, and adequately specify standards of performance required in the workplace.</p>
<p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	Yes	<p>The structure of the new and revised units of complies with all aspects of the unit of competency template: application, elements, performance criteria, foundation skills and unit mapping information.</p>
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	Yes	<p>All draft units of competency specify the performance evidence (including references to volume and frequency), the assessment conditions and the knowledge evidence to be demonstrated for assessment. The assessment requirements cross-reference well to the performance criteria requirements.</p>

Standards for Training Packages	Stand ard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 7</p> <p>Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template</p>	Yes	In all draft units of competency, the assessment requirements comply with the assessment requirements template.
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	Yes	The qualifications comply with the AQF specification for the qualification type.
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	Yes	The structure of the qualifications complies with the qualification template.
<p>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>	Yes	Credit arrangements are discussed in the CPP Property Services Training Package R9 CVIG: <i>"At the time of endorsement of the CPP Property Services Training Package no national credit arrangements exist between qualifications in this training package and higher education qualifications."</i> (page 176).
<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	Yes	The Training Package components in this submission are accompanied by the CPP Property Services <i>Training Package CVIG R9</i> . The CVIG complies with the companion volume implementation guide template included in the 2012 Standards and has been quality assured in line with the Artibus Innovation editorial processes.

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 12 Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.	Yes	The CPP Property Services TP R9 CVIG includes information about typical occupation outcomes and how CPP qualifications relate to jobs within the industry. Artibus Innovation has also produced companion resources for the other industry sectors they cover.

Section 3 – Compliance with the training package quality principles

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

Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	Yes	<p>The Urban Pest draft components in the CPP Property Services Training Package have been driven in direct response to the Urban Pest Management TAG requests. The Urban Pest TAG, which, as discussed was comprised of key Pest industry representatives nominated a range of key changes to the Certificate III in Urban Pest Management and its associated units of competency. They have also provided strategic advice on the development of a new Certificate IV in Urban Pest Management. The Urban Pest TAG has met five times to discuss current and future training needs of industry and to analyse feedback gathered from public and industry consultation. The following adjustments were made to the qualifications following industry feedback:</p> <p>CPP30119 Certificate III in Urban Pest Management The bank of core units has been updated to better reflect competencies that are core to urban pest management, with more optional or specialised units included in the elective pool.</p> <p>CPP41619 Certificate IV in Urban Pest Management The TAG has made Certificate III a prerequisite of Certificate IV. They have revised packaging rules and have made changes to the pool of electives.</p>

<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications are removed from the system • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable 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 	<p>Yes</p>	<p>Compliance with Government policy initiatives</p> <p>Revised <i>CPP30119 Certificate III in Urban Pest Management</i> improving the unit selection flexibility and introduced a Certificate IV qualification that addresses future industry needs.</p> <p>The CVIG provides sufficient information on pathways. Advice on access and equity is provided in the Guide. This includes information on such access and equity considerations as guidance on reasonable adjustment and useful information on identifying and supporting learners' foundation skills.</p> <p>Training delivery/flexibility (supporting movement from related occupations)</p> <p>The CfE presents a cohesive argument for flexibility. While the new qualification includes entry requirements, it is stated that this meets licensing requirements and changing job roles.</p> <p>Improve efficiency of the training system</p> <p>The structure of the two qualifications support implementation.</p> <p><i>CPP30119 Certificate III in Urban Pest Management</i> supports the role of pest management technicians who are required to identify common urban pests, assess pest problems, consider pest management options, develop pest management plans, liaise with customers and implement pest management strategies.</p> <p><i>CPP41619 Certificate IV in Urban Pest Management</i> is a qualification for pest management technicians seeking deeper specialisation in the urban pest management sector. This new qualification supports specialist roles that require planning, coordinating, managing and completing small to large scale pest management operations.</p>
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p>Yes</p>	<p>The qualifications align with current and future industry outcomes, particularly with regard to new and emerging roles in the Urban Pest industry:</p>

		<ul style="list-style-type: none">• CPP30119 Certificate III in Urban Pest Management has been maintained to align and reflect licensing workforce outcomes.• The introduction of CPP41619 Certificate IV in Urban Pest Management caters for industry demand for advanced pest management of complex (e.g., food-orientated) and sensitive (e.g., people-centred) sites.
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Quality principle 2: Support portability of skills and competencies including reflecting licensing and regulatory requirements

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support movement of skills within and across organisations and sectors	Yes	The Urban Pest draft components of the CPP Property Services TP support careers and skill development in the Urban Pest industry. Occupation outcome advice for all Property Services occupations advice is included in the CPP Property Services TP R9 CVIG (pages 160-171). Pathway advice for Property Services sectors is also in the CVIG (pages 173 to 183).
Promote national and international portability	Yes	<p>There are no barriers relating to entry to CPP30119 Certificate III in Urban Pest Management. The Certificate III a prerequisite of CPP41619 Certificate IV in Urban Pest Management. This is an industry requirement.</p> <p>Portability is supported by a range of imported units in all qualifications to support transferability of skills across the industry. Each Urban Pest qualification allows for units to be selected from a pool of elective units, including units that may be drawn from other Training Packages but not Accredited Courses.</p> <p>The CfE notes that three electives have been introduced into CPP30119 Certificate III in Urban Pest Management that have a licensing outcome consistent with wider industry demand (work safely at heights, prepare to work safely in the construction industry, transport and store chemicals).</p>
Reflect regulatory requirements and licensing	Yes	<p>Licensing, legislative, regulatory or certification requirements apply to pest management in some states and territories, this is reflected in the Urban Pest qualifications. Both CPP30119 and CPP41619 note that licensing, legislative, regulatory or certification requirement information should be sought through the relevant state or territory regulatory authority.</p> <p>Attainment of a pest management skill set is a pathway into the industry:</p> <ul style="list-style-type: none"> • CPPSS00045 Manage complex fumigation operations • CPPSS00046 Manage non-timber pests • CPPSS00047 Manage timber pests. <p>The units achieved in these skill sets are also relevant for the entry level qualification, CPP30119 Certificate III in Urban Pest Management. Pathways from this qualification are horizontal and cross into other property services industries.</p>

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	Yes	The overall development and consultation process for the Urban Pest component of the CPP Property Services Training Package R9 review project is discussed in the CfE. The process allowed for engagement with industry and other stakeholders throughout the life of the project to inform the drafts prior to submission of the final product.
Recognise convergence and connectivity of skills	Yes	The Urban Pest qualifications have been revised/developed to facilitate learner progression in the urban pest management industry.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	Yes	The Urban Pest components of the CPP Property Services Training Package, R9 draft submission support diversity. The CVIG provides advice on access and equity considerations including reasonable adjustment for learners with disabilities. Information regarding access and equity and reasonable adjustment information is on page 176.
Support equitable access and progression of learners	Yes	The Urban Pest components of the CPP Property Services Training Package, R9 CVIG notes that the Training Package supports progression of learners from Certificate III to Certificate IV. This supports equitable access and progression of learners in this niche industry. The pest management skill set also enables access and progression for learners.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	Yes	The CPP Property Services Training Package R9 3 CVIG provides information about learner transition via vocational education for all Property Services sectors (pages 160-171). This information includes licensing and regulatory requirements where relevant.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	Yes	The CPP Property Services qualifications support careers and skill development in the Urban Pest industry. Occupation outcomes advice is included in the CPP Property Services TP R9 CVIG.
Support sound assessment practice	Yes	The CPP Property Services Training Package, R9 supports sound assessment practice in line with licensing requirements.
Support implementation	Yes	As discussed, the draft components in this submission address licensing and regulatory requirements, which supports implementation in a regulated industry.