



# Case for Endorsement

## Demolition Project

CPC Construction, Plumbing and Services Training Package

Release 5.0

Submitted by Artibus Innovation  
on behalf of the  
Construction, Plumbing and Services IRC  
February 2020

## Artibus Innovation

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

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

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## A. Administrative details of the Case for Endorsement

### Name of allocated IRC

Construction, Plumbing and Services IRC

### Name of SSO

Artibus Innovation

### Training Package Components submitted for approval

This submission puts forward the Case for Endorsement for two qualifications and 23 units of competency

### Qualification(s)

Code	Title
CPC30420	Certificate III in Demolition
CPC41020	Certificate IV in Demolition

### Units of competency

Code	Title
CPCCE3014	Remove non-friable asbestos
CPCCE3015	Remove friable asbestos
CPCCE3016	Identify hazards on demolition sites and apply risk management strategies
CPCCE3017	Select and use hand tools and equipment for demolition tasks
CPCCE3018	Select and use small plant and equipment for demolition tasks
CPCCE3019	Demolish small buildings and structures using hand tools and small plant and equipment
CPCCE3020	Select and use tools and equipment for hot work in the demolition industry
CPCCE3021	Operate demolition material crushing plants
CPCCE3022	Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment
CPCCE3023	Operate skid steer loaders at ground level on demolition sites
CPCCE3024	Operate mobile plant on suspended floors on demolition sites
CPCCE3025	Operate remote-controlled plant on demolition sites
CPCCE3026	Operate excavators at ground level to demolish building elements
CPCCE3027	Read and interpret demolition site plans and drawings
CPCCE4001	Plan and prepare for activities on demolition sites
CPCCE4002	Plan demolition work to minimise risk to health, safety and environment
CPCCE4003	Supervise operational activities on demolition sites
CPCCE4004	Finalise demolition activities and supervise property handover
CPCCE4005	Apply structural principles to the planning of the demolition of a structure
CPCCE4006	Demolish stressed panel structure and pre-cast panel structure
CPCCE4007	Manage waste streams
CPCCE4008	Supervise asbestos removal
CPCCE5001	Conduct air monitoring and clearance inspections for asbestos removal work

Further mapping information can be located in **Section H: Training package components**

## Case for Change details

A Case for Change was submitted to the Commonwealth Department of Education and Training in December 2017 and the Australian Industry and Skills Committee (AISC) approved the Case for Change in February 2018.

The approved Case for Change included research, technical analysis and stakeholder consultation which identified gaps within the qualifications and units of competency. It was identified that the updated training package would need to:

- address sustainability principles and practices, including re-use and recycling of materials, waste reduction, waste management and site remediation
- address hazard identification and risk management, including the safety of workers and the public in close proximity to demolition work
- include new technology, such as robots being used in the demolition industry
- include assessment requirements that more closely reflect vocational outcomes
- specify the frequency and volume of assessment tasks
- cover demolition-specific structural principles and practices
- cover supervision tasks, including documentation and interaction with engineers and other professionals
- address inconsistent writing styles and other deficiencies in existing units of competency
- achieve greater specificity, completeness, clarity and accuracy in the performance evidence, knowledge evidence and assessment conditions.

## Specific job outcomes

There are three key areas of activity within demolition relative to the CPC training package:

- Residential
- Commercial
- Industrial

The Australian demolition industry is comprised of:

- Predominantly small contractors with licence scope to undertake minor demolition work
- Residential and commercial/industrial builders with licence scope to undertake demolition work
- Specialist demolition contractors

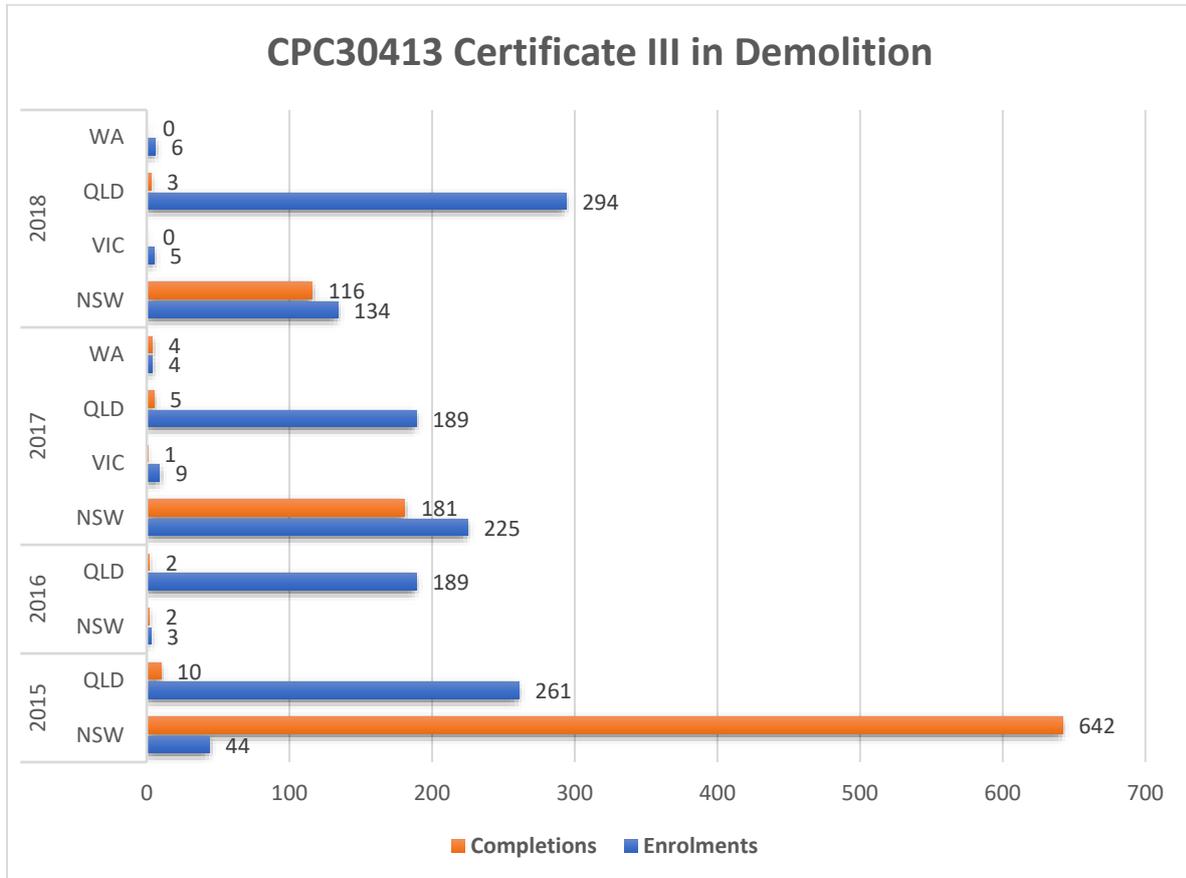
The occupations relevant to the above are:

- Demolition worker
- Demolition plant operator
- Demolition leading hand
- Demolition supervisor

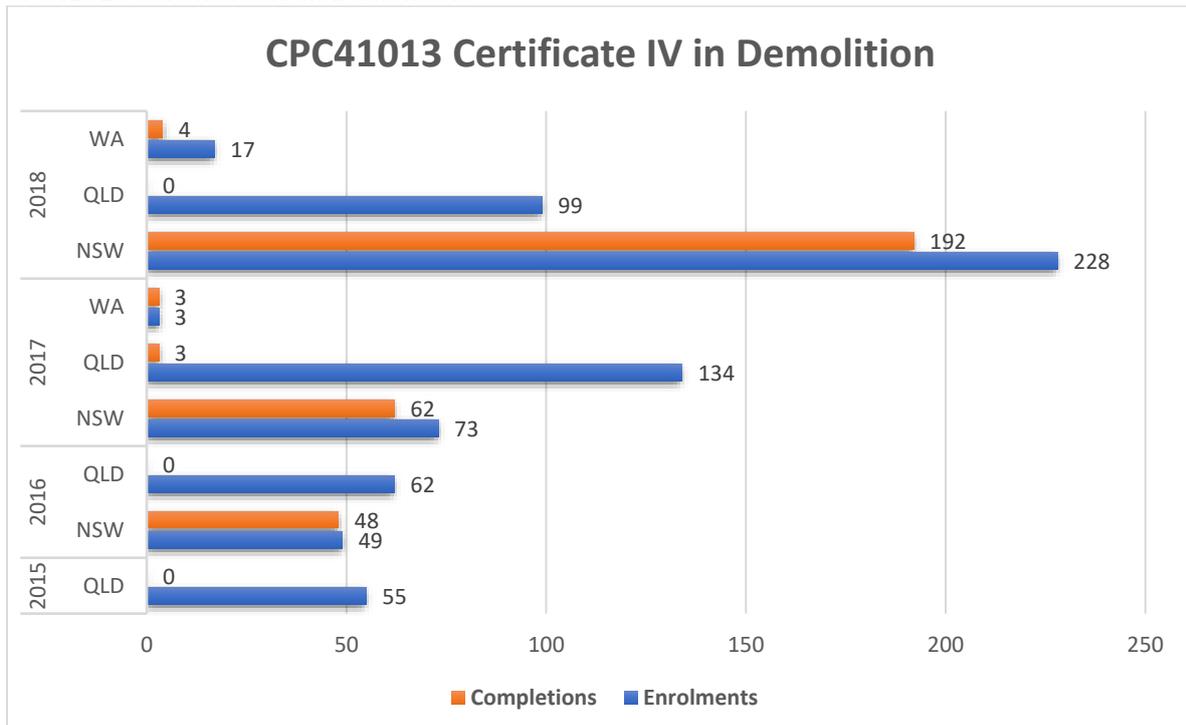
## Activity order details

**Reference number:** TPD/2017-18/003  
**Date executed:** 1 March 2018

**CPC30413 Certificate III in Demolition**



**CPC41013 Certificate IV in Demolition**



## AISC requirements

Under this activity order, Artibus Innovation is required to perform the activities described in the Case for Change approved by the AISC, including:

- a full update of the structure and composition of CPC30413 Certificate III in Demolition and CPC41013 Certificate IV in Demolition and their associated units of competency
- the development of new units of competency to address skills and knowledge gaps.

## B. Description of work and request for approval

### Description of work undertaken and why

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 (TAG) made informed decisions to ensure the qualifications were fit to meet the current and future needs of industry and key stakeholders.

#### Training Package review process and industry consultation

##### 1. Project page

At commencement, 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=11](http://www.artibus.com.au/project/?project_id=11)

The project page received 882-page views.

***The purpose of project page was to make all draft material available to all interested stakeholders and to invite their feedback.***

##### 2. Newsletters

Over the life of the review, seven newsletters were distributed to a broad range of industry participants 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) to validate the qualifications and units

***The purpose of the newsletters was to inform all interested industry stakeholders and to invite their feedback.***

##### 3. State Training Authority (STAs) Engagement

STAs were kept abreast of the project via newsletters and direct email correspondence. STA feedback on the project was reviewed and put forward to the TAG to consider.

Along with newsletters the STAs were directly engaged on the following dates:

Activity	Channel	Date
Project update sent to State Training Authorities	Email	3/10/2018
First draft of Demolition units distributed to STAs for feedback	Email	21/12/2018
STA notified of webinar	Email	26/03/2019
Final draft sent to STAs for feedback	Email	18/04/2019
STA sign -off	Email	27/06/2019

***The purpose of STA engagement was to ensure all STAs were informed of the project updates and provided with the opportunity to provide feedback on the training package components.***

#### 4. TAG formation

Nominations were called for on 28 March 2018. The IRC approved the TAG in May 2018. A TAG comprising nine members was formed. It was chaired by a member of the Construction IRC, Simon Cocker, and included representatives from industry, training and regulatory organisations.

The TAG comprised the following, widely experienced, demolition industry representatives, including large scale demolishers, residential demolishers, a regulator and training providers:

Name	Representing	Jurisdiction
Simon Cocker	Tasmanian Building and Construction Industry Training Board	TAS
Lady Penelope	Thunderbird Demolition	QLD
Jennifer Mason	Victorian Building Authority	VIC
Graham Cressey	Industrial Group	VIC
Michael Jez	Construction Skills Training Centre	WA
Tony Leen	Bernie Leen and Sons Demolition	VIC
Myron Lichtnauer	CDR Industries Pty Ltd	QLD
Ross Gibbins	Rafferty the Wrecker	VIC
Geoff Cody	Multiskills Training	VIC

Six TAG meetings were held, commencing on 13 July 2018. At each meeting, the TAG reviewed the units of competency and the packaging rules of the qualifications. A working group was established to fine-tune the language, terminology, frequency and volume of the components. The TAG then reviewed the work undertaken by the working group and approved the project moving forward to the next consultation stage.

The TAG met either in person or by videoconference to analyse the existing training package, identifying areas for improvement and to advise during the development of draft components. Demolition is a specialised, niche industry with varying registration and licensing requirements between the states and territories.

***The purpose of the TAG was to bring together industry practitioners, regulators, industry associations, employers and trainers to represent the whole of industry to ensure the revised qualifications were fit for purpose. The IRC expressed confidence in the composition of the TAG and valued their work and advice.***

***Working group 1 purpose:*** A working group was formed, through to the TAG, to work through the units of competency line by line to ensure they were developed to include current industry practices, standards and equipment. They provided specific technical advice to the technical writer.

**Working group 2 purpose:** The Demolition TAG members advised that a second working group be formed to give specialist advise on the incorporation of the Building and Construction asbestos related units and also to advise on the update of all four asbestos units to ensure a strong focus on safety for demolition workers working with, or around, asbestos.

TAG meetings were held on the following dates:

Meeting	Date
TAG meeting 1 (in person)	13 July 2018
TAG meeting 2 (on-line)	25 September 2018
TAG meeting 3 (on-line)	6 December 2018
TAG meeting 4 (on-line)	7 February 2019
TAG meeting 5 (on-line)	18 March 2019
TAG meeting 6 (on-line)	5 June 2019

Meeting	Issues considered	Key actions
1	<ul style="list-style-type: none"> <li>• Change of name from Demolition to Deconstruction (see below)</li> <li>• More robust high-rise requirements</li> <li>• Better analytical skills for both quals</li> <li>• Environmental impact of demolition</li> <li>• Consumer protection</li> <li>• Registration framework, particularly for supervisors</li> <li>• Long term vocational outcomes</li> <li>• Mechanical/robotic equipment</li> <li>• Packaging rules on both qualifications.</li> <li>• Manual handling unit</li> </ul>	<p>The Case for Change identified that ‘qualifications need to reflect the concept of “deconstruction” rather than demolition’, that is, they need to address the dismantling of structures so that materials can be reused and recycled.</p> <p>The question was raised as to whether the term ‘deconstruction’ should be in used in qualification or unit titles. The TAG noted that the choice of labels has an impact on insurance obligations and pay rates, particularly in the mining industry. The TAG noted that deconstruction principles are addressed in the qualification already, but that it was important to strengthen these. Consequently, knowledge and performance items covering salvage, reuse and recycling of materials have been reviewed and enhanced in units of competency, but there have been no changes in regard to this terminology to training package titles.</p> <p>The TAG members advised on how to invite key stakeholders to attend forums. Planned for national forums to be held in each state/territory to offer opportunities for stakeholders to participate in each jurisdiction, with forum feedback to be provided to the TAG.</p>

		<p>Artibus to undertake research to consider the issues raised for reporting at the next meeting</p> <p>Industry survey to be developed.</p>
2	<ul style="list-style-type: none"> <li>• Plant operate units potentially could be merged</li> <li>• Post-tensioning units to be reviewed as to suitability for demolition</li> <li>• Current structural principles unit relate to construction not demolition</li> <li>• Further waste management required</li> <li>• National Construction Equipment Convention coming up</li> </ul>	<p>Artibus to review potential merger and seek advice from working group.</p> <p>Artibus to review post-tensioning units and seek advice from working group.</p> <p>Artibus to review structural principles units and seek advice from working group.</p> <p>Artibus to interrogate National Register for suitable Waste Management unit.</p> <p>Artibus Innovation to attend National Construction Convention to attend Demolition practitioners side meeting.</p>
3	<ul style="list-style-type: none"> <li>• Low level of engagement with industry survey</li> <li>• Packaging rule options explored</li> </ul>	<p>Artibus to continue to engage with industry working group to fine-tune technical details.</p> <p>Draft units to be made available for stakeholder feedback.</p>
4	<ul style="list-style-type: none"> <li>• Confirmation that proposed changes align with feedback</li> <li>• Approve national consultation strategy</li> <li>• Advise on asbestos units of competency</li> </ul>	<p>Update components.</p> <p>Undertake national road show.</p> <p>Schedule NT webinar.</p> <p>Consult with asbestos industry specialists.</p>
5	<ul style="list-style-type: none"> <li>• Seek acceptance of two asbestos units from the Building and Construction qualification being incorporated into Demolition</li> <li>• Minor variation to packaging rules in light of IRC decision on inclusion of CPCCWHS1001</li> </ul>	<p>Consult with Work Safe and Asbestos Safety and Eradication Agency.</p> <p>Update packaging rules.</p> <p>Commence validation consultation round.</p>
6	<ul style="list-style-type: none"> <li>• Clarify editorial and equity issues</li> <li>• Pre-requisite requirement for CPCCDE5001 Conduct air monitoring and clearance inspections for asbestos removal work.</li> </ul>	<p>Artibus to incorporate TAG editorial recommendations into units.</p> <p>Seek IRC approval to remove pre-requisite from unit.</p>

## 5. Regulators

Jennifer Mason, of the Victorian Building Authority, was a member of the TAG who provided advice on behalf of regulators.

Asbestos regulators from the Commonwealth and each state and territory were invited to participate in the review with invitations to meetings and by direct email. Peter McGarry, Chief Safety Advisor Asbestos and A/Director – Asbestos Unit Qld, forwarded an email from Artibus Innovation, regarding the review, to the relevant person from the Commonwealth and each state and territory.

### Consultation approach

A multitude of different consultation strategies and methodologies were utilised to seek industry involvement.

Major industry practitioners contributed to the re-development of the qualifications and others kept a watching brief as their time allowed. The following companies participated fully, also updating their peak bodies where available: Liberty International, Industrial Group Pty Ltd, Bernie Leen Demolition and Contracting and Rafferty the Wrecker.

### IRC Consultations

The Construction Industry Reference Committee is made up of people with experience, skills and knowledge of the construction industry. The role of the IRC is to ensure that the Construction, Plumbing and Services Training Package meets the needs of employers. They are the formal point through which industry requirements for skills are considered and defined in the Construction, Plumbing and Services Training Package. Membership of the IRC and consultation methodology is available at appendix A.

### Industry surveys

At key junctures, industry surveys were distributed to receive feedback and advice on the draft components.

Three industry surveys were published to enable industry stakeholders a platform to provide feedback on the development of the training package components throughout the different consultative stages of the project.

The surveys were made available publicly on the Artibus Innovation website to offer opportunities for interested parties to participate. TAG members also encouraged their networks to participate. Respondents were able to download the draft materials and provide feedback on the qualifications and individual units of competency.

The feedback through the surveys covered:

- units applicable to the core of the qualifications and any missing skills or knowledge
- units applicable to the elective lists of the qualifications and any missing skills or knowledge

- the opportunity to comment on proposed new units and whether they are fit for industry needs.

A new unit was created to reflect industry's need on fostering sustainable principles in the sector. This came about through feedback from training providers and industry members.

Further to this, feedback on the packaging of the qualifications was considered by the TAG. The packaging rules of each qualification were amended to reflect industry's feedback on what the most suitable packaging would be to address required skills and knowledge.

There was minimal engagement from industry in the surveys but the feedback that was received was provided to the TAG to discuss and consider. The TAG was not surprised by the low participation as demolition work is predominantly undertaken in the field with few employees spending time in front a computer.

### Forums/webinars (March 2019 and November 2019)

As part of national consultation strategy, Artibus Innovation held forums in most capital cities across states and territories to directly engage with industry stakeholders and gather their views on the first draft of the training package components.

The forums were widely advertised and raised awareness and opportunity to participate in the review.

Jurisdiction	City	Date	No. of attendees
ACT	Canberra	20 February 2019	1
NSW	Sydney	25 February 2019	12
QLD	Brisbane	26 February 2019	1
TAS	Hobart	22 February 2019	4
VIC	Melbourne	13 February 2019	3

A national webinar was held to on 27 March 2019 to ensure a participation opportunity for the Northern Territory, Western Australia and South Australia.

In April 2019, the Construction Industry Reference Committee (IRC) recommended the inclusion of the unit CPCCWHS1001 *Prepare to work safely in the construction industry* as an entry requirement for this qualification. This approach was rejected by the AISC at the August 2019 meeting.

Considering this rejection, the IRC determined that CPCCWHS1001 *Prepare to work safely in the construction industry* should be included in the core of the qualification as a method of mandating this training for all candidates.

This change of approach was discussed at national forums and webinars held in November 2019. The findings of the forums and webinars is available at appendix B.

## Face-to-face consultations

Date	Location	Organisation/Individual
31 January 2018	Hobart	John Snooks, SGC Safety and Peter Stucki, Aegis Asbestos
13 July 2018	Melbourne	TAG meeting
15 November 2018	Emu Plains	Liberty International Health and Safety Advisory Service P/L
16 November 2018	Sydney	Meeting of Demolition companies attending National Construction Equipment Convention
18 January 2019	Melbourne	Demolition working group
13 February 2019	Melbourne	Workshop
20 February 2019	Canberra	Workshop
22 February 2019	Hobart	Workshop
25 February 2018	Sydney	Workshop
26 February 2019	Brisbane	Workshop
22 March 2019	Sydney	Asbestos working group

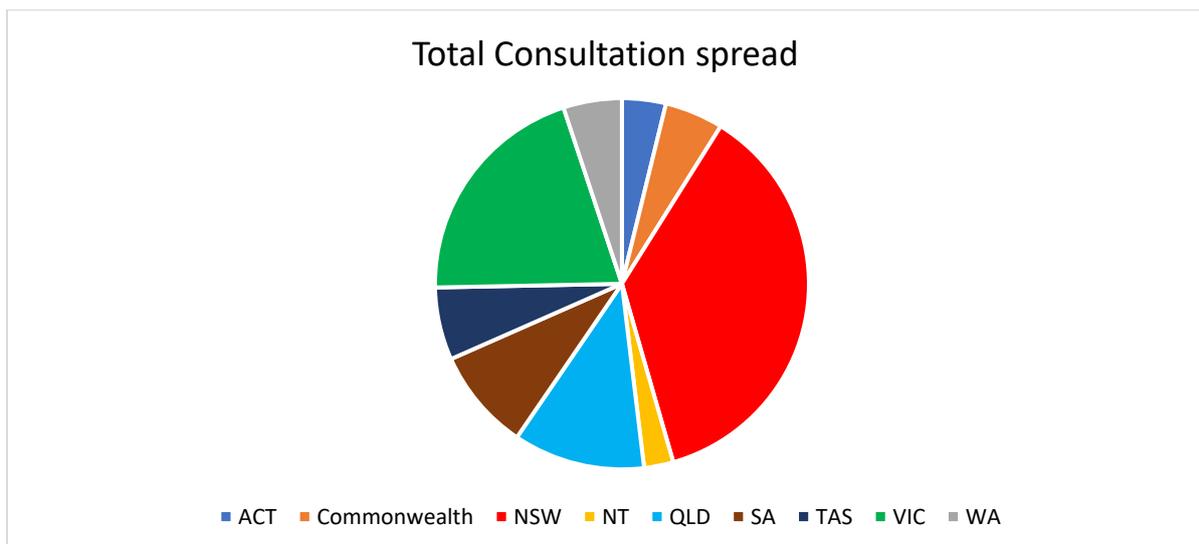
## Teleconference

Numerous conversations took place with Douglas Browning of the Demolition Contractors Association of Victoria who suggested stakeholders and facilitated meetings.

Conversations and emails also occurred with Paul Hassarati of the Demolition Contractors of NSW. Unfortunately, he was unable to recruit stakeholders to participate in the project.

## Electronic consultations

Industry stakeholders were kept engaged via digital channels. The graphic below outlines the spread of industry engagement.



Additionally, the industry stakeholders listed below were kept updated about the project by email at appropriate stages:

<b>Stakeholder Name</b>	<b>Organisation</b>	<b>Type of Stakeholder</b>	<b>Jurisdiction</b>
Aaron Cartledge	CFMMEU	Union	VIC
Alan Watt	All Global Training	RTO	NT
Allan Pitter	ASQA	Regulator	QLD
Andrew Bryson	Construction ITAB NSW	ITAB	NSW
Andrew Ramsay	Asbestos Disease Foundation Australia	Peak body	National
Anne Duggan	CFMMEU	Union	VIC
Barry Dunn	Safe Work Victoria	Regulator	VIC
Barry Robson	Asbestos Diseases Foundation of Australia	Peak body	National
Ben O'Donoghue	Queensland Training Services Pty Ltd	RTO	QLD
Brent Alford	Australian Decommissioning Services P/L	Employer	NSW
Brett Pfeffer	WorkSafe SA	Regulator	SA
Bruce Watkins	Reflections	Peak body	National
Chris Smith	TasTAFE	RTO	TAS
Daniel Adler	Local Government NSW	Local Gov	NSW
Darryl Lobsey	TAFE NSW	RTO	NSW
David Clement	Asebstos Wise	Peak body	National
Deirdre Ackerman	Coates Hire Training Services	RTO	NSW
Douglas Browning	Demolition Contractors Association Victoria	Peak body	VIC
Elaine McGrath	Construction Training Fund	Training Fund	WA
Elaine Stone	Safe Work Australia	Regulator	Commonwealth
Emma Long	OHMS Training	RTO	
Eric Parnis	Construction Training Fund	Training Fund	SA
Graham Rodgers	My Profiling	RTO	
Greg Tink	PICAC	RTO	VIC
Hamish Gill	Gill Group	Employer	NSW
Ian Butler	Tafe QLD Gold Coast & Ian Butler Constructions	RTO	QLD
James Lynne	Health an Safety advisory service	RTO	VIC
James McCormack	McCormack Demolitions	Employer	NSW
Jason Wall	SafeWork NSW	Regulator	NSW
Jesse Brunskill	Hazell Bros Tas	Employer	TAS
John Harris	Liberty Industrial	Employer	NSW
John Snooks	SGC Safety	Employer	TAS
John Vale	Safe Work Victoria	Regulator	VIC
Justine Ross	Asbestos Safety and Eradication Agency	Statutory body	Commonwealth
Karyn Davidson	SafeWork NSW	Regulator	NSW

<b>Stakeholder Name</b>	<b>Organisation</b>	<b>Type of Stakeholder</b>	<b>Jurisdiction</b>
Kat Burge	Abestos Victims Association	Peak body	SA
Katherine Jagger	TAFE NSW	RTO	NSW
Kathleen Zarubin	TAFE NSW	RTO	NSW
Kell Graham	Liberty Industrial	Employer	QLD
Kevin Jones	City Circle Group	Employer	VIC
Krystle Bobrige	Consumer & Business Services	Regulator	SA
Lee Carter	STA Vic	STA	NSW
Len Warren	Construction Industry Training Board	CITB	SA
Leonard Lee	Interlux Technologies	RTO	QLD
Lisa Daffen	Asbestos Safety and Eradication Agency	Statutory body	NSW
Lisa Willis	Health and Safety Advisory Service	RTO	NSW
Lloyd Langham		Employer	TAS
Louis Trypas	Keys Human Resources P/L	RTO	QLD
Louis Keyshr	Keys Human Resources P/L	RTO	QLD
Malcolm Fainy	Greencap	Employer	VIC
Margot Hoyte	Asbestos Council of Victoria	Peak body	VIC
Mark Stevens	Viable Training P/L	RTO	VIC
Matthew Hardy	On Shift		
Matthew Sylvester		Employer	NSW
Michael Neu	TAFE SA	RTO	SA
Michelle McCallum	Dept of Industry NSW Gov	Regulator	VIC
Mick NEU	TAFESA -DECD SA	RTO	
Mike Harper	Focus Demolition	Employer	WA
Mr Jamal Chamma	Australian Skills and Training Academy	RTO	QLD
Nigel Haywood	Chamber of Minerals and Energy of WA	Peak body	WA
Patricia Kanyi	Frontier Training and Technology	RTO	VIC
Patrick Scharf	Master Electricians Training	RTO	NT
Paul Douglas	Get Safe Training	RTO	QLD
Paul Hassarati	Demolition Contractors Association of NSW	Association	NSW
Paul Muenchow	Department of Training & Workforce Development	STA	WA
Paul Taylor	Safe Work Australia	Regulator	Commonwealth
Peter Carthew	Agon Environmental Solutions	Employer	NT
Peter McGarry	Workplace Health and Safety Queensland	Regulator	NSW

<b>Stakeholder Name</b>	<b>Organisation</b>	<b>Type of Stakeholder</b>	<b>Jurisdiction</b>
Peter Skidmore		Employer	Commonwealth
Peter Stucki	Aegis Asbestos	Employer	TAS
Phil Bubner		Employer	
Renee Burrows	Greencap	RTO	ACT
Richard Forster	Hazcon	RTO	VIC
Robert Wilson	Master Builders Australia	IRC member	ACT
Robyn Delander	Health & Safety Advisory Service Pty Ltd	RTO	NSW
Rodney Jackson	TAFENSW	RTO	NSW
Ron Wright	Right Work Dynamics	Consultant	NSW
Rose Nechwatal	Abestos Wise	Peak body	VIC
Sam McKellar	Australian Decommissioning Services P/L	Employer	NSW
Sandy Zakoc	Trayn	RTO	NSW
Shadi Faraj	Bingo Industries	Employer	NSW
Shane Rice	Viable Training P/L	RTO	NSW
Shaun Emery	McMahon Services	Employer	NSW
Shaun Leech	ANZ Enviro	Employer	WA
Shelley Rowett	SafeWork SA	Regulator	SA
Sophie McCrone	SafeWork NSW	Regulator	NSW
Stacey Ozolins	CSQ	Industry Funded Body	QLD
Stacey Tomley	Asbestos Safety and Eradication Agency	Statutory body	QLD
Stephen Bridge	Learning Partners Pty Ltd	RTO	TAS
Steven Nikolovski	SafeWork NSW	Regular	NSW
Sue Gibbens	TAFE NSW	RTO	NSW
Susan Fechner	Holmesglen	CCM	VIC
Teresa Signorello	Holmesglen	CCM	VIC
Timothy Rolls	Australian Skills & Training	RTO	NSW
Tracy Allen	Northern Trade Solutions	Employer	NT
Vasso Zangalis	Holmesglen Institute of Tafe	RTO	NSW
Vince Ball	Construction Industry Training Council	Industry Funded Body	ACT
	Diacon Demolition	Employer	WA
	Swift Demolition	Employer	WA
	Novacastian Demolition	Employer	NSW
	Industrial Group	Employer	NSW
	Mendelssohn Construction	Employer	TAS
	Toowoomba Demolition	Employer	QLD

## Recommended updates

Considering TAG discussions, industry feedback and IRC agreement, following are the key actions undertaken:

Driver	Description	Outcome
Development of specialised units	<p>The current qualifications include:</p> <ul style="list-style-type: none"> <li>• CPM2001A <i>Read and interpret plans and specifications</i></li> <li>• CPCBC6014A <i>Apply structural principles to the construction of large, high rise and complex buildings</i></li> </ul> <p>These units are applicable to a range of construction vocations. The demolition industry, however, identified that demolition has specific equipment, techniques, planning needs, and safety concerns that are not fully addressed in these units of competency.</p> <p>Similar concerns were had with addressing the need, as identified in the Case for Change, for the qualifications to encompass stressed and precast panel structures and waste management.</p> <p>Existing construction units were considered, but none covered the specific requirements of the demolition sector.</p>	<p>To fill this gap, new units of competency were developed:</p> <ul style="list-style-type: none"> <li>• CPCDE3027 <i>Read and interpret demolition site plans and drawings</i></li> <li>• CPCDE4005 <i>Apply structural principles to the planning of the demolition of a structure</i></li> <li>• CPCDE4006 <i>Demolish stressed panel structure and precast panel structure</i></li> <li>• CPCDE4007 <i>Manage waste streams</i></li> </ul>
Work Health and Safety	<p>To address work health and safety (WHS) issues identified in the Case for Change, the TAG considered the inclusion of TLID2003 <i>Handle dangerous goods/hazardous substances</i> and TLID1001 <i>Shift materials safely using manual handling methods</i> into the Certificate III in Demolition.</p>	<p>Both units were included in core of the proposed CPC30420 <i>Certificate III in Demolition</i>.</p>
Enhancing skills	<p>Industry consultation identified a need for an update to the core skills.</p>	<p>To address this, the TAG approved the development of CPCDE3027 <i>Read and interpret demolition site plans and drawings</i> and added CPCCOM1015 <i>Carry out measurements and calculations</i> to the core of Certificate III (formerly an elective).</p>
Asbestos	<p>Concurrent with the review of demolition qualifications, a parallel review of post-trade building and construction qualifications was taking place, including the review of two asbestos related units.</p>	<p>Consequently:</p> <p>CPCBC4051A <i>Supervise asbestos removal</i> was transferred and recoded to CPCDE4008.</p>

	<p>The technical advisory group (TAG) for those qualifications recommended that these units were better suited to the demolition qualification. The demolition TAG agreed.</p>	<p>CPCBC5014A <i>Conduct asbestos assessment associated with removal</i> was transferred, recoded and retitled to CPCDE5001 <i>Conduct air monitoring and clearance inspections for asbestos removal work</i>.</p> <p>CPC30413 – <i>Certificate III in Demolition</i> already included two asbestos-related units:</p> <ul style="list-style-type: none"> <li>• CPCDE3014 <i>Remove non-friable asbestos</i></li> <li>• CPCDE3014 <i>Remove friable asbestos</i>.</li> </ul> <p>Due to the significant health and safety risks inherent in these four units of competency, the Demolition TAG recommended that Artibus Innovation seek specialist advice.</p> <p>Considerable consultation occurred with Safe Work NSW, Workplace Health and Safety QLD (who both responded to the invitation to participate) and industry practitioners, trainers and the Asbestos Safety and Eradication Agency. Their advice guided the enhancement of required knowledge and skills included in these units.</p> <p>The asbestos related units were updated to meet the Code of Practice for the Management and Control of Asbestos in the Workplace, 2018.</p>
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## Equivalency

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

## Rationalisation of qualifications

Two units of competency relating to asbestos removal have been transferred from the Building and Construction qualifications to the Certificate IV in Demolition, as this activity is more frequently undertaken during the demolition of a structure than during construction. Both the Building and Construction and Demolition technical advisory groups made this recommendation to the IRC.

## Two qualifications at different levels

The Certificate III in Demolition addresses the training requirements of a demolition worker and a demolition plant operator with the Certificate IV in Demolition addressing the training requirements for a demolition leading hand and a demolition supervisor.

Industry indicated their need for a pathway for workers to upskill, as both a means for retaining their experienced staff and to train workers who require more advanced skills as they become leading hands or supervisors with added responsibilities.

## Decision being sought from the AISC

To note the work undertaken and approve the submission.

## 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 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 Construction IRC.

Name of Deputy Chair: Alan Waldron

Signature of Chair:



Date: 21<sup>st</sup> January 2020

State/Territory Training Authorities (STAs)

STAs were sent the Case for Endorsement for sign-off in December 2019.

**Support** was received as follows:

Jurisdiction	Response
<b>ACT</b>	Thank you for the opportunity to review the Demolition Case for Endorsement. As we have no enrolments in demolition we have no comment to make.
<b>NSW</b>	NSW supports the following CPC Case for Endorsement: Demolition
<b>NT</b>	The NT STA has no objections to the AISC considering for approval the CPC Construction, Plumbing and Services Training Package; Demolition Project; Case for Endorsement The NT STA has no objections to the AISC considering for approval the CPC Training Package – Demolition Project Case for Endorsement.
<b>QLD</b>	While supporting the Case for Endorsement, Qld does not support the addition of CPCWHS1001 Prepare to work safely in the construction industry to the core of the qualification.
<b>SA</b>	The SA STA supports the Demolition Case for Endorsement.
<b>TAS</b>	Thanks, and providing any issues raised by Tasmania stakeholders have been addressed, Skills Tasmania is able to provide support for the demolition Case for Endorsement.
<b>VIC</b>	Victoria provides support for the Demolition project to proceed to the AISC.
<b>WA</b>	Based on the materials provided, the Western Australian State Training Authority supports the Case for Endorsement for the CPC Construction, Plumbing and Services Training Package Release 5, which relates to the following qualifications: <ul style="list-style-type: none"><li>• CPC30420 Certificate III in Demolition</li><li>• CPC41020 Certificate IV in Demolition</li></ul>

## Dissenting views and alternative approaches explored

TAG members worked collaboratively throughout the project to support the IRC in its aim to develop qualifications that fit industry needs.

### Asbestos units of competency issues and resolution

State, territory and Commonwealth regulators were invited to participate in the review of the demolition qualifications, including the updated of the units of competency relating to asbestos.

A validation draft of the units of competency was distributed to stakeholders on 18<sup>th</sup> April 2019. This draft included, for the elective unit CPCCE5001 *Conduct air monitoring and clearance inspections for asbestos removal work*, a prerequisite requirement of CPCCE3015 *Remove non-friable asbestos* which has a prerequisite requirement of CPCCE3014 *Remove friable asbestos*.

Feedback in writing was received from SafeWork NSW, QLD, SA, and the Commonwealth. WA replied that as they do not mandate the units they had received very little feedback.

SafeWork NSW and Qld provided feedback to indicate that they were strongly in favour of the prerequisite(s) as follows:

“The work health and safety (WHS) regulation when applying for a licence requires:

1. evidence that the applicant has acquired, through training or experience, the knowledge and skills of relevant asbestos removal industry practice, and
2. either:
  - a. a copy of a certification held by the applicant in relation to the specified VET course for asbestos assessor work, or
  - b. evidence that the applicant holds a tertiary qualification in occupational health and safety, industrial hygiene, science, building construction or environmental health.

To meet the training requirement for “knowledge and skills of relevant asbestos removal industry practice” is to undertake the VET courses for Remove Friable Asbestos and Conduct Asbestos Assessment associated with removal. This is because the relevant asbestos removal industry practice is friable asbestos removal. Making it a prerequisite allows improved knowledge for assessor applicants. At the moment, and in my experience, the conduct asbestos assessor course runs for 1.5-2 days where applicants do not usually turn on air monitor pumps or gain knowledge in relevant asbestos removal industry practice.”

SafeWork Australia and SafeWork SA indicated they were not in support of the prerequisites as follows:

- “SA: Industry feedback on the licensed asbestos assessors requiring a friable asbestos removal competency as a prerequisite to undertake the course is not being viewed favourably in SA.”

- “Safe Work Australia: We were pleased to see prerequisites added for the friable and supervisor units and agree with these additions. However, we do not support the addition of the removing friable asbestos as a prerequisite for the assessor unit (conduct air monitoring and clearance inspections for asbestos removal work). The assessor unit is intended to be a standalone unit for assessors and if there are knowledge gaps these should be addressed by including additional information in this unit rather than requiring the assessors to undertake additional training units which could have a significant impact on business. This is a very significant change and may have policy implications. Having the removing friable asbestos unit as a prerequisite would also make the non-friable unit a prerequisite as it is a prerequisite for friable. This means effectively a full week of training on removal, plus the assessor unit, which is now a significant change to the cost of becoming an assessor. This would be a significant change to policy for licensed assessors. Worksafe Service Industries and Specialists Directorate WA indicated they were not expecting substantial feedback as they do not mandate these units for licensing purposes.”

Some RTO feedback was received indicating that candidates undertaking CPCCDE5001 *Conduct air monitoring and clearance inspections for asbestos removal work* were not adequately trained after completion of CPCCBC5014A *Conduct asbestos assessment associated with removal*, (previous title).

Given the difference in approaches, the TAG reviewed the draft unit, particularly under the lens of the *Training Package Development and Endorsement Process Policy*. After due consideration, the TAG recommended that the prerequisite(s) be removed as, as they concluded, the occupational outcome of an air monitoring inspector is different to that of an asbestos removalist.

Both SafeWork NSW and SafeWork Queensland were informed of this approach and, although not their preferred model, **still supported the Case for Endorsement going forward because they recognised the major improvements made to the qualifications.**

This approach was canvassed with the Construction IRC which unanimously agreed with this methodology.

Report by exception

Nil.

## D. Industry expectations about training delivery

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

- qualifications that better reflect occupational standards
- units of competency that provide a clear intended outcome
- a comprehensive skills and knowledge base for ensuring the safety of demolition practitioners and the public.

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

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

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

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

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

### IRC recommendation on traineeships and apprenticeships

The IRC stated that these qualifications would not be currently suitable for an apprenticeship or traineeship because there is no industrial instrument in place to support them.

## E. Implementation of new training package components

### Advice on occupational and licensing requirement

Demolition work can be hazardous to workers and community health, as materials such as lead, asbestos, concrete dust, gases and other construction fumes risk being released into the air.

As a result, the industry is regulated, with codes of practice, Australian Standard *AS 2601-2001 The demolition of structures*, and licensing requirements. Some of the health hazards for the demolition industry include:

- dust from lead, silica and asbestos
- unplanned structure collapse and falling objects
- exposure to hazardous chemicals
- hazardous noise from plant and explosives used in demolition work.<sup>1</sup>

The site preparation industry is highly regulated with mandatory licensing and permits for equipment operators, asbestos removal and demolition work. However, for demolition work, different licences, permits and notifications are required in different states and territories.

The ACT does not permit the removal of identified asbestos, regardless of the less than 10 square metre allowance outlined in the friable and non-friable asbestos units listed below.

The removal of asbestos is a regulated activity:

Code	Title	License
CPCCCDE3014	Remove non-friable asbestos	Class B
CPCCCDE3015	Remove friable asbestos	Class A
CPCCDE5001	Conduct air monitoring and clearance inspections for asbestos removal work	Asbestos assessor licence

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<sup>1</sup> SafeWork SA, Demolition work, accessed online 29/06/2018 at: <https://www.safework.sa.gov.au/resources/demolition-work>

## Implementation issues of note and management strategy

The endorsed components have been developed to:

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

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

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

## Advice on downstream effects of the change

Further advice regarding regulatory, training and delivery requirements associated with the training package components is provided in the *CPC Construction, Plumbing and Services Training Package Version 5.0 Companion Volume Implementation Guide*.

## F. Quality assurance reports

Editorial and Equity Reports have been undertaken by Maree Thorne.

The Quality Report has been undertaken by Trish Gamper.

### Editorial Report

1. Cover page	
Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package V5.0
Number of new qualifications and their titles <sup>1</sup>	0
Number of revised qualifications and their titles	2 CPC30420 Certificate III in Demolition CPC41020 Certificate IV in Demolition
Number of new units of competency and their titles	4 CPCCCDE3027 Read and interpret demolition site plans and drawings CPCCCDE4005 Apply structural principles to the planning of the demolition of a structure CPCCCDE4006 Demolish stressed panel structure and pre-cast structure CPCCCDE4007 Manage waste streams
Number of revised units of competency and their titles	<b>19</b> CPCCCDE3014 Remove non-friable asbestos CPCCCDE3015 Remove friable asbestos CPCCCDE3016 Identify hazards on demolition sites and apply risk management strategies CPCCCDE3017 Select and use hand tools and equipment for demolition tasks CPCCCDE3018 Select and use small plant and equipment for demolition tasks CPCCCDE3019 Demolish small buildings and structures using hand tools and small plant and equipment CPCCCDE3020 Select and use tools and equipment for hot work in the demolition industry CPCCCDE3021 Operate demolition material crushing plants

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

	<p>CPCCE3022 Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment</p> <p>CPCCE3023 Operate skid steer loaders at ground level on demolition sites</p> <p>CPCCE3024 Operate mobile plant on suspended floors on demolition sites</p> <p>CPCCE3025 Operate remote-controlled plant on demolition sites</p> <p>CPCCE3026 Operate excavators at ground level to demolish building elements</p> <p>CPCCE4001 Plan and prepare for activities on demolition sites</p> <p>CPCCE4002 Plan demolition work to minimise risk to health, safety and environment</p> <p>CPCCE4003 Supervise operational activities on demolition sites</p> <p>CPCCE4004 Finalise demolition activities and supervise property handover</p> <p>CPCCE4008 Supervise asbestos removal</p> <p>CPCCE5001 Conduct air monitoring and clearance inspections for asbestos removal work</p>
Confirmation that the draft training package components are publication-ready	<b>Yes, I confirm that the draft training package components are publication-ready.</b>
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes. Editorial Report is prepared by Maree Thorne, a member of the Quality Assurance Panel.
Date of completion of the report	<b>9 December 2019</b>

## 2. Content and structure

### Units of competency

Editorial requirements	Comments
<p>Standard 5:</p> <ul style="list-style-type: none"> <li>The structure of units of competency complies with the unit of competency template.</li> </ul>	<p>The structure of the 23 draft units of competency for endorsement complies with the requirements of the unit of competency template (Application including unit relationship to licencing, legislative, regulatory or certification requirements; prerequisites listed, elements, performance criteria, unit mapping and link to companion volume).</p> <p>Foundation skills are included implicitly in the units of competency where they are not considered explicit in the performance criteria of all proposed units of competency.</p> <p>Information about foundation skills is included in the CPC Construction, Plumbing and Services Companion Volume Implementation Guide V5.0 (CVIG).</p>
<p>Standard 7:</p> <ul style="list-style-type: none"> <li>The structure of assessment requirements complies with the assessment requirements template.</li> </ul>	<p>All 23 draft units of competency proposed for endorsement have associated assessment requirements, which comply with the assessment requirements template and specify the performance evidence (including reference to volume and or frequency of performance) and knowledge evidence to be demonstrated.</p> <p>As well as requirements for assessors to meet the regulator’s standards, the assessment conditions stipulate that assessment may be undertaken in the workplace or a simulation of the workplace environment. The CVIG provides information for users about simulation of workplace environment expectations.</p>

## Qualifications

Editorial requirements	Comments by the editor
<p>Standard 9:</p> <ul style="list-style-type: none"> <li>The structure of the information for qualifications complies with the qualification template.</li> </ul>	<p>The structure of the draft qualifications proposed for endorsement complies with the requirements of the qualification template, including Description, relationship to licencing, legislative, regulatory or certification requirements, entry requirements, clear packaging rules of core and elective units, identification of units with prerequisites, mapping and link to the CVIG.</p>
<p>Standard 10:</p> <ul style="list-style-type: none"> <li>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template.</li> </ul>	<p>The Pathways advice section of the CVIG specifies that <i>'there are currently no credit arrangements between qualifications in the Construction, Plumbing and Services Training Package and higher education qualifications'</i>.</p>

## Companion Volumes

Editorial requirements	Comments by the editor
<p>Standard 11:</p> <ul style="list-style-type: none"> <li>A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template.</li> </ul>	<p>The Training Package components in this submission are accompanied by the CPC Construction, Plumbing and Services Training Package Release 5.0 CVIG. The CVIG complies with the companion volume implementation guide template included in the 2012 Standards.</p>

## 3. Proofreading

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

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

## Equity Report

### Section 1 – Cover page

Information required	Detail
Training Package title and code	<b>CPC Construction, Plumbing and Services Training Package V5.0</b>
Number of new qualifications and their titles <sup>1</sup>	<b>0</b>
Number of revised qualifications and their titles	<b>2</b> <b>CPC30420 Certificate III in Demolition</b> <b>CPC41020 Certificate IV in Demolition</b>
Number of new units of competency and their titles	<b>4</b> <b>CPCCE3027 Read and interpret demolition site plans and drawings</b> <b>CPCCE4005 Apply structural principles to the planning of the demolition of a structure</b> <b>CPCCE4006 Demolish stressed panel structure and pre-cast structure</b> <b>CPCCE4007 Manage waste streams</b>
Number of revised units of competency and their titles	<b>19</b> CPCCE3014 Remove non-friable asbestos CPCCE3015 Remove friable asbestos CPCCE3016 Identify hazards on demolition sites and apply risk management strategies CPCCE3017 Select and use hand tools and equipment for demolition tasks CPCCE3018 Select and use small plant and equipment for demolition tasks CPCCE3019 Demolish small buildings and structures using hand tools and small plant and equipment CPCCE3020 Select and use tools and equipment for hot work in the demolition industry CPCCE3021 Operate demolition material crushing plants CPCCE3022 Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment

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

	<p>CPCCE3023 Operate skid steer loaders at ground level on demolition sites</p> <p>CPCCE3024 Operate mobile plant on suspended floors on demolition sites</p> <p>CPCCE3025 Operate remote-controlled plant on demolition sites</p> <p>CPCCE3026 Operate excavators at ground level to demolish building elements</p> <p>CPCCE4001 Plan and prepare for activities on demolition sites</p> <p>CPCCE4002 Plan demolition work to minimise risk to health, safety and environment</p> <p>CPCCE4003 Supervise operational activities on demolition sites</p> <p>CPCCE4004 Finalise demolition activities and supervise property handover</p> <p>CPCCE4008 Supervise asbestos removal</p> <p>CPCCE5001 Conduct air monitoring and clearance inspections for asbestos removal work</p>
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	<b>Yes, I confirm that the draft training package components meet the requirement in Section 2 below.</b>
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes, the Equity Report is prepared by Maree Thorne, a member of the Quality Assurance Panel
Date of completion of the report	<b>9 December 2019</b>

## Section 2 – Equity checklist of draft training package components

Equity requirements	Equity reviewer comments Provide brief commentary on whether the draft endorsed components meet each of the equity requirements
<p>The training package component(s) comply with Standard 2 of the <i>Standards for Training Packages 2012</i>. The standard requires compliance with the <i>Training Package Products Policy</i>, specifically with the access and equity requirements:</p> <ul style="list-style-type: none"> <li>• Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations.</li> <li>• Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable adjustments in implementation.</li> </ul>	<p>The draft components proposed for endorsement comply with Standard 2 of the <i>Standards for Training Packages 2012</i>, including compliance with the <i>Training Packages Products Policy</i> in relation to:</p> <ul style="list-style-type: none"> <li>• Coding and titling of all components</li> <li>• Incorporation of foundation skills as implicit where not explicitly identified in the performance criteria</li> <li>• Considerations of entry requirements and packaging rules enabling flexibility and minimising prerequisite inclusions relating to access and equity</li> <li>• Information provided in the Companion Volume Implementation Guide V5.0 (CVIG) in relation to reasonable adjustments for learners with disabilities.</li> <li>• Clear mapping showing relationships and changes to superseded components.</li> </ul>

## Section 3 - Training Package Quality Principles

### Quality Principle 4

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

#### *Key features*

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

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

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

Equity requirements	Equity reviewer comments
1. What evidence demonstrates that the draft components provide flexible qualifications/units of	The submission includes two qualifications which both enable selection of electives units from a broad range of elective options, and allow up to two imported units

<p>competency that enable application in different contexts?’</p>	<p>where not listed to address varying contexts as required by the individual and or industry.</p> <p>Assessment requirements of individual units of competency allow for application in a workplace as well as the option for performance in a ‘simulated workplace environment’.</p>
<p>2. Is there evidence of multiple entry and exit points?</p>	<p>Whilst the Certificate IV in Demolition has an entry requirement of unit CPCWHS1001 Prepare to work safely in the construction industry, this unit is a core unit in the Certificate III in Demolition and the CfE (page 19) explains the intent of the Certificate IV as a pathway to higher level skills from the Certificate III.</p>
<p>3. Have prerequisite units of competency been minimised where possible?</p>	<p>Most units of competency do have a work health and safety (WHS) prerequisite unit requirement; however, it is the same prerequisite for most units. Given the high-risk nature of demolition work, the focus on WHS skills and knowledge is paramount to industry. The CfE outlines the consideration and rationale given to removing a prerequisite from unit CPCDE5001 Conduct air monitoring and clearance inspections for asbestos removal.</p>
<p>4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?</p>	

## Quality Principle 5

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

### *Key features*

Support learner transition between education sectors.

Equity requirements	Equity reviewer comments
1. What evidence demonstrates pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications?	<p>Given the hazardous and hence highly licenced and regulated nature of the demolition industry as noted in the CfE, and the absence of industrial instruments, the qualifications are not recommended by the IRC as being suitable for Australian Apprenticeship pathways.</p> <p>Entry requirement in the Certificate IV is limited to the industry expectation for working safely on construction sites, which is a core unit in the Certificate III.</p> <p>A number of the CPC units are used from other CPC Construction, Plumbing and Services qualifications, as well as imported units from BSB, TLI, and RII training packages which could enable transition or pathways into and from other related occupations.</p> <p>Artibus Innovation advises there are no formal national credit arrangements from this qualification into higher education qualifications.</p>

## Quality Principle 6

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

### *Key features*

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

Equity requirements	Equity reviewer comments
1. Does the Companion Volume Implementation Guide include advice about: <ul style="list-style-type: none"> <li>• Pathways</li> <li>• Access and equity</li> <li>• Foundation skills?</li> </ul> (see Training Package Standard 11)	Yes. The Companion Volume Implementation Guide V5.0 (CVIG) includes advice about pathways, access and equity (including reasonable adjustment for persons with disabilities) and foundation skills in the Implementation Information section as required by the template.
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, foundation skills are explicit and recognisable within the elements and performance criteria of the units of competency or listed implicitly where not. They do not exceed the foundation skills required by the performance criteria, hence do not exceed the foundation skills required in the workplace.

## Quality Report

### Section 1 – Cover page

Information required	Detail
Training Package title and code	<b>CPC Construction, Plumbing and Services Training Package (Release 5.0) – Demolition</b>
Number of new qualifications and their titles <sup>4</sup>	N/A
Number of revised qualifications and their titles	Two (2) revised qualifications: <ul style="list-style-type: none"> <li>• CPC30420 Certificate III in Demolition</li> <li>• CPC41020 Certificate IV in Demolition</li> </ul>
Number of new units of competency and their titles	Four (4) new units of competency: <ul style="list-style-type: none"> <li>• CPCCE3027 Read and interpret demolition site plans and drawings</li> <li>• CPCCE4005 Apply structural principles to the planning of the demolition of a structure</li> <li>• CPCCE4006 Demolish stressed panel structure and pre-cast panel structure</li> <li>• CPCCE4007 Manage waste streams</li> </ul>
Number of revised units of competency and their titles	Nineteen (19) revised units of competency – Refer to Attachment 1
Confirmation that the panel member is independent of: <ul style="list-style-type: none"> <li>• the Training Package or Training Package components review ('Yes' or 'No')</li> <li>• development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No')</li> <li>• undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No')</li> </ul>	I confirm that I am independent of: <ul style="list-style-type: none"> <li>• the Training Package or Training Package components review – Yes</li> <li>• development and/or validation activities associated with the Case for Endorsement – Yes</li> <li>• undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report – Yes</li> </ul>
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	Training Package components are compliant with the <i>Standards for Training Packages 2012</i>

<sup>4</sup> When the number of training products is high the titles can be presented as an attached list.

Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	Training Package components are compliant with the <i>Training Package Products Policy</i>
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	Training Package components are compliant with the <i>Training Package Development and Endorsement Process Policy</i>
<p>Panel member's view about whether:</p> <ul style="list-style-type: none"> <li>the evidence of consultation and validation process being fit for purpose and commensurate with the scope</li> <li>estimated impact of the proposed changes is sufficient and convincing</li> </ul>	<p>The Case for Endorsement outlines the consultation and validation processes for the review and development of two (2) qualifications and twenty-three (23) units of competency.</p> <p>The work was based on the approved Case for Change in February 2018.</p> <p>Based on research, technical analysis and stakeholder consultations gaps in qualifications and units of competency were addressed, and new units of competency developed were required.</p> <p>A Technical Advisory Group (TAG) was established to oversee the project, industry forums held, and industry surveys conducted. Key stakeholders were kept informed throughout the project and sufficient opportunities for feedback and validation provided. These processes are fit for purpose and are commensurate with the scope of the project.</p> <p>The estimated impact of changes has also been identified in the Case for Endorsement. As the draft qualifications and the majority of units of competency are equivalent to previous versions, minimal downstream effects for training and assessment are expected.</p> <p>Registered Training Organisations (RTOs) will need to review new units of competency and develop supporting resources.</p>
Name of panel member completing Quality Report	<b>Trish Gamper – Gamper Consulting Services</b>
Date of completion of the Quality Report	<b>10 December 2019</b>

## Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> <li>1. AISC endorsed components: <ul style="list-style-type: none"> <li>• qualifications</li> <li>• units of competency</li> <li>• assessment requirements (associated with each unit of competency)</li> <li>• credit arrangements</li> </ul> </li> <li>2. One or more quality assured companion volumes</li> </ol>	<p><b>Yes</b></p>	<p>The CPC Construction, Plumbing and Services Training Package consists of the following:</p> <ol style="list-style-type: none"> <li>1. ASIC endorsed components: <ul style="list-style-type: none"> <li>• 2 qualifications</li> <li>• 23 units of competency and associated assessment requirements</li> <li>• credit arrangements are not applicable as no credit arrangements currently exist between the qualification and Higher Education.</li> </ul> </li> <li>2. A quality assured Companion Volume Implementation Guide.</li> </ol> <p>The Editorial Report confirms these components.</p>
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	<p><b>Yes</b></p>	<p>Artibus Innovation has complied with the <i>Training Package Products Policy</i>. The draft qualifications and units of competency comply with coding and titling requirements, access and equity have been addressed, foundation skills are explicit and recognisable within the Training Package components, imported units of competency have been checked for currency, and clear mapping tables are provided.</p> <p>The Editorial and Equity Reports also confirm compliance with the <i>Training Package Products Policy</i>.</p>
<p>Standard 3</p> <p>Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i></p>	<p><b>Yes</b></p>	<p>Artibus Innovation has complied with the AISC <i>Training Package Development and Endorsement Process Policy</i>.</p> <p>In line with the Case for Change, the review and development project also included the transition of the demolition components to the requirements of the <i>Standards for Training Packages 2012</i>.</p> <p>Industry consultations were conducted, key industry stakeholders consulted and kept informed throughout the project, draft components validated, and editorial and equity reviews undertaken.</p> <p>The Case for Endorsement confirms the development, consultation, feedback and</p>

		validation processes in the development and review of the components.
Standard 4  Units of competency specify the standards of performance required in the workplace	<b>Yes</b>	A review of the Training Package components confirms clearly written units of competency that specify the performance required in the workplace.
Standard 5  The structure of units of competency complies with the unit of competency template	<b>Yes</b>	A review of the units of competency confirms compliance with the unit of competency template. Compliance is also confirmed in the Editorial Report.
Standard 6  Assessment requirements specify the evidence and required conditions for assessment	<b>Yes</b>	Assessment requirements were reviewed and queries relating to performance evidence forwarded to Artibus Innovation for clarification. A final review of the assessment requirements confirms they clearly specify the evidence required and provide required conditions for assessment. Compliance is also confirmed in the Editorial Report.
Standard 7  Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template	<b>Yes</b>	A review of the units of competency confirms that every unit of competency has associated assessment requirements and the structure complies with the assessment requirements template. The Editorial Report also confirms compliance with this Standard.
Standard 8  Qualifications comply with the Australian Qualifications Framework specification for that qualification type	<b>Yes</b>	A review of CPC30420 Certificate III in Demolition and CPC41020 Certificate IV in Demolition and the AQF Level specifications confirms that the qualification complies with the AQF specification for the qualification type.
Standard 9  The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template	<b>Yes</b>	A review of the qualifications confirms that the structure of the qualifications complies with the qualification template. This is also confirmed in the Editorial Report.
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	<b>N/A</b>	No credit arrangements exist between the demolition qualifications and Higher Education qualifications. Artibus Innovation provided separate documentation which complies with the required template.

<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>	<p><b>Yes</b></p>	<p>A quality assured Companion Volume Implementation Guide has been produced and will be available at the time of endorsement. The Companion Volume Implementation Guide complies with the relevant template and has been quality assured in line with Artibus Innovation's internal processes and has been edited by a member of the QA Panel.</p>
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	<p><b>N/A</b></p>	

### Section 3 – Compliance with the training package quality principles

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

#### Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	<b>Yes</b>	<p>The Case for Endorsement notes that the reviewed qualifications and units of competency were developed following consultations with STAs and industry that identified that the qualifications were outdated and no longer reflected current industry practices.</p> <p>New units of competency were developed to address the specific industry needs relating to planning, equipment and techniques required in the demolition sector.</p>
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> <li>• ensure obsolete and superfluous qualifications are removed from the system</li> </ul>	<b>Yes</b>	<p>A review of the Training Package components, the Case for Endorsement, the Companion Volume Implementation Guide, and Editorial and Equity Reports confirms the Training Package components are compliant and respond to government initiatives by:</p> <ul style="list-style-type: none"> <li>• updating qualifications to reflect current and emerging skill needs</li> <li>• developing units of competency that can be applied in a range of different workplaces</li> <li>• providing flexibility in the qualifications to enable elective choices to meet individual, enterprise and industry needs.</li> </ul>

<ul style="list-style-type: none"> <li>• ensure that more information about industry’s expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices</li> <li>• ensure that the training system better supports individuals to move easily from one related occupation to another</li> <li>• improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors</li> <li>• foster greater recognition of skill sets</li> </ul>		
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p><b>Yes</b></p>	<p>The Case for Endorsement notes that the revised qualifications were developed to better reflect current and emerging work outcomes. Key areas include:</p> <ul style="list-style-type: none"> <li>• Sustainability</li> <li>• Reduce, re-use, and recycling principles</li> <li>• New equipment and technologies</li> <li>• Waste management</li> <li>• Public and worker safety requirements</li> </ul>

**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	<b>Yes</b>	The revised demolition qualifications provide flexible elective options, including imported units, which support movement of skills within and across organisations and sectors.
Promote national and international portability	<b>Yes</b>	The allowance to select additional units of competency from other Training Packages or accredited courses as well as the inclusion of imported units of competency within the qualifications promotes national portability of skills and knowledge.
Reflect regulatory requirements and licensing	<b>Yes</b>	A review of the units of competency confirms that legislative and regulatory requirements apply to demolition workers and vary according to state/territory jurisdictions. Users are advised to check with the relevant regulatory authority before delivery.

**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	<b>Yes</b>	Support for the revised qualification and units of competency is contained within the Case for Endorsement.
Recognise convergence and connectivity of skills	<b>Yes</b>	The incorporation of common and sector-specific CPC Construction, Plumbing and Services units of competency and imported units of competency recognise the convergence and connectivity of skills.

**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	<b>Yes</b>	The revised qualification provides flexibility and choice of units of competency to meet the diversity of individual and employer needs.
Support equitable access and progression of learners	<b>Yes</b>	The Equity Report confirms that the Training Package components support equitable access and progression of learners.  The CPS41020 Certificate IV Demolition supports learner progression and articulation from the CPC30420 Certificate III in Demolition.

**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	<b>N/A</b>	Pathways from school and to higher education are not applicable to this qualification.

**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	<b>Yes</b>	The flexibility within the qualification supports implementation across a range of settings.  Implementation advice is also contained within the Companion Volume Implementation Guide.
Support sound assessment practice	<b>Yes</b>	A review of the units of competency and their associated assessment requirements confirms they support sound assessment practices.  The Editorial Report also confirms units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth. The performance evidence and knowledge evidence reflect work tasks and knowledge requirements and include appropriate volume and frequency of requirements.
Support implementation	<b>Yes</b>	Implementation advice is provided in the Companion Volume Implementation Guide. The Case for Endorsement also provides advice to Registered Training Organisations (RTOs) regarding relevant changes required for implementation.

## Attachment 1 – Revised units of competency

Code	Title
CPCCE3014	Remove non-friable asbestos
CPCCE3015	Remove friable asbestos
CPCCE3016	Identify hazards on demolition sites and apply risk management strategies
CPCCE3017	Select and use hand tools and equipment for demolition tasks
CPCCE3018	Select and use small plant and equipment for demolition tasks
CPCCE3019	Demolish small buildings and structures using hand tools and small plant and equipment
CPCCE3020	Select and use tools and equipment for hot work in the demolition industry
CPCCE3021	Operate demolition material crushing plants
CPCCE3022	Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment
CPCCE3023	Operate skid steer loaders at ground level on demolition sites
CPCCE3024	Operate mobile plant on suspended floors on demolition sites
CPCCE3025	Operate remote-controlled plant on demolition sites
CPCCE3026	Operate excavators at ground level to demolish building elements
CPCCE4001	Plan and prepare for activities on demolition sites
CPCCE4002	Plan demolition work to minimise risk to health, safety and environment
CPCCE4003	Supervise operational activities on demolition sites
CPCCE4004	Finalise demolition activities and supervise property handover
CPCCE4008	Supervise asbestos removal
CPCCE5001	Conduct air monitoring and clearance inspections for asbestos removal work

## Declaration

Artibus Innovation declares that the proposed components 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](http://www.artibus.com.au) Innovation official website, through an external link: [www.artibus.com.au](http://www.artibus.com.au).

## G. Implementation of the 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:

<b>Reform</b>	<b>Evidence of reform being addressed</b>
1. Remove obsolete and superfluous qualifications from the system	N/A. Both qualifications still have industry vocational outcomes.
2. Make more information about industry's expectations of training delivery available	The training package components are written to reflect industry expectations and an updated Companion Volume Implementation Guide with additional information targeted at training providers and consumers will be issued at endorsement.
3. Ensure the training system better supports individuals to move easily from one related occupation to another	The qualifications have been designed to strengthen their AQF alignment, with the Certificate III designed to address operational activities and the Certificate IV the supervisory/management activities.
4. Improve the efficiency of the training system at unit level	Where appropriate relevant cross industry and cross sector units have been imported to minimise duplication of units in the system.
5. Foster greater recognition of skill sets	Skill sets were not deemed relevant under this review.

Evidence of completion of the training package development work

This Case for Endorsement will be put forward to the AISC in February 2020.

Evidence that training package components are prepared for publication

The proposed components are currently in pre-publishing mode on the TPCMS.

#### Approximate Publication Timeframe

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

## H. Proposed training package components

### Qualification mapping

Code and title	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency statement
CPC30420 Certificate III in Demolition	CPC30408 Certificate III in Demolition	Supersedes and is equivalent to CPC30408 Certificate III in Demolition. Updated to meet the Standards for Training Packages.	E
CPC41020 Certificate IV in Demolition	CPC41013 Certificate IV in Demolition	Supersedes and is equivalent to CPC41013 Certificate IV in Demolition. Updated to meet the Standards for Training Packages.	E

<b>Units of competency mapping</b>			
<b>Code and title</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalence statement</b>
CPCCE3014 Remove non-friable asbestos	CPCCE3014A Remove non-friable asbestos	Supersedes and is equivalent to CPCCE3014A Remove non-friable asbestos Updated to meet the Standards for Training Packages.	E
CPCCE3015 Remove friable asbestos	CPCCE3015A Remove friable asbestos	Supersedes and is equivalent to CPCCE3015A Remove friable asbestos. Updated to meet the Standards for Training Packages.	E
CPCCE3016 Identify hazards on demolition sites and apply risk management strategies	CPCCE3016A Identify hazards on demolition sites and apply risk management strategies	Supersedes and is equivalent to CPCCE3016A Identify hazards on demolition sites and apply risk management strategies Updated to meet the Standards for Training Packages.	E
CPCCE3017 Select and use hand tools and equipment for demolition tasks	CPCCE3017A Select and use hand tools and equipment for demolition tasks	Supersedes and is equivalent to CPCCE3017A Select and use hand tools and equipment for demolition tasks. Updated to meet the Standards for Training Packages.	E
CPCCE3018 Select and use small plant and equipment for demolition tasks	CPCCE3018A Select and use small plant and equipment for demolition tasks	Supersedes and is equivalent to CPCCE3018A Select and use small plant and equipment for demolition tasks. Updated to meet the Standards for Training Packages.	E

<b>Units of competency mapping</b>			
<b>Code and title</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalence statement</b>
CPCDE3019 Demolish small buildings and structures using hand tools and small plant and equipment	CPCDE3019A Demolish small buildings and structures using hand tools and small plant and equipment	Supersedes and is equivalent to CPCDE3019A Demolish small buildings and structures using hand tools and small plant and equipment. Updated to meet the Standards for Training Packages.	E
CPCDE3020 Select and use tools and equipment for hot work in the demolition industry	CPCDE3020A Select and use tools and equipment for hot work in the demolition industry	Supersedes and is equivalent to CPCDE3020A Select and use tools and equipment for hot work in the demolition industry. Updated to meet the Standards for Training Packages.	E
CPCDE3021 Operate demolition material crushing plants	CPCDE3021A Operate demolition material crushing plants	Supersedes and is equivalent to CPCDE3021A Operate demolition material crushing plants. Updated to meet the Standards for Training Packages.	E
CPCDE3022 Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment	CPCDE3022A Manage demolition recyclable and waste materials using load shifting equipment	Supersedes and is equivalent to CPCDE3022A Manage demolition recyclable and waste materials using load shifting equipment. Title change. Updated to meet the Standards for Training Packages.	E

<b>Units of competency mapping</b>			
<b>Code and title</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalence statement</b>
CPCCE3023 Operate skid steer loaders at ground level on demolition sites	CPCCE3023A Operate skid steer loaders at ground level on demolition sites	Supersedes and is equivalent to CPCCE3023A Operate skid steer loaders at ground level on demolition sites. Updated to meet the Standards for Training Packages.	E
CPCCE3024 Operate mobile plant on suspended floors on demolition sites	CPCCE3024A Operate mobile plant on suspended floors on demolition sites	Supersedes and is equivalent to CPCCE3024A Operate mobile plant on suspended floors on demolition sites. Updated to meet the Standards for Training Packages.	E
CPCCE3025 Operate remote-controlled plant on demolition sites	CPCCE3025A Operate remote-controlled plant on demolition sites	Supersedes and is equivalent to CPCCE3025A Operate remote-controlled plant on demolition sites. Updated to meet the Standards for Training Packages.	E
CPCCE3026 Operate excavators at ground level to demolish building elements	CPCCE3026A Operate excavators at ground level to demolish building elements	Supersedes and is equivalent to CPCCE3026A Operate excavators at ground level to demolish building elements. Updated to meet the Standards for Training Packages.	E
CPCCE3027 Read and interpret demolition site plans and drawings		New unit	
CPCCE4001 Plan and prepare for activities on demolition sites	CPCCE4001A Plan and prepare for activities on demolition sites	Supersedes and is equivalent to CPCCE4001A Plan and prepare for activities on demolition sites. Updated to meet the Standards for Training Packages.	E

<b>Units of competency mapping</b>			
<b>Code and title</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalence statement</b>
CPCCE4002 Plan demolition work to minimise risk to health, safety and environment	CPCCE4002A Plan and supervise demolition work to minimise environmental and public health and safety impact	Supersedes and is equivalent to CPCCE4002A Plan and supervise demolition work to minimise environmental and public health and safety impact. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCE4003 Supervise operational activities on demolition sites	CPCCE4003A Supervise individual activities on demolition sites	Supersedes and is equivalent to CPCCE4003A Supervise individual activities on demolition sites. Minor title change. Updated to meet the Standards for Training Packages.	E
CPCCE4004 Finalise demolition activities and supervise property handover	CPCCE4004A Finalise demolition activities and supervise property handover	Supersedes and is equivalent to CPCCE4004A Finalise demolition activities and supervise property handover. Updated to meet the Standards for Training Packages.	E
CPCCE4005 Apply structural principles to the planning of the demolition of a structure		New unit	
CPCCE4006 Demolish stressed panel structure and pre-cast panel structure		New unit	
CPCCE4007 Manage waste streams		New unit	

<b>Units of competency mapping</b>			
<b>Code and title</b>	<b>CPC08 Construction, Plumbing and Services Training Package</b>	<b>Comments</b>	<b>Equivalence statement</b>
CPCDE4008 Supervise asbestos removal	CPCBC4051A Supervise asbestos removal	Supersedes and is equivalent to CPCBC4051A Supervise asbestos removal Updated to meet the Standards for Training Packages.	E
CPCDE5001 Conduct air monitoring and clearance inspections for asbestos removal work	CPCBC5014A Conduct asbestos assessment associated with removal	Supersedes and is equivalent to CPCBC5014A Conduct asbestos assessment associated with removal. Title change. Updated to meet the Standards for Training Packages.	E

## Imported units of competency

Code	Title	Training Package
BSBCMM401	Make a presentation	Business Services Training Package
BSBLDR403	Lead team effectiveness	Business Services Training Package
PUAFER004	Respond to facility emergencies	Public Safety Training Package
RIICWD503D	Prepare work zone traffic management plan	Resources and Infrastructure Industry Training Package
RIIHAN309F	Conduct telescopic materials handler operations	Resources and Infrastructure Industry Training Package
RIIMPO320F	Conduct civil construction excavator operations	Resources and Infrastructure Industry Training Package
RIIRIS202D	Respond to site based spills	Resources and Infrastructure Industry Training Package
RIIRTM203D	Work as a safety observer/spotter	Resources and Infrastructure Industry Training Package
RIIWH5202D	Enter and work in confined spaces	Resources and Infrastructure Industry Training Package
RIIWH5205D	Control traffic with stop-slow bat	Resources and Infrastructure Industry Training Package
RIIWH5301D	Conduct safety and health investigations	Resources and Infrastructure Industry Training Package
RIIWH5302D	Implement traffic management plan	Resources and Infrastructure Industry Training Package
TLID2003	Handle dangerous goods/hazardous substances	Transport and Logistics Training Package
TLILIC0003	Licence to operate a forklift truck	Transport and Logistics Training Package
TLILIC0005	Licence to operate a boom-type elevating work platform (boom length 11 metres or more)	Transport and Logistics Training Package

## Revised units of competency

Code	Title
CPCCCDE3014	Remove non-friable asbestos
CPCCCDE3015	Remove friable asbestos
CPCCCDE3016	Identify hazards on demolition sites and apply risk management strategies
CPCCCDE3017	Select and use hand tools and equipment for demolition tasks
CPCCCDE3018	Select and use small plant and equipment for demolition tasks
CPCCCDE3019	Demolish small buildings and structures using hand tools and small plant and equipment
CPCCCDE3020	Select and use tools and equipment for hot work in the demolition industry
CPCCCDE3021	Operate demolition material crushing plants
CPCCCDE3022	Manage demolition recyclable, waste materials and contaminated soil using load shifting equipment
CPCCCDE3023	Operate skid steer loaders at ground level on demolition sites
CPCCCDE3024	Operate mobile plant on suspended floors on demolition sites
CPCCCDE3025	Operate remote-controlled plant on demolition sites
CPCCCDE3026	Operate excavators at ground level to demolish building elements
CPCCCDE4001	Plan and prepare for activities on demolition sites
CPCCCDE4002	Plan demolition work to minimise risk to health, safety and environment
CPCCCDE4003	Supervise operational activities on demolition sites
CPCCCDE4004	Finalise demolition activities and supervise property handover
CPCCCDE4008	Supervise asbestos removal
CPCCCDE5001	Conduct air monitoring and clearance inspections for asbestos removal work

## Appendix A: Construction IRC consultation methodology

The Construction Industry Reference Committee members advise that each uses a multitude of different communication strategies and methodologies to engage with their members and stakeholders to provide feedback on matters relating to training package development.

Each industry occupation and qualification present with a unique set of conditions that involve deliberation and discussion about how best to engage in order to maximise industry feedback and response.

The IRC members work closely with countless stakeholders from all levels of the Australian construction industry, which they represent very broadly, to achieve a workable compromise in all qualifications. The majority of IRC members represent national associations who each have state and territory networks and formal training development committee structures that work to fully represent sector requirements. The networks consist of industry members; registered training organisations, builders, contractors, manufacturers, suppliers and group training schemes that provide advice on specific issues in relation to the Construction Training Package. These organisations also engage industry through regional membership, professional development, technical and policy committees which report to National Service Committees and National Policy Congress. One organisation has over 250 industry representatives on their committees at any one time.

To provide cohesion between the IRC and Technical Advisory Groups (TAGs), the IRC appoints a member of its committee to Chair each TAG and that Chair reports back to the IRC meetings by way of a project brief and verbal reports. The TAG members are chosen in accordance with terms of reference that biases employer representation and subject matter experts. Members of TAGs are recommended and selected because of their expertise in specific trades and their connections with industry. No more than two RTOs are recommended on each TAG.

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

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

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

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

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

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

		<p>large Australia- wide construction and service businesses.</p> <p>NFIA is full-on, hands-on cohort of contractors, their suppliers and supporters who are passionately committed to improving the industry.</p>
Jocelyn Martin	Housing Industry Association	<p>HIA represents over 40,000 builders, contractors, manufacturers and suppliers. We are a national body which has been in business for over 70 years and we have 22 offices across Australia. Our membership ranges from small 2 person enterprises right through to the majors including for example Henley, Metricon and McDonald Jones homes.</p> <p>HIA has a significant and robust committee structure. All of our 9 regions have a Regional Training Committee made up of industry. We also engage industry through our regional membership, professional development, technical and policy committees. These feed through to our National Service Committees and National Policy Congress. We run two events annually involving these committee members to consider issues raised through the committee structure. All up there are over 250 industry representatives on our committees at any one time.</p>
Ken Gardner	Master Plumbers	<p>Master Plumbers and Mechanical Services Association of Australia (Master Plumbers) was established in 1891 and is the industry's representative and voice on safety, standards and training.</p>
Lindsay Le Compte	Australian Industry Group	<p>Ai Group has been partnering with Australian Businesses for over 150 years to improve the bottom line – it's the reason we exist.</p> <p>Ai Group Apprentice and Trainee Centre, the Group Training arm of Ai Group, are experienced and passionate about providing cost effective, customised Apprentice and Trainee Employment and Management Solutions to businesses to improve the productivity of the workplace.</p>
Lynda Douglas	Dept of Defence	

Marie Paterson	Construction Industry Training Board SA	CITB is a whole of industry led organisation that provides support to attract, train and retain building and construction workers by providing leadership in training and skills development.
Michael McLean	Master Builders	Master Builders Australia is structured as a federation comprising 8 state & territory Associations, collectively comprising over 30,000 members. These members are each businesses from a broad range of stakeholders from the commercial/industrial, civil engineering & residential sectors of the building & construction industry. These members are usually builders, special contractors, suppliers or professional organizations with high & low turnovers. Most of these businesses, however, are small businesses which employ less than 5 staff.
Paul Baxter	Australian Metal Workers Union	<p>The Australian Manufacturing Workers' Union fights for a fair deal for Australian workers – both at work and in the community. We believe in a fair and equal society of all, with the provision of public social services including education and health care and of dignity in retirement.</p> <p>We represent tens of thousands of workers in all areas of manufacturing around Australia.</p>
Robert Berryman	Construction Training Fund WA	The Construction Training Fund (CTF) is a statutory authority that assists Western Australia's building and construction industry to meet its demands for skilled workers. The Board also carries out the role of a Construction Training Council, which works closely with industry stakeholders and provides advice to the Government and State Training Board to ensure that training meets the needs of one of Western Australia's biggest and most diverse industries
Steven Crockett	Australian Workers' Union	The Australian Workers' Union is the nation's oldest and largest blue-collar trade union representing over 100,000 working men and women and their families. All members of the AWU are part of the seven Branches which make constitute the AWU.
Stuart Maxwell (Chair)	Construction,	The Construction Forestry Maritime Mining

	Forestry, Maritime, Mining and Energy Union	and Energy Union is Australia's main trade union in building and construction. It has offices in all capital cities in Australia and in many major regional centres. The union has around 150,000 members and employs around 400 full time staff and officials.
Therese Lauriola	Master Painters	Master Painters Australia is the peak industry body and is not for profit association. Set up 100 years ago but many of the state associations had already been in existence for many years. It protects both consumers and members, setting standards for business practice and delivering training to upskill members and to ensure quality workmanship. It is represented by a Board delegate from each participating State.
Tony Roberts	Association of Wall & Ceiling Lining Industries of NSW	The Association of Wall and Ceiling Industries Australian and New Zealand is the peak representative body for contractors, suppliers and manufacturers throughout the wall and ceiling industries.
Yvonne Webb	Industry Skills Advisory Council NT	The Industry Skills Advisory Council NT is an independent, not for profit organisation that provides advice to and gathers feedback from Northern Territory businesses on skills shortages. Its purpose is to increase industry skills capacity and capability across the Northern Territory.

## Appendix B: Forum and Webinar findings of Inclusion of CPCCWHS1001 in the core of CPC qualifications

### Inclusion of CPCCWHS1001 in the core of CPC qualifications

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

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

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

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

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

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

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

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

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

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

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

- **Perceived (not actual) duplication of WHS content in the qualification(s)**
  - The qualifications include two related units:
    - I. CPOCWHS1001 *Prepare to work safely in the construction industry*;  
an induction unit which will ensure that learners:
      - undertake basic workplace construction induction training and
      - have demonstrated knowledge of personal protective equipment and workplace health and safety practice.
      - Where delivered by an appropriately endorsed RTO will enable issuance of a White Card.
    - II. CPOCWHS2001 *Apply WHS requirements, policies and procedures in the construction industry*;
      - covers fundamental WHS requirements necessary to undertake work tasks within any sector in the construction industry. It includes the identification of hazardous materials, including asbestos, and compliance with legislated work safety practices.
- **Regulatory requirements relating to issuing the White Card (Feedback received from Safe Work regulators)**

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

- There is a national requirement under State and Territory WHS laws for construction workers to hold a general construction induction (white) card. Students and workers complete CPOCWHS1001 in order to be issued with a construction induction card (white card). Students will be required to have a current white card to carry out any work on site (practical construction work). Therefore, may be required to complete the training and be issued a white card in order to start their training with an employer. Having the unit as an entry requirement rather than as a pre-requisite part of the training will see many students having to complete the training separate to the course, at an additional cost, to begin on site training.
- RTOs can have scope with ASQA to deliver the CPOCWHS1001 nevertheless, they must seek approval from the State or Territory WHS regulator to issue a white card to students on completion of the training. Therefore, RTOs will be training students and issuing a statement of attainment but not a white card. Each state will have its own process for a white card to be issued. In some states the students may be able to make application and pay a fee, to an approved RTO or the WHS Regulator, to be issued a card based on the training they have completed through a non-approved RTO. However, some students

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

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

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

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

### **National Forums**

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

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

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

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

### **National webinars**

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

A total of 8 national webinar were held with 144 stakeholders registering. The webinars were designed to provide industry with project specific updates, as well as to consult regarding the inclusion of CPCWHS1001 *Prepare to work safely in the construction industry* to the core.

### **Online poll**

Across 3 online surveys, the majority preference was to include CPCWHS1001 as a core unit. An online survey of national forum attendees yielded 61 responses drawn from RTOs (40), Industry Employers (7), Associations (7), and Regulators (5), of which 57% approved of the inclusion of the unit of competency as a core and 43% disagreed.

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

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

### **Summary of key issues**

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

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

Topic	Key issue raised	IRC Response
	<p>WHS Legislation does not mandate that any individual who already holds a White Card be retrained to the new unit. The White Card holder is only required to be retrained if they have not carried out construction work in the preceding 2 years.</p>	<p>Some state regulators will not accept recognition of prior learning assessments for the issuance of general construction induction cards however for the purposes of meeting the qualification requirements RPL arrangements are mandatory for all RTOs under their standards framework and are not specifically an issue relating to this unit of competency.</p>
	<p>In all states and territories other than Western Australia and Tasmania, RTOs can have scope with ASQA to deliver CPCCWHS1001 nevertheless, they must seek approval from the State or Territory WHS regulator to issue a White Card to students on completion of the training.</p>	<p>This is a Safe Work administration issue which is out of the remit of the IRC and the SSO. The packaging of the qualification requires attainment in the unit of competency not the achievement of the licence and is therefore not substantive to the inclusion of the unit of competency.</p>
	<p>All states at present, except Western Australia and Tasmania, require the training to be delivered face to face for the outcome of a White Card being issued to students. In Queensland students are also required to provide evidence of the method of training delivery to prove their eligibility for a card. This is a requirement of Safe Work Australia and is therefore a challenge for on-line providers would no longer be able to deliver solely through this medium.</p>	<p>This is a Safe Work policy issue which is out of the remit of the IRC and the SSO. The unit of competency does not preclude online delivery, albeit with caveats. The packaging of the qualification requires attainment in the unit of competency not the achievement of the licence.</p>
	<p>Overseas students not expecting to work in the Australian construction industry will be required to obtain a white card.</p>	<p>WHS training within the context of each qualification should be afforded to all candidates. The qualification requires the attainment of competency not the licence.</p>

Given that the previously recommended entry requirement strategy was rejected, the IRC considered that adding the CPCCWHS1001 *Prepare to work safely in the construction industry* is the only other available method of mandating this training within the qualifications.

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