



Case for Endorsement

Carpentry and Joinery Project

CPC Construction, Plumbing and Services Training Package

Release 5.0

Submitted by Artibus Innovation
on behalf of the
Construction, Plumbing and Services IRC
August 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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Executive summary

The Construction IRC commenced the review of the Carpentry and Joinery training package components in 2017, picking up on work previously undertaken by CPSISC. The aim of the review was to ensure the qualifications and units of competency meet the:

1. needs and expectations of industry
2. 2012 Standards for Training Packages.

A range of difference consultation mechanisms were undertaken to engage industry stakeholders nationally and ensure their feedback supported the development of the qualifications and units of competency.

The Carpentry and Joinery Case for Endorsement has been considered and rejected by the AISC on two previous occasions, in August 2019 and February 2020.

Key outcome of the August 2019 AISC meeting

The AISC directed the IRC to:

1. reconsider its advice to include the unit of competency CPCCWHS1001 Prepare to work safely in the construction industry ('white card') as an Entry Requirement across all the Certificate I, II and III qualifications
2. consult further with industry to ensure the proposal meet the needs of, and was supported by, industry.

Key outcome of the February 2020 AISC meeting

The AISC set out key requirements for the IRC. These requirements were clarified by the AISC secretariat as follows:

AISC requirements	Action	Satisfaction of AISC requirement
<p>1. Undertake further industry consultation on the packaging rules for the proposed Certificate III in Carpentry to ensure the qualification is responsive to employer needs and supports the ongoing viability of the apprenticeship model</p> <ol style="list-style-type: none"> a. Reconsider the addition of formwork units to the core of the Certificate III in Carpentry b. Reconsider the limiting choice in the "Group A - Specialist Electives" (i.e. selection of 5 of 12 units in changes to the packaging rules). 	<p>The IRC and the Technical Advisory Group (TAG) reviewed and undertook to satisfy the AISC's requirements relating the packaging rules of the qualification. A standalone revalidation round was opened from 28 April to 14 May 2020 to gather industry feedback on the suitability of the packaging rules relating to the proposed Certificate III in Carpentry.</p> <p>The repackaged Certificate III in Carpentry has been updated as follows:</p>	<input checked="" type="checkbox"/>

AISC requirements	Action	Satisfaction of AISC requirement
	<ul style="list-style-type: none"> • CPCCWHS1001 Prepare to work safely in the construction industry has been removed from the qualification. • An additional five units have been added to the Group A Specialist Stream electives: <ul style="list-style-type: none"> • CPCCCA3014 Construct and install bulkheads • CPCCCA3027 Set up, operate and maintain indirect action power-actuated power tools • CPCCCM2002 Carry out hand excavation • CPCCCM3001 Operate elevated work platforms up to 11 metres • CPCCSF2004 Place and fix reinforcement materials. • The packaging rules have been amended to allow the choice of two units from any group or current training package as long as it contributes to a valid, industry-supported vocational outcome and maintains the AQF level of this qualification. • The number of general electives has been increased from six to seven. • The number of units required has changed from 33 to 34. • CPCCOM1013 Plan and organise work has been added to the general electives. <p>In the timeframe immediately following the AISC decision in February 2020, the COVID-19 national health crisis significantly impacted opportunities for standard consultation activities (e.g. face-to-face with industry engagement, travel and industry availability). However, targeted online and direct subscriber</p>	

AISC requirements	Action	Satisfaction of AISC requirement
	communication resulted in 150 industry stakeholders participating in the revalidation round which included the above changes. The large majority (83%) of industry supported the proposal.	
2. Remove the unit CPCCWHS1001 Prepare to work safely in the construction industry from the core of the updated Certificate III in Carpentry and Certificate III in Joinery.	CPCCWHS1001 Prepare to work safely in the construction industry was been removed from the core of the qualifications.	☑
3. Include reference to CPCCWHS1001 in the qualification description and Companion Volume Information Guide (CVIG) as a state and territory regulation requirement for all individuals before gaining access to a construction site as per current practices for the update the Carpentry and Joinery Qualifications.	Advice is included in the Companion Volume Implementation Guide (CVIG).	☑
4. The AISC has deemed the changes to the packaging rules necessary to provide the flexibility for the industry and to ensure the uptake of apprentices across all jurisdictions. Please note there are no further changes to the required to the units of competency.	Noted. The training package components relating to Certificate III in Joinery as well as the units of competency relating the Certificate III in Carpentry, remain unchanged.	☑

It is also noted in this resubmission of the Certificate III in Carpentry, that revised policy requirements took effect in February 2020, with training package activity being put forward to AISC from April 2020 being required to comply with the new policy documents.

The proposed CPC3020 Certificate III in Carpentry considered by the AISC in February 2020 was deemed equivalent to CPC3011 Certificate III in Carpentry, CPC31511 Certificate III in Formwork/Falsework and CPC32011 Certificate III in Carpentry and Joinery.

This mapping-iteration was put forward for revalidation (28 April to 14 May 2020).

To comply with the revised policy requirements, changes to the mapping approach were deemed necessary. The new mapping iteration as is follows:

CPC3020 Certificate III in Carpentry supersedes and is:

- equivalent to CPC3011 Certificate III in Carpentry
- not equivalent to CPC31511 Certificate III in Formwork/Falsework

- not equivalent to CPC32011 Certificate III in Carpentry and Joinery.

In light of the above, the Construction, Plumbing and Services Industry Reference Committee (IRC) feels confident that the proposed Certificate III in Carpentry being put forward in this submission meet the key requirements set out by the AISC in February 2020 and needs industry.

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A. Administrative details of the Case for Endorsement

Name of allocated IRC Construction, Plumbing and Services IRC

Name of SSO Artibus Innovation

Training Package Components submitted for approval

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

Qualifications

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

Units of competency

41 units of competency:

- 36 revised unit of competency
- 5 new units of competency.

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

Activity order details

Reference number: AA/2015-16-001

Date executed: June 2016

AISC requirements

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

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

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

B. Description of work and request for approval

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

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

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

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

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

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

ASIC consideration and further instructions on the project

The review of the Carpentry and Joinery training package components commenced 2017 with the aim to ensure the qualifications and units of competency meet the:

- needs and expectations of industry
- Standards for Training Package 2012.

A range of rounds of consultation were held to nationally engage industry stakeholders and ensure their feedback supported the development of the qualifications and units of competency.

The Carpentry and Joinery Case for Endorsement has been considered and rejected by the AISC on two previous occasions, in August 2019 and February 2020.

Key outcome of the August 2019 AISC meeting

The AISC directed the IRC to:

- reconsider its advice to include the unit of competency CPCWHS1001 Prepare to work safely in the construction industry ('white card') as an Entry Requirement across all the

- Certificate I, II and III qualifications
- consult further with industry to ensure the proposal meet the needs of, and was supported by, industry.

Key outcome of the February 2020 AISC meeting

The AISC set out key requirements for the IRC to meet. These requirements were further clarified by the AISC secretariat as follows:

AISC requirements	Action	Satisfaction of AISC requirement
<p>1. Undertake further industry consultation on the packaging rules for the proposed Certificate III in Carpentry to ensure the qualification is responsive to employer needs and supports the ongoing viability of the apprenticeship model (e.g. (1) addition of formwork units to the core of the Certificate III in Carpentry (2) the limiting choice in the “Group A - Specialist Electives” (i.e. selection of 5 of 12 units in Changes to the packaging rules).</p>	<p>The IRC and the Technical Advisory Group (TAG) reviewed and undertook to satisfy the AISC’s requirements relating the packaging rules of the qualification.</p> <p>A standalone revalidation round was opened from 28 April to 14 May 2020 to gather industry feedback on the suitability of the packaging rules relating to the proposed Certificate III in Carpentry. 150 industry stakeholders participated in the revalidation round. The majority of industry respondents supported the proposal.</p>	<input checked="" type="checkbox"/>
<p>2. Remove the unit CPCCWHS1001 Prepare to work safely in the construction industry from the core of the updated Certificate III in Carpentry and Certificate III in Joinery.</p>	<p>CPCCWHS1001 Prepare to work safely in the construction industry was been removed from the core of the qualifications which were impacted by the directive.</p>	<input checked="" type="checkbox"/>
<p>3. Include reference to CPCCWHS1001 in the qualification description and Companion Volume as a state and territory regulator requirement for all individuals before gaining access to a construction site as per current practices for the update the Carpentry and</p>	<p>Advice is included in the Companion Volume Implementation Guide (CVIG).</p>	<input checked="" type="checkbox"/>

AISC requirements	Action	Satisfaction of AISC requirement
Joinery Qualifications.		
4. The AISC has deemed the changes to the packaging rules necessary to provide the flexibility for the industry and to ensure the uptake of apprentices across all jurisdictions. Please note there are no further changes to the required to the units of competency.	Noted. The training package components relating to Certificate III in Joinery as well as the units of competency relating the Certificate III in Carpentry, remain unchanged.	☑

The following units of competency, included in the Certificate III in Carpentry and Certificate III in Joinery, are from other projects which were endorsed at the February 2020 AISC meeting as part of CPC Release 5.0, but have yet to be implemented.

- CPCCCM2002 Carry out hand excavation
- CPCCCM2012 Work safely at heights
- CPCCCO2013 Carry out concreting to simple forms
- CPCCOM1012 Work effectively and sustainably in the construction industry
- CPCCOM1013 Plan and organise work
- CPCCOM1014 Conduct workplace communication
- CPCCOM1015 Carry out measurements and calculations
- CPCCOM2001 Read and interpret plans and specifications
- CPCCLSF2001 License to erect, alter and dismantle scaffolding basic level
- CPCCPB3001 Fix standard plasterboard wall sheets
- CPCCPB3002 Fix standard plasterboard ceiling sheets
- CPCCPD3021 Prepare existing surfaces for painting
- CPCCSF2005 Arc weld reinforcement steel
- CPCCSF3002 Carry out monostrand post-tensioning
- CPCCSF3003 Carry out multistrand post-tensioning
- CPCCSF3004 Carry out stressbar post-tensioning
- CPCCSH2003 Apply and install sealant and sealant devices
- CPCCST4001 Prepare to undertake the heritage restoration process
- CPCCST4002 Undertake the heritage restoration process
- CPCCWC3003 Install dry wall passive fire-rated systems

Summary of key changes

Key Change	Description
KC 1	CPC30211 Certificate III in Carpentry is superseded and is equivalent to CPC30220 Certificate III in Carpentry. The number of units of competency required to complete a Certificate III in Carpentry has changed from 30 to 34. The core requirements have changed from 22 to 27 and the electives from 8 to 7. The number of units of competency required to complete a Certificate III in Joinery has changed from 30 to 29. The core requirements have changed from 16 to 18

Key Change	Description
	and the electives from 14 to 11. This is a trade qualification for carpenters in residential and commercial workplaces.
KC 2	CPC31511 Certificate III in Formwork/Falsework is superseded and is not equivalent to CPC30220 Certificate III in Carpentry.
KC 3	CPC32011 Certificate III in Carpentry and Joinery is superseded and is not equivalent to CPC30220 Certificate III in Carpentry.
KC 4	CPC31920 Certificate III in Joinery has been developed to support occupational specialist streams. This qualification provides a trade outcome in joinery covering work for residential and commercial applications. CPC31920 Certificate III in Joinery has been developed to support joinery work in offsite and onsite/offsite environments. It includes a stream for stair construction that previously had its own qualification pathway.
KC 5	CPC31912 Certificate III in Joinery and CPC32211 Certificate III in Joinery (Stairs) have both been superseded and are equivalent to CPC31920 Certificate III in Joinery, as there was significant overlap of the core units in each qualification.
KC 6	Five new units of competency have been developed to address current skills and knowledge gaps in the carpentry industry.
KC 7	All existing units of competency have been updated to <i>The Standards for Training Packages 2012</i> .

Consultation and development process

Project page

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

- TAG nominations
- national forums held in each state and territory
- online nationwide surveys
- access to draft training components.

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

The project page received 2083 views.

Technical Advisory Group (TAG)

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

Outlined below are the members that comprised the TAG.

TAG Member	Organisation
Adam Cox (Chair)	Fernbrooke Homes (small home builder/ residential carpenter)

Adam Profke ¹	Master Builders of Queensland
Alan Davis	Construction Training Council WA
Tim Mead	Mead Construction (medium commercial builder)
Daniel Bonnici	Department of Education VIC
Liam O’Hearn	Construction Forestry Maritime Mining Energy Union (CFMMEU)
Peter Forsingdal	Hutchinson Builders (large commercial builder)
Rod Eske	Hutchinson Builders (RTO arm of Hutchinson’s)
Tristan Howison	TAFE NSW (part time) & Residential carpenter

The TAG held ten meetings and met in person or by videoconference over the course of the project.

They discussed and made unanimous or majority decisions on the following matters:

- existing training package components and future packaging models
- interpretation of divided stakeholder feedback, using their subject-matter expertise and industry knowledge to identify models of best practice
- development of draft components.

The TAG also assisted in the engagement of industry and other stakeholders to provide input into unit development. TAG meetings are outlined in the following table, including key actions taken to engage industry and stakeholders and how the TAG reached decisions on key project issues.

TAG Meetings and Actions

Meeting	Key actions
1	<ul style="list-style-type: none"> • TAG member induction • TAG approval to combine qualifications as per CPCv4 • Plan for national forums to be held in each state/territory • Agreement on consultation gaps
2	<ul style="list-style-type: none"> • Survey and forum results on packaging options presented and considered • Qualification packaging rules: <ul style="list-style-type: none"> ○ Survey responses on qualification packaging options were divided by a slim margin (52%/48%) ○ The core plus a mandatory stream option was unanimously endorsed as providing a better vocational outcome while still offering flexibility. • TAG agreement that Certificate III in Carpentry will contain three streams: <ul style="list-style-type: none"> ○ Residential ○ Commercial ○ Form Work • Core units approved on the basis of 74% + stakeholders identifying them as required • Agreed to undo proposed unit mergers for series I units of competency • TAG directed unit development to begin
3	<ul style="list-style-type: none"> • Finalised the draft 1 qualification template for the Certificate III in Carpentry. TAG approved, by majority to proceed with streamed qualification structure, exception noted by CFMMEU.
4	<ul style="list-style-type: none"> • Proposal for unit content workshops

¹ In March 2020 Adam Profke was replaced by Jennifer Lawrence from Master Builders Australia

Meeting	Key actions
5	<ul style="list-style-type: none"> • TAG unable to form consensus on the treatment of foundational units in packaging and so deferred to IRC for advice. IRC advised to maintain a build of skill proficiency into the qualification and provide consistency of trade training across construction occupations. • Preparation for carpentry online workshops to focus on unit content development/validation.
6	<ul style="list-style-type: none"> • Unanimous decision of the Construction IRC that the unit <i>CPCWHS1001 Prepare to work safely in the construction industry</i> be a core unit in all CPC qualifications
7	<ul style="list-style-type: none"> • Unanimous approval of Certificate III Carpentry template to change to a specialist stream, an elective back and core. • Agreed to maintain two levelling units in the core to cover base foundation skills in early apprenticeship and more advanced skills in later years. • Carpentry qualification templates approved for presentation to IRC before moving on to quality assurance phase. • Consideration of industry feedback (NSW employer group and Schiavellos) on Certificate III in Joinery • Unanimous approval of Certificate III Joinery revised qualification template • Joinery qualification templates approved for presentation to IRC before moving on to quality assurance phase.
8	<ul style="list-style-type: none"> • Unanimous decision of the Construction IRC that the unit <i>CPCWHS1001 Prepare to work safely in the construction industry</i> be an entry requirement for all CPC AQF I-III qualifications.
9	<ul style="list-style-type: none"> • Consideration of AISC rejection of the case and discussion on amendments required to provide greater flexibility for the residential carpentry sector
10	<ul style="list-style-type: none"> • Finalisation of the revised qualification template for validation consultation

The IRC recommends a two year teach out period be requested from ASQA to support teach out of qualifications to be deleted as a result of this case for endorsement.

Key issues considered

A key point of consultation was to seek industry feedback on the most appropriate packaging rules for the Certificate III in Carpentry. The TAG was tasked with bringing together three separate qualifications into one. The end product needed to fit various regulatory regimes, industrial boundaries, career pathways and national portability.

To cater for the streaming of three qualifications into one, The TAG suggested two possible packaging rule options for the Certificate III in Carpentry, as below:

Packaging Options

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

Industry feedback on these packaging options was sought through the first survey and national forums held in each state and territory. Industry and stakeholder feedback was divided on which option would be most appropriate. For example, of the 110 responses to this survey question, slightly more respondents preferred packaging Option 1 (53% to 47%).

Forum feedback preferences were also divided or inconclusive. This feedback informed the TAG’s deliberations about which packaging arrangements were the best fit for industry, which, at the time was option one.

The specialist streams were chosen to provide guidance for packaging appropriate units into the three activity areas – residential carpentry, commercial carpentry and formwork carpentry. In recognition that carpenters work across all three streams, the core of the qualification was strengthened to ensure that it covers all the critical skills required of any carpenter nationally. This approach diffused the difference between option one and two.

Subsequent to this approach, the CFMMEU provided a written submission that it did not support mandatory streams and provided a rationale for this and some options for the project to consider.

The TAG resolved to strengthen the core of the qualification to cover the large majority of skills required across all three trades. An industry survey and national forums were used to determine the core composition – which to be included required 74%+ of respondents recommended it. It was noted that the qualification provided for a broader skill set than required by single sectors of the industry but was purposely designed to deliver high quality skilled tradespeople capable of working across the industry.

The TAG also recommended to maintain the ‘carpentry trade skills’ in a specialist bank of electives to enforce the focus on carpentry trade skills and to add a general elective bank for other competencies of choice, including units from other packages.

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

- state/territory-based industry forums
- online working groups
- four industry surveys at each development stage of the project to explore and consolidate feedback
- eleven newsletters at various stages throughout the project, each in excess of 4000 subscribers

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

Project Timeline: Industry Engagement and Consultation Processes

Timeframe	Activity	Industry Engagement
July – September 2017	Artibus Innovation commences project: <ul style="list-style-type: none"> • establishment of TAG • Issues Briefing Paper identified concerns with CPSISC’s development consultation processes 	Identified need to engage small to medium-sized enterprises
July 2017	Project Page established on the Artibus Innovation website with stakeholder communication links	2083 visitors
August 2017	IRC advice to develop a case for change for Certificate I and II (in relation to articulation into	

Timeframe	Activity	Industry Engagement
	the trades) before continuing with Case for Endorsement. Case for change approved by AISC	
March 2018	General newsletter: Carpentry survey and TAG nominations	4,037 subscribers
April – May 2018	Stakeholder survey on qualifications and packaging options (Draft pack 1)	135 responses
May 2018 – April 2019	TAG meetings held as per Table 1 to evaluate stakeholder consultation feedback	TAG membership described below
May – July 2018	Industry forums held in each state/territory	131 participants
September 2018	Call for stakeholder submissions	222 subscribers
October 2018	Carpentry and Joinery Surveys and Submissions on revised qualifications (Draft pack 2)	41 responses
February 2019	Unanimous decision of the Construction, Plumbing and Services IRC that the unit <i>CPCCWHS1001 Prepare to work safely in the construction industry</i> be a core unit in all CPC qualifications IRC advise the inclusion of Work Safely at Heights in the core IRC advise the TAG to reconsider mandatory streams in the packaging rules	
March 2019	Invitation to participate in Carpentry and Joinery qualification workshops sent to stakeholders	253 subscribers
March 2019	Industry stakeholder workshops	60 participants
April 2019	General newsletter: Project Validation April 2019	3,975 subscribers
April 2019	Revised unanimous decision of the Construction, Plumbing and Services IRC that the unit <i>CPCCWHS1001 Prepare to work safely in the construction industry</i> be an entry requirement of all CPC AQF I-III qualifications	
April – May 2019	Final online survey (Draft pack 3)	13 responses
June 2019	IRC sign-off support for the project	IRC Chair
February 2020	General newsletter: Project Rejection	4,915 subscribers
April 2020	General newsletter: Rework of carpentry qualification	4,915 subscribers
April 2020	Revalidation survey (Carpentry)	150 responses

Industry Forums

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

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

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

Table 4: Industry stakeholder workshops, May – July 2018

State/territory	City	Date	Summary of feedback	Number of Participants
Western Australia	Perth	17 May 2018	<ul style="list-style-type: none"> • Preference for Option 2 • 54% of participants said that Option 1 is too restrictive 	11
Victoria	Melbourne	19 June 2018	<ul style="list-style-type: none"> • Preference for Option 1 	25
Tasmania	Hobart	20 June 2018	<ul style="list-style-type: none"> • Packaging preference unclear 	20
Tasmania	Devonport	21 June 2018	<ul style="list-style-type: none"> • Packaging preference unclear 	13
New South Wales	Sydney	22 June 2018	<ul style="list-style-type: none"> • Preference for Option 2. • Less than 1 in 10 participants preferred Option 1. • Option 1 preference of TAFE teachers. 	8
South Australia	Adelaide	11 July 2018	<ul style="list-style-type: none"> • Packaging preference unclear. 	23
Queensland	Brisbane	18 July 2018	<ul style="list-style-type: none"> • Preference for Option 1. 	29
Northern Territory	Online and email	25 May 2018	<ul style="list-style-type: none"> • Opposition to Option 2 because of concern people would opt for less complex pathway, resulting in lower skill level outside specialisation. 	5
			Total	134

Subject Matter Working Groups

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

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

Subject Matter Working Groups

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

Industry and Stakeholder Surveys

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

The surveys were made available via the Artibus Innovation website and promoted to a large subscriber list (subscriber range: 3975 to 4117) through the Artibus Innovation general newsletter, carpentry and joinery subscriber list, as well as through TAG member and working group networks.

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

Nationwide, online industry and stakeholder surveys

Survey	Survey Description	Survey open	Number of Respondents
1	Stakeholder survey on qualifications and packaging options (Draft pack 1)	20 April – 4 May 2018	110
2	Carpentry and Joinery Surveys and Submissions on revised qualifications (Draft pack 2)	15 – 29 October 2018	39
3	Final survey (Draft pack 3)	10 April – 9 May 2019	13
4	Revalidation survey	28 April – 14 May 2020	150

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

Summary of Feedback Surveys

The majority of respondents to the first survey (80%) identified as employers. Responses were received from all states and territories. This survey asked respondents about what units of competency should be included in the core and possible streams, as well as about packaging options.

As in the forums, no clear packaging option emerged as the preferred option. Just over half of respondents (52.7%) chose Option 1, which was a core set of units, plus mandatory specialist streams, plus an elective pool, while just under half (47.3%) chose Option 2, which was a core set of units, plus a general pool of electives which included all the units from the specialist streams.

An analysis of packaging choice of participants by state/territory showed divisions were present in all jurisdictions with the exception of the ACT, which favoured Option 1. These divisions on packaging options were consistent with those found in the forums. The results of this consultation were presented to the TAG for their further expert consideration of the option that was the best fit for industry purposes.

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

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

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

The second nationwide online survey sought qualitative feedback on the proposed qualification and units of competency through open-ended questions. Industry and stakeholder associations were also offered the opportunity to provide submissions.

Survey responses and submissions were thematically analysed as a single qualitative data set of 39 responses. Responses were received from all states and territories, except the Northern Territory.

The five key themes identified in the data were:

- Concern about too many units in the core of the qualification which may be irrelevant to some of the elective streams
- View that qualification will be harder to deliver than current qualification and that simulated work environments will be necessary
- View that the Formwork stream is not fit for the needs of Formwork Carpenters because the core units that are not relevant and this will make completion of apprenticeships difficult. Respondents identified key tasks that are required, including Pitched Roofs; Roof Trusses; Eaves and Wall and Ceiling Frames
- Identification of trends impacting skills and knowledge, including changes in technology and equipment, prefabrication and sustainable products, skill requirements for project homes, Australian Standard 1684 – residential timber framed construction, asbestos awareness, use of tools and chemicals

- Concerns regarding qualification packaging suitability for Victoria and Tasmania
- Victoria's proposal to introduce trade registrations and/or licensing may result in carpenters who do the new qualifications not being considered fully trained and employable in Victoria.
- Tasmanian concerns were that the proposed qualifications are not flexible enough for the Tasmanian industry and may create skills shortage.

Registration Push in Victoria

Stakeholders identified Victoria's push for trade registration and/or licensing of Carpenters and Joiners and raised concerns about the implications for training package models. At the time of writing, the Victorian *Building Amendment (Registration of Building Trades and Other Matters) Bill 2018* (20 September 2018) bill has passed but is yet to be implemented. A staggered approach to implementation is expected,² with multiple stages of consultation in which training and occupational criteria are being considered.

To date, there has been no public suggestion that the qualification packaging model proposed in this Case for Endorsement would not be recognised by the State Government of Victoria. Consultation on the model of registration, its specification of the occupational scope of work and implications for training are yet to be finalised, however, the Master Builders Victoria's submission (12 August 2019) argues for detailed specification of different carpentry tasks and skills, as well as registration that recognises the length of time practising as a carpenter.³

Our research supports the position that an approach that simply lists a trade, for example as 'Carpentry', would be unworkable in practice. This is because it does not allow for the adequate definition of the specific tasks that would be required to be performed under the new framework, nor the specific skills required to carry out these tasks.⁴

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

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

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

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

² HIA (2018), *Update on Registration of Licensing of Trades*, accessed 6 September 2019 at <https://hia.com.au/-/media/HIA-Website/Files/Publications/Member-Alerts/update-on-registration-and-licensing-of-trades-vic.ashx>

³ Master Builders Victoria (2019), *Registration and licensing of building trades – Master Builders Victoria response to Stage 1: Consultation questions*, accessed 6 September 2019 at https://www.mbav.com.au/sites/default/files/20190712%20Master%20Builders%20submission%2C%20registration%20and%20licensing%20of%20building%20trades%2C%20Stage%201_FINAL_0.pdf

⁴ *Ibid.*, p.2.

The third nationwide, online stakeholder survey had 13 respondents, with the majority of these RTOs.

A small number of comments were received on each of the proposed qualifications:

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

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

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

When revising the Certificate III in Carpentry packaging rules, as directed by the AISC, the TAG considered this feedback again and designed the updated qualification to enable more flexibility for the residential carpentry sector.

Validation Survey June 2020

The updated Certificate III in Carpentry was validated by a survey distributed through the Artibus mailing list, project stakeholders and through the IRC and State Training Authority networks. Responses were received from 150 individuals, 68% of which identified as employers/ industry. Responses were received from rural/ regional Australia as well as every State and Territory capital.

83% of respondents agreed that the updated proposed qualification meets industry needs and is fit for purpose. A number also provided letters of support that are included in the attachments to this case.

Of those who did not approve of the qualification (17%) the reasons given were that the qualification covers too broad a scope of work through the large core composition of the qualification or that some of the electives would be too costly to deliver.

Two letters were received which did not support the endorsement of proposed Certificate III in Carpentry. The details and responses are as follows:

1. One letter, in which the respondent asks to be de-identified, questions the validity of the Certificate III in Carpentry covering all aspects of carpentry which may not be required by some carpenters. The comment was noted, but this is a national qualification to cover the skills and knowledge required for carpenters throughout Australia who might be currently employed in a different sector to that in which they might work in the future.
2. The other letter stated: *"The proposed CPC30220 Certificate III in Carpentry is awful and the people responsible should feel bad."* No action was taken because there were no specific

references to the review rationale, or the products developed.

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

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

- required skills are delivered consistently across Australia
- the qualification is viable to deliver across Australia
- that specialisation can occur 'on top of' the core
- the qualification template includes all competencies identified by industry

State/Territory Training Authorities (STAs)

STAs were kept informed of the project's progress via newsletters and direct email correspondence. STA approval feedback on the project was reviewed and put forward to the TAG to consider. To further support STA engagement, opportunity to participate in the development process and provide feedback was also made available via industry surveys and invitations to industry forums.

The STAs for Western Australia and South Australia both participated in the industry forums.

AISC decision being sought

To note the work undertaken and approve the submission.

C. Evidence of industry support

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

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

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

Name of Chair:

Signature of Chair:

Date: 2020

State and Territory Training Authority responses to the Case for Endorsement

STA	STA Response
ACT	
NSW	
NT	
QLD	
SA	
TAS	
VIC	
WA	

D. Industry expectations about training delivery

Advice about industry's expectations of training delivery

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

- qualifications that better reflect occupational standards
- performance evidence that provides more clarity on the volume and/or frequency requirements that are suitable to the scale and complexity of tasks in the performance criteria of units of competency
- a comprehensive skills and knowledge base for ensuring that vital life safety work associated with these qualifications respond to industry and community expectations.

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

- RTOs will be notified by training.gov.au of the changes in the units of competency and their assessment requirements
- RTOs will be required to adapt all aspects of training and assessment to the changes in structure and content in the units of competency and their assessment requirements.
- an application for a two year teach-out period will be made.

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

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

IRC recommendation on traineeships and apprenticeships

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

E. Implementation of new training packages

Advice on occupational and licensing requirements

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

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

Implementation issues of note and management strategy

The endorsed components have been developed to:

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

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

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

Advice on downstream effects of the change

STAs have been informed throughout the project via face to face meetings, email and newsletters. The updated qualifications maintain equivalency with their preceding qualifications.

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

F. Quality Reports

Editorial and equity reports were undertaken by Anna Henderson.

Editorial Report

1. Cover page	
Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package Release 5.0 Project: <i>Carpentry and Joinery Project</i>
Number of new qualifications and their titles	-
Number of revised qualifications and their titles	2 revised qualifications: <ul style="list-style-type: none"> • CPC30220 Certificate III in Carpentry • CPC31920 Certificate III in Joinery
Number of new units of competency and their titles	<ul style="list-style-type: none"> • 5 new units of competency <i>See attached Appendix A</i>
Number of revised units of competency and their titles	<ul style="list-style-type: none"> • 36 revised units of competency <i>See attached Appendix B</i>
Confirmation that the draft training package components are publication-ready	Yes – the draft training package components are publication-ready.
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes – Anna Henderson
Date of completion of this updated Editorial report	25 th June 2020
2. Content and structure	

The units were checked in the June 2019 Editorial review.

Editorial requirements	Comments
<p>Standard 5:</p> <ul style="list-style-type: none"> The structure of units of competency complies with the unit of competency template. 	<p>The new and revised units of competency are well written, and their structure complies with all aspects of the unit of competency template: application, elements, performance criteria, foundation skills and unit mapping information.</p>
<p>Standard 7:</p> <ul style="list-style-type: none"> The structure of assessment requirements complies with the assessment requirements template. 	<p>All draft units of competency specify the performance evidence (including references to volume and frequency) and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment as per the appropriate template. The assessment requirements cross-reference well to the performance criteria requirements.</p>

Qualifications

Editorial requirements	Comments by the editor
<p>Standard 9:</p> <ul style="list-style-type: none"> The structure of the information for qualifications complies with the qualification template. 	<p>All qualifications mostly comply with the template from the Standards for Training Packages 2012. Some editorial suggestions were provided and addressed by Artibus Innovation as part of the editorial review. The following recommendation was not accepted:</p> <ul style="list-style-type: none"> That tables be inserted for the units of competency that have pre-requisites, listing the codes and titles of the prerequisites against the relevant units. Artibus Innovation stated that the Construction Industry Reference Committee decided it complicated the qualification template if an extra table was included. The units with pre-requisite requirements have an asterisk so they are easy to distinguish. <p>The CPC TP, Release 5.0 qualifications were originally submitted to the AISC late last year. The Case for Endorsement discusses the AISC’s requests for change and the changes made:</p> <ul style="list-style-type: none"> <i>Request:</i> that further industry consultation on the packaging rules of the proposed Certificate III in Carpentry to ensure this qualification supports the ongoing viability of the apprenticeship model.

Editorial requirements	Comments by the editor
	<p>This was conducted – a re-validation round was opened from the 28th of April to the 14th of May 2020, 150 stakeholders participated, and the changes made were the addition of formwork units to the core of CPC30220 and more equitable packaging rules</p> <ul style="list-style-type: none"> • <i>Request:</i> removal of CPPCCWHS1001 from the core of the both CPC30220 and CPC31920. This has been conducted. • <i>Request:</i> inclusion of reference to CPCWHS1001 in the qualification description and the CVIG as a state and territory regulation requirement. This has been conducted. • <i>Request:</i> changes to the packaging rules to provide greater flexibility for industry so as to enable the uptake of apprentices across all jurisdictions. This has been conducted. <p><i>Request:</i> that the units of competency remain unchanged. The units of competency in both CPC30220 and CPC31920 remain unchanged.</p>
<p>Standard 10:</p> <ul style="list-style-type: none"> • Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template. 	<p>The CPC Construction, Plumbing and Services Training Package Release 5.0 Companion Volume Implementation Guide (CVIG) states that <i>“There are currently no credit arrangements between qualifications in the Construction, Plumbing and Services Training Package and higher education qualifications.”</i></p>

Companion Volumes

Editorial requirements	Comments by the editor
<p>Standard 11:</p> <ul style="list-style-type: none"> • A quality assured companion volume implementation guide is available and complies with the companion volume implementation guide template. 	<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"> • Unit codes and titles and qualification codes and titles are accurately cross-referenced throughout the training package product(s) including mapping information and packaging rules, and in the companion volume implementation guide. 	<p>The unit codes and titles have been proofread and cross-referenced throughout all documentation provided – qualifications, Case for Endorsement, and CVIG.</p>
<ul style="list-style-type: none"> • Units of competency and their content are presented in full. 	<p>Yes, the units of competency are presented in full.</p>
<ul style="list-style-type: none"> • The author of the Editorial Report is satisfied with the quality of the training products, specifically with regard to: <ul style="list-style-type: none"> ○ absence of spelling, grammatical and typing mistakes ○ consistency of language and formatting ○ logical structure and presentation of the document. ○ compliance with the required templates 	<p>I am satisfied with the quality of the training products with regard to the points listed opposite, apart from one aspect of the Qualification template – <i>See Standard 9</i>. I have not re-checked the units in this updated Editorial report (all were checked in December 2019 and according to Artibus Innovation they have not changed).</p>

Equity Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package Release 5.0 Project: <i>Carpentry and Joinery Project</i>
Number of new qualifications and their titles	-
Number of revised qualifications and their titles	2 revised qualifications: CPC30220 Certificate III in Carpentry CPC31920 Certificate III in Joinery
Number of new units of competency and their titles	5 new units of competency <i>See attached Appendix A</i>
Number of revised units of competency and their titles	36 revised units of competency <i>See attached Appendix B</i>
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	Yes – the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i> .
Is the Equity Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide the name.	Yes – Anna Henderson
Date of completion of the updated report	25 th June 2020

Section 2 – Equity checklist of draft training package components

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

Section 3 - Training Package Quality Principles

Quality Principle 4

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

Key features

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

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

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

Equity requirements	Equity reviewer comments
<p>1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?</p>	<p>The Carpentry and Joinery draft qualifications and units of competency enable flexible application within the trade as they address a broad range of carpentry and joinery skills.</p> <p>The CPC TP, Release 5.0 qualifications were originally submitted to the AISC late last year. The Case for Endorsement discusses the AISC's requests for change and the changes made: <i>Request:</i> that further industry consultation on the packaging rules of the proposed Certificate III in Carpentry to ensure this qualification supports the ongoing viability of the apprenticeship model.</p> <p>This was conducted – a re-validation round was opened from the 28th of April to the 14th of May 2020, 150</p>

Equity requirements	Equity reviewer comments
	<p>stakeholders participated, and the changes made were the addition of formwork units to the core of CPC30220 and more equitable packaging rules</p> <p><i>Request:</i> removal of CPPCCWHS1001 from the core of the both CPC30220 and CPC31920. This has been conducted.</p> <p><i>Request:</i> inclusion of reference to CPCWHS1001 in the qualification description and the CVIG as a state and territory regulation requirement. This has been conducted.</p> <p><i>Request:</i> changes to the packaging rules to provide greater flexibility for industry so as to enable the uptake of apprentices across all jurisdictions. This has been conducted.</p> <p><i>Request:</i> that the units of competency remain unchanged. The units of competency in both CPC30220 and CPC31920 remain unchanged.</p>
2. Is there evidence of multiple entry and exit points?	There are no entry requirements for carpentry and joinery qualifications, thus enabling open access.
3. Have prerequisite units of competency been minimised where possible?	Most units have prerequisite requirements, but this is for WHS reasons. Prerequisites have been minimised where possible.
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	The packaging rules of the qualifications in this submission are flexible so as to meet the needs of many carpentry and joinery job outcomes, including commercial and residential carpentry, formwork, joinery and stair building.

Quality Principle 5

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

Key features

Support learner transition between education sectors.

Equity requirements	Equity reviewer comments
<p>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>	<p>VET information for legal requirements of learners in the workplace or those involved in work experience in the CPC sectors: Construction, Plumbing and Services Training Package is discussed in the CVIG. These requirements vary across each state and territory and can change from time to time. The CVIG advises users to contact the relevant state or territory training authorities provided at the end of this Guide to check if legal requirements apply.</p> <p>Pathways from entry and preparatory level are discussed in the CVIG, where it is noted that work placements should always involve appropriate supervision and guidance from individuals in the workplace as well as from RTO trainers and assessors who must adhere to required legislation that applies in their jurisdiction.</p> <p>Apprenticeships and traineeships are also discussed in the CVIG, where it is noted that where a qualification is used for an apprenticeship or traineeship, the training must be</p>

Equity requirements	Equity reviewer comments
	recognised by the state or territory training authority. This includes the form and registration of indenture.

Quality Principle 6

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

Key features

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

Equity requirements	Equity reviewer comments
1. Does the Companion Volume Implementation Guide include advice about: Pathways Access and equity Foundation skills? (see Training Package Standard 11)	Yes - The CVIG provides advice on: Occupational outcomes and pathways advice Access and equity are described and addressed with advice on reasonable adjustments for learners with disabilities Foundation skills.
2. Are the foundation skills explicit and recognisable within the training package and do they reflect and not exceed the foundation skills required in the workplace?	Yes, the skills that are not explicit in the unit of competency, are identified in a table. In training packages developed by Artibus Innovation the foundation skills incorporate the language, literacy and numeracy (LLN) skills described in the Australian Core Skills Framework (ACSF). The skills included in this framework are learning, reading, writing, oral communication and numeracy.

The Quality Report was undertaken by Maree Thorne.

Quality Report Template

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPC Construction, Plumbing and Services Training Package V5.0
Number of new qualifications and their titles ⁵	0
Number of revised qualifications and their titles	2 CPC30220 Certificate III in Carpentry CPC31920 Certificate III in Joinery

⁵ When the number of training products is high the titles can be presented as an attached list.

Information required	Detail
Number of new units of competency and their titles	5 CPCCCA3024 Install lining, panelling and moulding CPCCCA3025 Read and interpret plans, specifications and drawings for carpentry work CPCCCA3026 Assemble partitions CPCCOM3001 Perform construction calculations to determine carpentry material requirements
Number of revised units of competency and their titles	36 Refer to Attachment 1 for details
Confirmation that the panel member is independent of: <ul style="list-style-type: none"> • the Training Package or Training Package components review ('Yes' or 'No') • development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No') • undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No') 	I confirm that I, Maree Thorne, am independent of: <ul style="list-style-type: none"> • the Training Package or Training Package components review (YES) • development and/or validation activities associated with the Case for Endorsement (YES) • undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report (YES)
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	<p>The Training Package components in the Case for Endorsement (CfE) comprising two (revised) qualifications, 5 new and 41 revised units of competency and their associated assessment requirements as part of the <i>CPC Construction, Plumbing and Services Training Package V5.0</i> are compliant with the <i>Standards for Training Packages 2012</i>.</p> <p>Following the AISC's non endorsement of the proposed carpentry qualification in February 2020, a revised Certificate III in Carpentry, CfE and Companion Volume Implementation Guide (CVIG) V5.0 was provided for further Quality Assurance (Artibus Innovation (AI) advised no units were changed and therefore no further QA of units was undertaken).</p>

Information required	Detail
<p>Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i></p>	<p>The Training Package components in the CfE comprising two (revised) qualifications, 5 new and 36 revised units of competency and their associated assessment requirements as part of the <i>CPC Construction, Plumbing and Services Training Package V5.0</i> are compliant with the <i>Training Package Products Policy</i>.</p> <p>Following the AISC’s non endorsement of the qualification in February 2020, a revised Certificate III in Carpentry, the CfE and CVIG was provided for further Quality Assurance (AI advised no units were changed and therefore no further QA of units was undertaken).</p> <p>It was noted and discussed with AI in the QA process that the revised TPPP (V2 3 Dec 2019) was effective from February 2020 for all work coming forward to the AISC post April 2020. AI implemented QA recommendations for changes required by the revised TPPP as far as practicable, including for equivalency decisions about the revised Certificate III in Carpentry that was not endorsed in February 2020 but had been largely developed prior to the implementation of the revised TPPP.</p>

Information required	Detail
<p>Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i></p>	<p>The Training Package components in the Case for Endorsement comprising two (revised) qualifications, 5 new and 36 revised units of competency and their associated assessment requirements as part of the <i>CPC Construction, Plumbing and Services Training Package V5.0</i> are compliant with the <i>Training Package Development and Endorsement Process Policy</i>.</p> <p>The AISC required further consultation be undertaken on the packaging rules of the proposed Certificate III in Carpentry to confirm the qualification supports equity and the viability of the apprenticeship model. It is acknowledged that face to face or workshop strategies for conducting consultation during the current COVID-19 national health were restricted and a 're-validation' of TAG recommendations to address AISC concerns was open for public feedback on the AI website and supported by newsletters and direct emails to subscribers, resulting in 150 responses received, with the CfE indicating 86% support for the proposed changes.</p>
<p>Panel member's view about whether:</p> <ul style="list-style-type: none"> the evidence of consultation and validation process being fit for purpose and commensurate with the scope estimated impact of the proposed changes is sufficient and convincing 	<p>It is the panel member's view that evidence of the consultation and validation processes undertaken by the developer are fit for purpose and commensurate with the scope of the Case for Endorsement (CfE). Changes made, including the removal of unit of competency CPCCWHO001 from the core units of both qualifications, and changes to the packaging rules of the Certificate III in Carpentry supported by the majority of validation respondents has met the AISC's requirements. AI advises that whilst the units of competency were published (confirmed in QA process) for further consultation in April/May with the proposed qualification changes, no further feedback was received.</p> <p>Feedback, suggestions and recommendations were provided to the developers during the course of the Quality Assurance process, most of which have been incorporated in the components.</p>
<p>Name of panel member completing Quality Report</p>	<p>Maree Thorne</p>

Information required	Detail
Date of completion of the Quality Report	Initial QA report: 19 December 2019 QA Report revised and amended 27 June 2020 to review changes to Certificate III in Carpentry qualification framework, Case for Endorsement and Companion Volume Implementation Guide.

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> 1. AISC endorsed components: <ul style="list-style-type: none"> • qualifications • units of competency • assessment requirements (associated with each unit of competency) • credit arrangements 2. One or more quality assured companion volumes 	<p>Yes</p>	<p>The proposed components of the CPC Construction, Plumbing and Services Training Package Version 5.0 meet the requirements of Standard 1.</p> <p>The Training Package components in the Case for Endorsement (CfE) include:</p> <ul style="list-style-type: none"> • two revised qualifications • five new and 36 revised units of competency, each with associated assessment requirements. <p>The CfE specifies that no credit arrangements exist for the Construction, Plumbing and Services Training Package (CPC) qualifications at the time of development.</p> <p>The CPC Construction, Plumbing and Services Training Package V5.0 Companion Volume Implementation Guide (CVIG) provides implementation advice and has been quality assured in this process, including in the final QA process.</p>

<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	<p>Yes</p>	<p>Artibus Innovation has complied with the requirements of the <i>Standards for Training Packages 2012</i> for the two revised qualifications, as well as the five new and 36 revised units of competency.</p> <p>Supporting evidence includes:</p> <ul style="list-style-type: none"> • Compliance with coding and titling of qualifications and units of competency. Where units of competency have undergone review with changes to performance criteria, knowledge or performance evidence or assessment conditions, codes have been changed to reflect • Most units of competency prescribe prerequisites (predominately the same units <i>CPCWHS2001 Apply WHS requirements, policies and procedures in the construction industry</i>) which relate to working safely and are indicated in the qualifications by an asterix (*) referring users to the units of competency. All prerequisite units of competency are listed as a core or elective unit. The Editorial Report notes that recommendations to include pre-requisites in table format in the qualifications was not accepted to minimise complication. • The CPC Companion Volume Implementation Guide Version 5.0 includes guidance to ensure that learners are not discriminated against and guidance around reasonable adjustment to accommodate learners with disabilities or particular needs. Reference has been made to Disability Standards for Education, 2005. • The Companion Volume outlines how Foundation Skills have been addressed in units of competency. Foundation skills have been explicitly included in performance criteria in all units of competency. • The CVIG outlines qualification and unit mapping to inform users of changes to qualifications and units. Changes were made to equivalency status of the Certificate III in Carpentry with superseded qualifications to comply with the revised (Dec 2019) Training Package Products Policy. • The qualifications have clearly written, achievable packaging rules, and a range of elective options to cover a broad range of outcomes.
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Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 3</p> <p>Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i></p>	<p>Yes</p>	<p>The CfE provides detailed information about Artibus Innovation's development and endorsement processes of the draft components, including alignment to and compliance with AISC's Activity Order. The CfE outlines details of consultation undertaken and communication strategies with evidence of contributing personnel listed in Appendices and supports evidence of consultation undertaken throughout the development process with stakeholders, including the establishment by the Industry Reference Committee of a Technical Advisory Group (TAG), Subject Matter Experts (SME) groups, face to face consultation workshops and webinars, as well as provision of access to draft materials on the website for the duration of the project to enable feedback opportunities.</p> <p>As required by the AISC additional 're-validation' of proposed key changes to the packaging rules for the Certificate III in Carpentry following its rejection by the AISC in February 2020 was undertaken via online publication of the proposed changes and a survey for response. The CfE specifies 86% agreement that the proposed changes meet stakeholder requirements.</p>
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	<p>Yes</p>	<p>All units of competency have been reviewed to ensure they specify the standards of performance required in the workplace.</p>

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 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	<p>Yes</p>	<p>This quality report confirms the Editorial Report's opinion that the structure of the new and revised units of competency comply with all aspects of the unit of competency template: application, elements, performance criteria, foundation skills and unit mapping information.</p> <p>No units specify occupational licensing or certification requirements, but most units are impacted by work health and safety (WHS) legislation and/or local regulations - requirements which vary between industry sectors and state/territory jurisdictions.</p> <p>Prerequisite units are included in most units of competency to address WHS risks associated with carpentry and joinery work.</p>
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	<p>Yes</p>	<p>All Assessment requirements associated with the units of competency specify the performance evidence and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment as per the appropriate template.</p> <p>Reference to frequency and volume of Performance Evidence is stated.</p> <p>Assessment Conditions specify that assessment must be undertaken <i>'in the workplace or a close simulation using realistic workplace conditions, standards, materials, activities, responsibilities, procedures, safety requirements and environmental conditions'</i>.</p> <p>The assessment requirements cross-reference to the unit requirements.</p>
<p>Standard 7</p> <p>Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template</p>	<p>Yes</p>	<p>Every unit of competency has associated assessment requirements, the structure of which complies with the assessment requirement's template.</p> <p>The performance evidence notes volume and frequency of the tasks to be performed</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	<p>Yes</p>	<p>The CfE identified that consideration of inclusion of 'level' one and two units in the qualifications had been a focus during development, to enable skill and knowledge progression from entry level.</p> <p>Qualification packaging rules specify requirements to ensure AQF outcomes for qualifications are met through selection of electives which <i>'contribute to a valid, industry-supported vocational outcome and maintain the AQF level of this qualification.'</i></p> <p>Following AISC's requests for changes to the packaging rules for the proposed Certificate III in Carpentry, unit of competency CPCCWHS1001 was removed from the core units of both qualifications, and re-validation was undertaken of the Certificate III in Carpentry packaging rules to provide greater industry flexibility across jurisdictions and to support apprenticeship models.</p>
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	<p>Yes</p>	<p>The structure of the information for the revised qualifications complies with the qualification template.</p> <p>Each qualification specifies a total number of core and elective units to achieve the qualification and packaging rules are clear, including enabling flexibility of importing units for varying contexts.</p>
<p>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>	<p>Yes</p>	<p>The CfE and CVIG indicate that no national credit arrangements exist at this time for either of the proposed qualifications.</p>

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 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>Yes</p>	<p>The training package components in this submission are accompanied by the CPC Construction, Plumbing and Services Training Package Companion Volume Implementation Guide Version 5.0.</p> <p>The CPC CVIG complies with the companion volume implementation guide template included in the 2012 Standards and was reviewed in this QA process, including for alignment to the CfE and with the proposed endorsed components.</p>
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	<p>NA</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	Yes	<p>The CfE provides information about the extent of, and strategies for industry consultation and engagement that have occurred in the review.</p> <p>There is evidence in the CfE and proposed endorsed components that the developer has addressed industry's requirements and has undertaken appropriate stakeholder consultation including consideration of the 2015 training package reforms, in the development and validation process for the endorsed components submitted.</p> <p>Following submission of the CfE in February 2020, the AISC required further consultation be undertaken on the packaging rules of the proposed Certificate III in Carpentry to confirm the qualification supports equity and the viability of the apprenticeship model. It is acknowledged that face to face and workshop strategies for conducting consultation during the current COVID-19 national health were limited and a 're-validation' of TAG recommendations to address AISC concerns was open for public feedback. The CfE notes 150 responses received, including nearly 70% identifying as employers/industry and an 83% support for the proposed changes.</p>
Compliant and responds to government policy initiatives Training package component	Yes	<p>The endorsed components respond to the COAG Industry and Skills Council's (CISC) training package reforms, specifically:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications are removed from the system • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices

<p>responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications are removed from the system • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices • ensure that the training system better supports individuals to move easily from one related occupation to another • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors • foster greater recognition of skill sets 		<p>The project reflects a rationalisation of five qualifications into two, thereby removing superfluous qualifications from the system. The rationalisation also improves consumer choices as to clear career paths as either carpenter or joiner, whilst elective options enable employer flexibility.</p> <ul style="list-style-type: none"> • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors • ensure that the training system better supports individuals to move easily from one related occupation to another <p>The proposed qualifications import units of competency from other training packages (MSF) to avoid sector specific duplication, as well as use common CPC units from other construction sectors, which can support movement between construction occupations.</p>
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p>Yes</p>	<p>The CfE outline of communication strategies and contributing personnel listed in the Appendices, including in the 're-validation' process for the Certificate III in Carpentry as required by the AISC, supports evidence of consultation undertaken throughout the development process with a range (national) of stakeholders, including industry and subject matter experts (SME), training organisations and regulators to ensure proposed endorsed components reflect contemporary work organisation and job profiles.</p>

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

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

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

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	Yes	<p>The CfE evidences a national consultation process providing stakeholders with opportunities to participate via a number of communication channels (SME workshops, email and online surveys, national forums) to capture feedback on the endorsed components throughout the duration of the review.</p> <p>The CfE Appendix reflects a range of respondent stakeholders including national industry participants, state training authorities, industry /content experts and training practitioners. Letters of support are included in the CfE.</p>
Recognise convergence and connectivity of skills	Yes	<p>Units listed in the qualifications include imported units from the MSF Training Package, as well as common construction industry units of competency.</p>

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	Yes	<p>The Equity Report notes that <i>'The packaging rules of the qualifications in this submission are flexible so as to meet the needs of many carpentry and joinery job outcomes, including commercial and residential carpentry, formwork, joinery and stair building'</i>.</p> <p>The assessment requirements of all units of competency specify that assessment must take place in a workplace, or in a close simulation reflecting a realistic workplace environment, thereby enabling assessment to meet diversity of individual and employer needs.</p>
Support equitable access and progression of learners	Yes	<p>The Equity Report notes that <i>'Pathways from entry and preparatory level are discussed in the CVIG'</i>.</p> <p>Whilst prerequisites could create potential barriers, and most units of competency do require WHS as a prerequisite due to the nature of carpentry and joinery work, the same prerequisite unit(s) are common to most units.</p> <p>As required by the AISC in its rejection of the CfE in February 2020, unit of competency CPCCWHS1001 has been removed as a core unit, with information included in the CVIG that: <i>Completion of the general construction induction training program, specified in the Safe Work Australia model Code of Practice: Construction Work, is required by anyone carrying out construction work. Achievement of CPCCWHS1001 Prepare to work safely in the construction industry meets this requirement.</i></p> <p>Assessment conditions enable use of 'simulated' workplaces allowing units to be delivered and assessed in a variety of workplace contexts.</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	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	Yes	<p>Both proposed qualifications are identified as suitable for Australian apprenticeship pathways.</p> <p>The qualification packaging, including entry level skills and knowledge support learning progression from entry level to trade outcome.</p> <p>The CfE notes that there are currently no nationally applicable credit arrangements between CPC qualifications proposed for endorsement and higher education qualifications.</p>

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

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

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

Declaration

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

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

- <https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=7e15fa6a-68b8-4097-b099-030a5569b1ad>
- Artibus Innovation official website, through an external link: www.artibus.com.au.

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

Supporting COAG Industry Skills Council reforms to training packages

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

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

Evidence of completion of the training package development work

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

Evidence that training package components are prepared for publication

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

Approximate Publication Timeframe

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

H. Proposed training package components

Qualification mapping

CPC Construction, Plumbing and	CPC08 Construction, Plumbing and Services Training Packages	Comments	Equivalency Status
CPC30220 Certificate III in Carpentry	CPC30211 Certificate III in Carpentry	Supersedes and is equivalent to CPC30211 Certificate III in Carpentry. Changes to core and elective units and packaging rules.	E
CPC30220 Certificate III in Carpentry	CPC31511 Certificate III in Formwork/Falsework	Supersedes and is not equivalent to CPC31511 Certificate III in Formwork/Falsework.	N
CPC30220 Certificate III in Carpentry	CPC32011 Certificate III in Carpentry and Joinery	Supersedes and is not equivalent to CPC32011 Certificate III in Carpentry and Joinery.	N
CPC31920 Certificate III in Joinery	CPC31912 Certificate III in Joinery CPC32211 Certificate III in Joinery (Stairs)	Supersedes and is equivalent to CPC31912 Certificate III in Joinery and CPC32211 Certificate III in Joinery (Stairs).	E

Units of competency mapping

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
CPCCCA2002 Use carpentry tools and equipment		CPCCCA2002B Use carpentry tools and equipment	Supersedes and is equivalent to CPCCCA2002B Use carpentry tools and equipment. Updated to the <i>Standards for Training Packages 2012</i> . List of tools simplified.	E
CPCCCA2011 Handle carpentry materials		CPCCCA2011A Handle carpentry materials	Supersedes and is equivalent to CPCCCA2011A Handle carpentry materials. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3002 Carry out setting out		CPCCCA3002A Carry out setting out	Supersedes and is equivalent to CPCCCA3002A Carry out setting out. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3003 Install flooring systems		CPCCCA3003A Install flooring systems	Supersedes and is equivalent to CPCCCA3003A Install flooring systems. Updated for clarity and to	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			reflect current industry practice, terminology, tools and equipment. Updated to the <i>Standards for Training Packages 2012</i> .	
CPCCCA3004 Construct and erect wall frames		CPCCCA3004A Construct wall frames	Supersedes and is equivalent to CPCCCA3004A Construct wall frames. Title change. Updated for clarity and to reflect current industry practice, terminology, tools and equipment. Updated to the <i>Standards for Training Packages 2012</i> .	E
CPCCCA3005 Construct ceiling frames		CPCCCA3005B Construct ceiling frames	Supersedes and is equivalent to CPCCCA3005B Construct ceiling frames. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3006 Erect roof trusses		CPCCCA3006B Erect roof trusses	Supersedes and is equivalent to CPCCCA3006B Erect roof trusses. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3007 Construct pitched roofs		CPCCCA3007C Construct pitched roofs	Supersedes and is equivalent to CPCCCA3007C Construct pitched roofs.	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			Updated to the <i>Standards for Training Packages 2012</i> . Updated to reflect current industry practice, terminology, tools and equipment.	
CPCCCA3008 Construct eaves		CPCCCA3008B Construct eaves	Supersedes and is equivalent to CPCCCA3008B Construct eaves. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3009 Construct advanced roofs		CPCCCA3009B Construct advanced roofs	Supersedes and is equivalent to CPCCCA3009B Construct advanced roofs. Updated to the <i>Standards for Training Packages 2012</i> . Content adjusted to allow for current roofing requirements. Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3010 Install windows and doors		CPCCCA3010A Install and replace windows and doors	Supersedes and is equivalent to CPCCCA3010A Install and replace windows and doors. Title change. <i>Updated to the Standards for Training Packages 2012</i> .	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
CPCCCA3011 Refurbish timber sashes to window frames		CPCCCA3011A Refurbish timber sashes to window frames	Supersedes and is equivalent to CPCCCA3011A Refurbish timber sashes to window frames. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3012 Frame and fit wet area fixtures		CPCCCA3012A Frame and fit wet area fixtures	Supersedes and is equivalent to CPCCCA3012A Frame and fit wet areas. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3014 Construct and install bulkheads		CPCCCA3014A Construct bulkheads	Supersedes and is equivalent to CPCCCA3014A Construct bulkheads. Title change. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3016 Construct, assemble and install timber external stairs		CPCCCA3016A Construct timber external stairs	Supersedes and is equivalent to CPCCCA3016A Construct timber external stairs.	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			Title change. Updated for clarity and to reflect current industry practice, terminology, tools and equipment. Updated to the <i>Standards for Training Packages 2012</i> .	
CPCCCA3017 Install exterior cladding		CPCCCA3017B Install exterior cladding	Supersedes and is equivalent to CPCCCA3017B Install exterior cladding. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3018 Construct, erect and dismantle formwork for stairs and ramps		CPCCCA3018A Construct, erect and dismantle formwork for stairs and ramps	Supersedes and is equivalent to CPCCCA3018A Construct, erect and dismantle formwork for stairs and ramps. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3019 Erect and dismantle formwork to suspended slabs, columns, beams and walls		CPCCCA3019A Erect and dismantle formwork to suspended slabs, columns, beams and walls	Supersedes and is equivalent to CPCCCA3019A Erect and dismantle formwork to suspended slabs, columns, beams and walls. Updated to the <i>Standards for Training Packages 2012</i> .	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
CPCCCA3020 Erect and dismantle jump-form formwork		CPCCCA3020A Erect and dismantle jump form formwork	Supersedes and is equivalent to CPCCCA3020A Erect and dismantle jump form formwork. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3022 Install curtain walling		CPCCCA3022A Install curtain walling	Supersedes and is equivalent to CPCCCA3022A Install curtain walling. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCCA3024 Install lining, panelling and moulding	Not applicable.		New unit.	Newly created
CPCCCA3025 Read and interpret plans, specifications and drawings for carpentry work	Not applicable.		New unit.	Newly created
CPCCCA3026 Assemble partitions	Not applicable.		New unit.	Newly created
CPCCCA3027 Set-up, operate and maintain indirect action powder-actuated power tools	Not applicable.		New unit.	Newly created

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
CPCCCA3028 Erect and dismantle formwork for footings and slabs on ground	CPCCCA2003 Erect and dismantle formwork for footings and slabs on ground		Supersedes and is non-equivalent to CPCCCA2003 Erect and dismantle formwork for footings and slabs on ground. Updated to reflect current industry terminology, tools and equipment. Updated to the <i>Standards for Training Packages 2012</i> .	N
CPCCJN2001 Assemble components		CPCCJN2001A Assemble components	Supersedes and is equivalent to CPCCJN2001A Assemble components. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCJN2003 Package manufactured products for transport		CPCCJN2003A Package manufactured products for transport	Supersedes and is equivalent to CPCCJN2003A Package manufactured products for transport. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCJN3002 Use computer-controlled machinery		CPCCJN3002A Use computer-controlled machinery	Supersedes and is equivalent to CPCCJN3002A Use computer-controlled machinery. Updated to the <i>Standards for Training Packages 2012</i> .	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	
CPCCJN3003 Manufacture components for doors, windows and frames		CPCCJN3003A Manufacture components for door and window frames and doors	Supersedes and is equivalent to CPCCJN3003A Manufacture components for door and window frames and doors. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCJN3004 Manufacture and assemble joinery components		CPCCJN3004A Manufacture joinery components	Supersedes and is equivalent to CPCCJN3004A Manufacture joinery components. Title change. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCJN3005 Cut and install glass		CPCCJN3005A Cut and install glass	Supersedes and is equivalent to CPCCJN3005A Cut and install glass. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
CPCCJN3100 Process materials to produce components using static machines	CPCCJN3001 Process materials to produce components using static machines		Supersedes and is equivalent to CPCCJN3001 Process materials to produce components using static machines. Updated to reflect current industry terminology, tools and equipment. Updated to the <i>Standards for Training Packages 2012</i> .	E
CPCCJS3002 Manufacture stair components for straight flighted stairs		CPCCJS3002A Manufacture stair components for straight flighted stairs	Supersedes and is equivalent to CPCCJS3002A Manufacture stair components for straight flighted stairs. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCJS3003 Assemble and install stairs		CPCCJS3003A Assemble and install stairs	Supersedes and is equivalent to CPCCJS3003A Assemble and install stairs. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCJS3004 Manufacture and install continuous handrailing and special stair components		CPCCJS3004A Manufacture and install continuous handrailing and special stair components	Supersedes and is equivalent to CPCCJS3004A Manufacture and install continuous handrailing and special stair components. Updated to	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	
CPCCJS3005 Manufacture stair components for curved and geometric stairs		CPCCJS3005A Manufacture stair components for curved and geometric stairs	Supersedes and is equivalent to CPCCJS3005A Manufacture stair components for curved and geometric stairs. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCJS3006 Construct, assemble and install composite external stairs		CPCCJS3006A Construct fabricated stairs	Supersedes and is equivalent to CPCCJS3006A Construct fabricated stairs. Title change. Updated to the <i>Standards for Training Packages 2012</i> . Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	E
CPCCJS3011 Design and set out stairs		CPCCJS3011A Design and set out stairs	Supersedes and is equivalent to CPCCJS3011A Design and set out stairs. Updated to the <i>Standards for Training Packages 2012</i> .	E

CPC Construction, Plumbing and Services Training Package Release 5.0	CPC Construction, Plumbing and Services Training Packages Release 4.0 (if relevant)	CPC08 Construction, Plumbing and Services Training Package	Comments	Equivalency Status
			Updated for clarity and to reflect current industry practice, terminology, tools and equipment.	
CPCCOM3001 Perform construction calculations to determine carpentry material requirements	Not applicable.		New unit.	Newly created
CPCCOM3006 Carry out levelling operations	CPCCCM3006 Carry out levelling operations		Supersedes and is equivalent to CPCCCM3006 Carry out levelling operations. Updated to reflect current industry terminology, tools and equipment. Updated to the <i>Standards for Training Packages 2012</i> .	E
CPCWHS3001 Identify construction work hazards and select risk control strategies	CPCCWHS3001 Identify construction work hazards and select risk control strategies.		Supersedes and is equivalent to CPCCWHS3001 Identify construction work hazards and select risk control strategies. Updated to reflect current industry terminology, tools and equipment. Updated to the <i>Standards for Training Packages 2012</i> .	E

Imported units of competency

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

Appendix A: IRC and Stakeholder Register

The Construction Industry Reference Committee members advise that each uses a multitude of different communication strategies and methodologies to engage with their members and stakeholders to provide feedback on matters relating to training package development. Each industry occupation and qualification present with a unique set of conditions that involve deliberation and discussion about how best to engage in order to maximise industry feedback and response.

The IRC members work closely with countless stakeholders from all levels of the Australian construction industry, which they represent very broadly, to achieve a workable compromise in all qualifications. The majority of IRC members represent national associations who each have state and territory networks and formal training development committee structures that work to fully represent sector requirements. The networks consist of industry members; registered training organisations, builders, contractors, manufacturers, suppliers and group training schemes that provide advice on specific issues in relation to the Construction Training Package.

These organisations also engage industry through regional membership, professional development, technical and policy committees which report to National Service Committees and National Policy Congress. One organisation has over 250 industry representatives on their committees at any one time.

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

Members of TAGs are recommended and selected because of their expertise in specific trades and their connections with industry. No more than two RTOs are recommended on each TAG. IRC members employ a range of strategies to engage their networks, including engagement with:

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

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

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

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

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

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

IRC Member	Organisation	Membership
Lynda Douglas	Dept of Defence	
Marie Paterson	Construction Industry Training Board SA	CITB is a whole of industry led organisation that provides support to attract, train and retain building and construction workers by providing leadership in training and skills development.
Michael McLean	Master Builders	Master Builders Australia is structured as a federation comprising 8 state & territory Associations, collectively comprising over 30,000 members. These members are businesses from a broad range of stakeholders from the commercial/industrial, civil engineering & residential sectors of the building & construction industry. These members are usually builders, special contractors, suppliers or professional organizations with high & low turnovers. Most of these businesses, however, are small businesses which employ less than 5 staff.
Paul Baxter	Australian Metal Workers Union	<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

IRC Member	Organisation	Membership
Steven Crockett	Australian Workers' Union (AWU)	The Australian Workers' Union is the nation's oldest and largest blue-collar trade union representing over 100,000 working men and women and their families. All members of the AWU are part of the seven Branches which make constitute the AWU.
Stuart Maxwell (Chair)	Construction, Forestry, Maritime, Mining and Energy Union	The Construction Forestry Maritime Mining and Energy Union is Australia's main trade union in building and construction. It has offices in all capital cities in Australia and in many major regional centres. The union has around 150,000 members and employs around 400 full time staff and officials.
Therese Lauriola	Master Painters	Master Painters Australia is the peak industry body and is not for profit association. Set up 100 years ago but many of the state associations had already been in existence for many years. It protects both consumers and members, setting standards for business practice and delivering training to upskill members and to ensure quality workmanship. It is represented by a Board delegate from each participating State.
Tony Roberts	Association of Wall & Ceiling Lining Industries of NSW	The Association of Wall and Ceiling Industries Australian and New Zealand is the peak representative body for contractors, suppliers and manufacturers throughout the wall and ceiling industries.
Yvonne Webb	Industry Skills Advisory Council NT	The Industry Skills Advisory Council NT is an independent, not for profit organisation that provides advice to and gathers feedback from Northern Territory businesses on skills shortages. Its purpose is to increase industry skills capacity and capability across the Northern Territory.

Appendix B: Industry stakeholders

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

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

Forum attendees

Location: Construction Futures Centre – 104 Belgravia Street, Belmont WA 6104

Date: Thursday, 17 May 2018 from 4:00 pm to 6:00 pm (AWST)

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

Location: Holmesglen St Kilda Campus – 332 St Kilda Road, St Kilda VIC 3182

Date: Tuesday, 19 June 2018 from 2:00 pm to 4:00 pm (AEST)

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

Location: TasTAFE Clarence Campus - 4A Bounty Street, Warrane TAS 7018

Date: Wednesday, 20 June 2018 from 5:30 pm to 7:30 pm (AEST)

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

Location: TasTAFE (Drysdale Area) – 20-36 Valley Road, Devonport TAS 7310

Date: Thursday, 21 June 2018 from 5:30 pm to 7:30 pm (AEST)

First Name	Surname
Andrew	Mellas

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

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

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

First Name	Surname
Andrew	Logan
Anthony	Willis
Gary	Dunshea
Jennifer	Bailey

Location: Fedoras, Hilton Hotel – 264 South Road, Hilton SA 5033

Date: 11 July 2018 from 4:00 pm to 6:00 pm

First Name	Surname
Adam	Guerin
Christine	Stone
Darren	Martin

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

Location: Construction Training Centre – 460-492 Beaudesert Road, Salisbury QLD 4107

Date: 18 July 2018 from 4:00 pm to 6:00 pm

First Name	Surname
Adam	Cox
Adam	Profke
Alan	Waldron
Ben	Heaton

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

Location: Melbourne, Victoria Date: 16 November 2018

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

First Name	Surname
Stuart	Thorogood
Sue	Fechner

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

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

First Name	Surname
Teresa	Signorello
Trent	Cowie
Tristan	Howison
Wayne	Saunders

Webinar Attendees 20th November 2019

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

Validation Survey Participants June 2020

Industry stakeholder	Organisation
Brett smith	QLD Steel House Frames
Marcela Ganicoche	
David Varcoe	Australian Steel Institute
Matthew Zaranski	TAFE Queensland
David Simpson	Summit Homes
ROB MUNNERLEY	STEELINE FRAMES & SHEDS
Matthew Hobbs	Tafe Qld
Philippa Stone	BlueScope
Graeme Lynch	Construction Training Institute
Eric Birighitti	Steelmakers Pty Ltd
Matthew Scrimgeour	Fairbrother
Laura Guccione	BlueScope Steel
Anthony Palermo	BlueScope Limited
Gary Dupen	AusSteel Pty Ltd
Chris Smith	
Andrew Bryson	Apprenticeship Engagement Forum
Darren Elsegood	Combined Metal Industries
Jarrad Lahne	Combined Metal Industries
Luis Espinoza	Charles Darwin University
Kate Lane	BlueScope Steel
Scott Cooke	Supaloc
Mark Russell	Allsteel Frames & Trusses Pty Ltd
Steve Canning	Centurion Framing Systems
Aneta Pyzel	BlueScope
Michael Vermey	Homebuyers Centre
David Porter	Blue Dog Training
Andrew Gilchrist	North Meteropitian tafe
Mark Liddelow	BackBone Steel
Sanna Althaus	Steelcraft Framing
Jon Flanagan	Supaloc
Justin Morton	Realistic Training Options
Troy McDonough	Stoddarts
Shane	Dalby Constructions
Brian	
Paul Lewis	TAFE
Brendan Rogash	GOTAFE
Kia Floreani	BlueScope
Glen Deegan	Elite Steel Framing Pty Ltd
Michael Lette	BlueScope

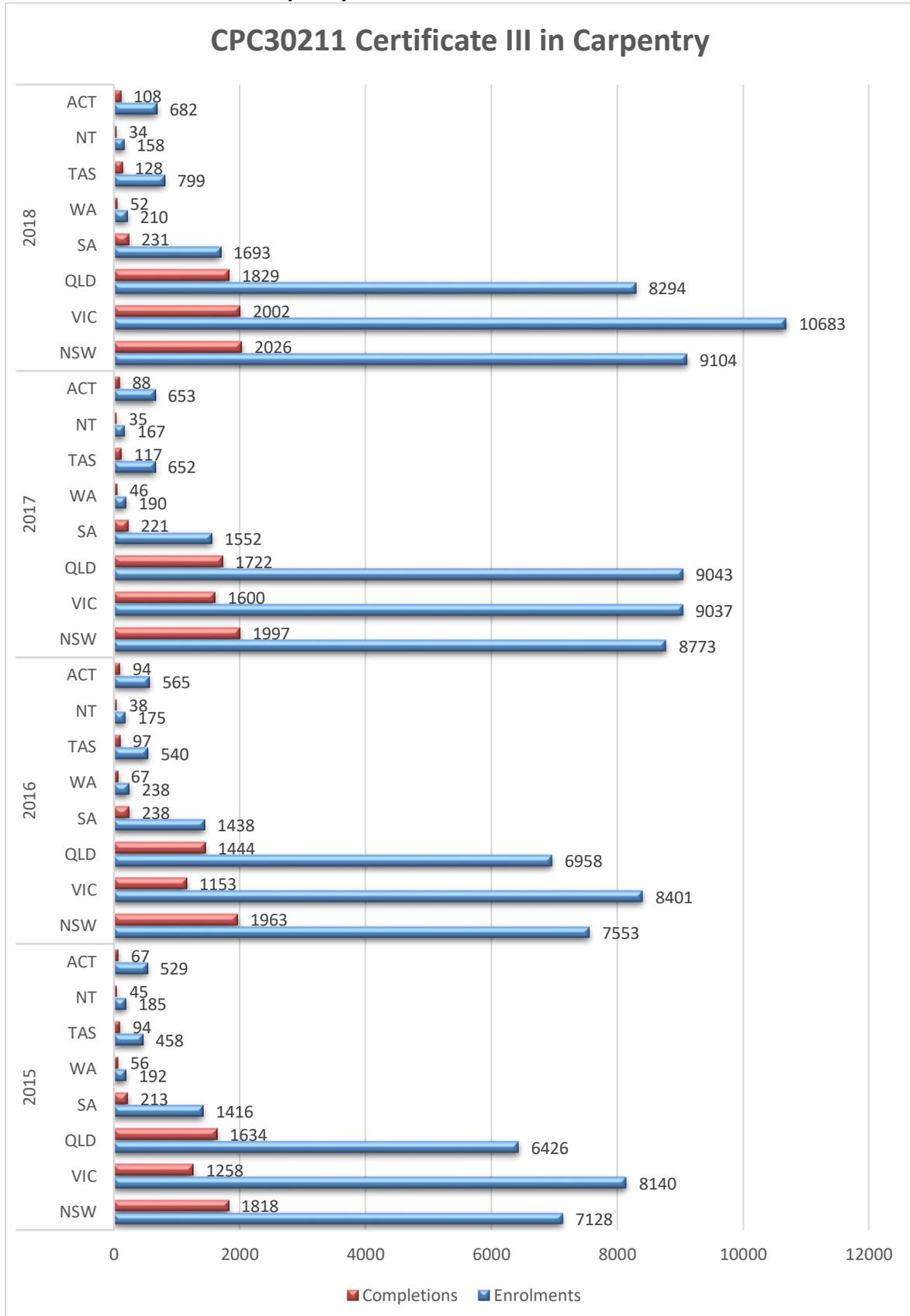
Industry stakeholder	Organisation
James Ferguson	Alpha Steel Building Systems P/L
Kim Forsyth	BlueScope Steel
Nima	BSL
Andrew Lawler	Bluescope
Matt Kelly	BlueScope
Simon Steer	Steer Manufacturing
Allen Kelley	BlueScope
Bethany Pons	BlueScope
Melissa Barlow	Bluescope
Kerryn Gerovasilis	BlueScope
Anna Williams	BlueScope
Tony Christopher	
xiaoshan sun	SSW FRAMES PTY LTD
Ant Schillaci	BlueScope
Kylie MacKenzie	BlueScope
GEOFF HART	BG Group
Richard Noonan	Barnson Pty Ltd
Malcolm Beer	MBA Group Training
Leon Chen	Top Steel Solutions Pty Ltd
Geoffrey Cody	Centre for Appropriate Technology
Craig Fleming	Maxispan Pty Ltd
Stewart Burrell	Chisholm Tafe
Brad Althaus	Steelcraft Framing
Pete Westwood	Maxispan
Marty Brain	
Justin Busse	TAFESA
Mitchell Crisp	Ultimate Steel Framing Pty Ltd
Chris Brown	TasTAFE
jason ogilvy	ICCONS
Peter Blythe	Dynamic Steel Frame
Paul Jones	BlueScope Steel
Jason Turner	Bretts
Andrew Walsh	Steeline Members Pty Ltd
Mohan Penmetsa	FRAMECAD Solutions Australia Pty Ltd
Leon Pateman	Newcastle Steel Frames And Trusses
Brett	Vertex CAD/PDM systems
Silvano Scippa	Flory's Homes T/a Superior Steel Homes
Kavitha Mysore	Bluescope Building Components
Glenn Braybon	Fortitude Frames
Trevor Clayton	BlueScope Steel
Danny	Supaloc

Industry stakeholder	Organisation
Peta-Maree Broadley	BPB Mareeba Pty Ltd T/A Homefab Steel Truss and Frame
Sarah Bekhit	Sydney Frames & Trusses Pty Ltd
Jeff Brennan	PCD Training
Andrew Beconsall	
Scott Dalton	
Jim McWilliam	
Kenneth Watson	NASH
Brian Young	Complete Steel Frames Pty Ltd
Nerash Deijani	Queensland Steel Framing Solutions
Scott Textor	Hytek Framing
Tim robertson	Newcastle Steel Frames and Trusses
Richard Adams	Advance Building Supplies
Alan Floreancig	Superior Steel Homes
Jake Gundry	Australian Framing Solutions
Paul Rixon	Bretts Pty Ltd
Annie McIntyre	Tekframe Pty Ltd
Annie McIntyre	TEKFRAME PTY LTD
Benjamin Bolen	Homefab Steel Truss and Frame
Karl Schirmer	Monarch Building Systems
Ashley Henkel	Langs Building Supplies
Brad Thompson	HousePro Builders
Leanne Butt	Australian Framing Solutions Pty Ltd
Darren Onley	AusSteel Pty Ltd
Joseph Kanaan	Stoddart Group
Kim Bice	KNK BUILDERS PTY LTD
Kim Bice	Go Steel Building Products Pty Ltd
Merryn Bice	KNK BUILDERS PTY LTD
Merryn Bice	Go Steel Building Products Pty Ltd
Colin Shanks	Custom Steel Frames
keith trembath	
Darren Garland	
dennis sutton	Fortitude Frames Pty Ltd
Sean O'Connor	Infinity Steel Framing
Steve	Innovation Steel Frame & Truss
Stuart Hannah	Builder
allan king	tastafe
Quentin Sickerdick	NEVC
Dean Jones	Tafe North
Meagan McCool	SafeWork NSW
Dan Forster	TAFE Tasmania

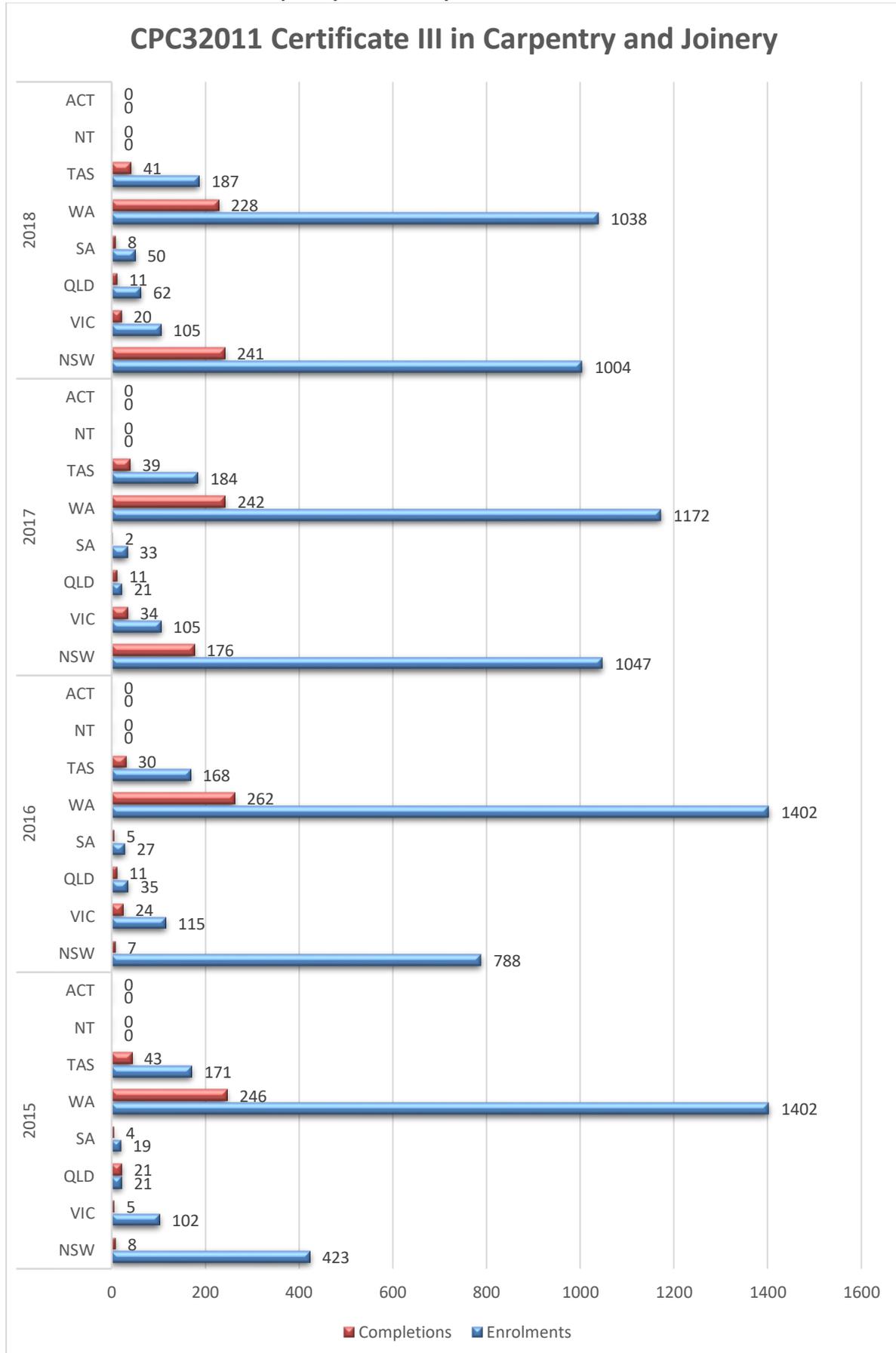
Industry stakeholder	Organisation
David Fagan	Tasmanian Building Group Apprenticeship Scheme
Michael Tiberi	Cathwest innovation
Wade White	City Wide Building and Training Services
Derek Stevenson	SMTAFE WA
Dave Bound	tasTAFE
brett hague	self employed
Andrew McGranahan	GOTAFE
Andrew McGranahan	GOTAFE
Glenn Bailey	Bailey and Peddie Pty.Ltd.
Chris Elliott	
Judd Kruse	Tas TAFE
Dwane	
Luke Garrard	
Mark Elliott	TasTafe
Mark Elliott	TasTafe
Josh Waddington	
adrian batista	hinternoosabuilders
Anthony Willis	Gimbal Training
Paul Baker	TASTAFE
david herring	Tastafe
Jeffrey Halpin	Open Colleges
Joshua Mills	CWBTS
Mr Geoffrey Chant	
Alan Hopkins	Vetassess
Paul E hardy	TasTafe
Andrew Gikchrist	north metropolitan tafe
Les Worme	Bendigo Tafe
David Laming	South Metropolitan TAFE
Robyn Maree Pearson	aquis
Adrian Laws	tafensw

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

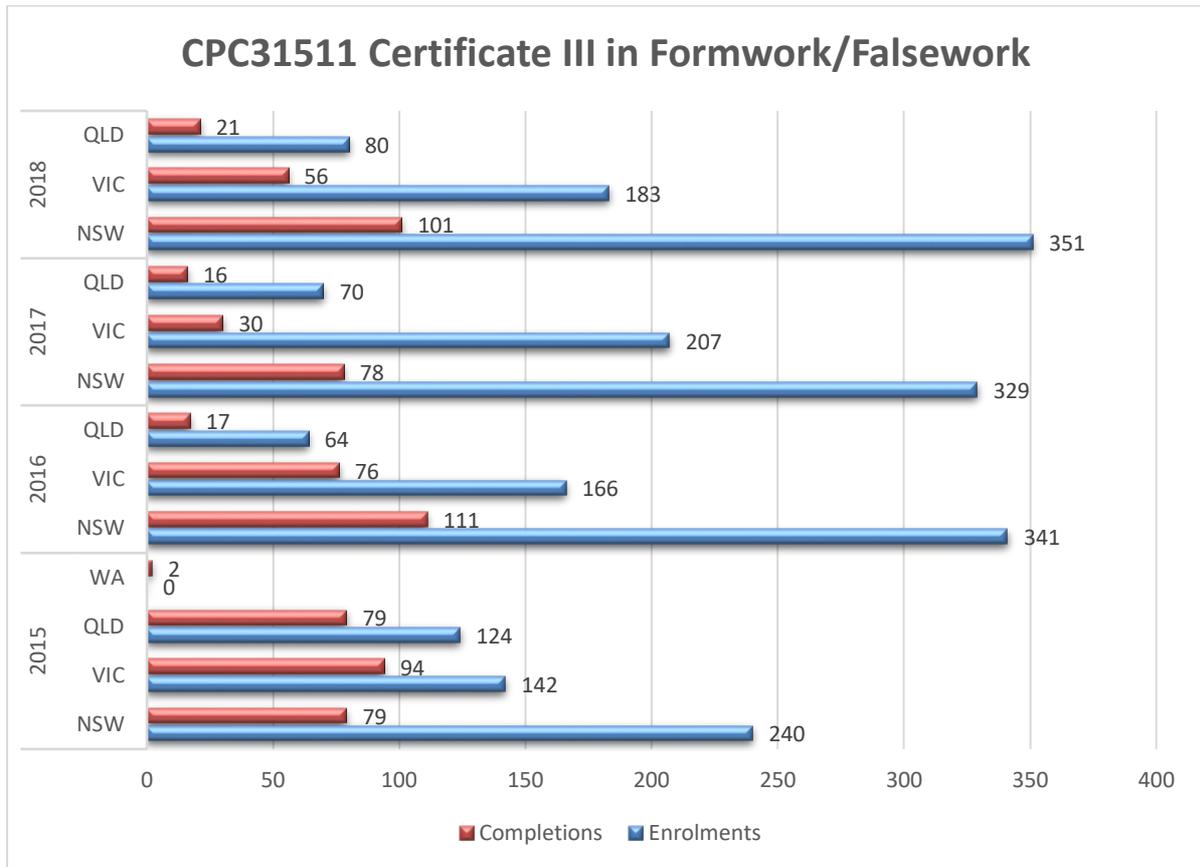
CPC30211 Certificate III in Carpentry



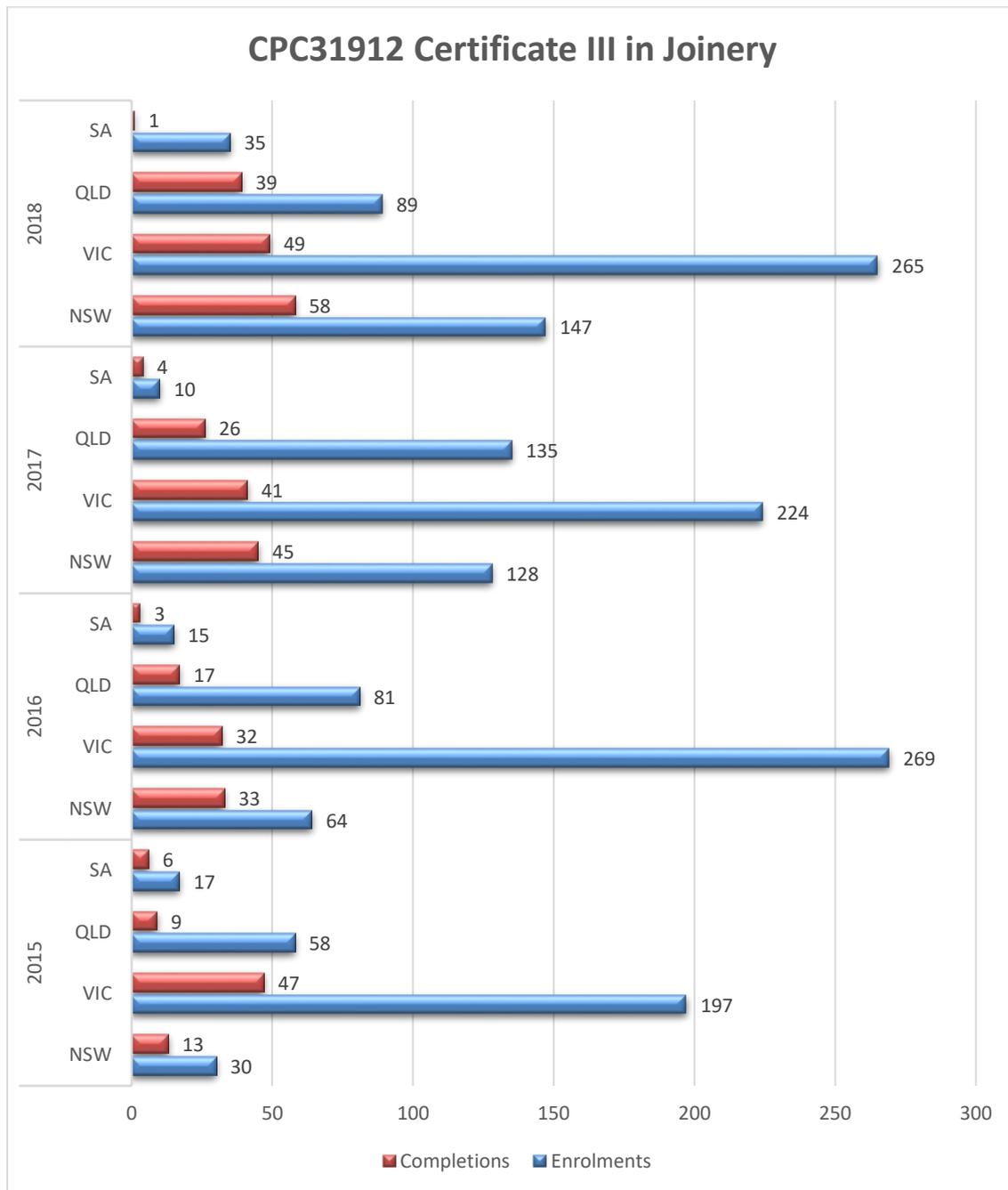
CPC32011 Certificate III in Carpentry and Joinery



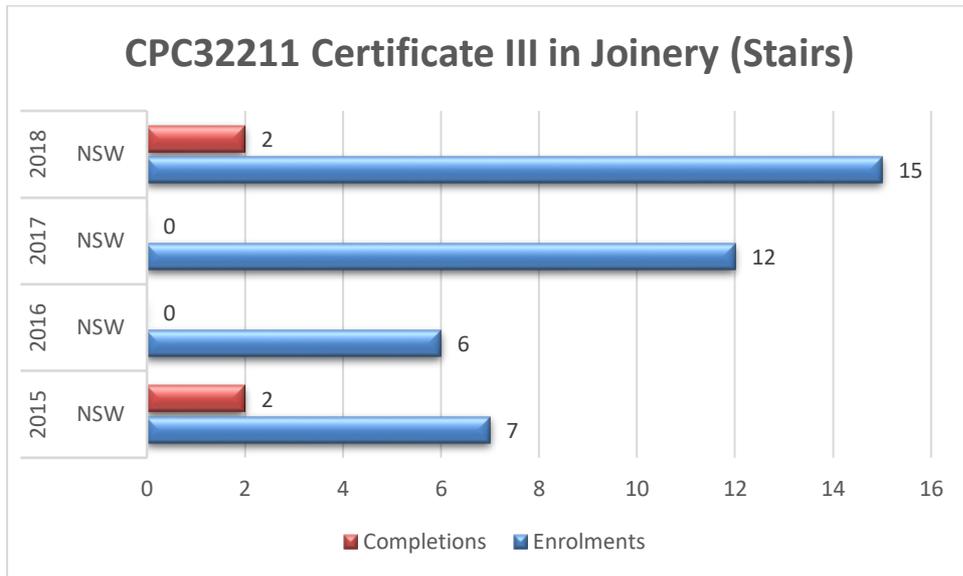
CPC31511 Certificate III in Formwork/Falsework



CPC31912 Certificate III in Joinery



CPC32211 Certificate III in Joinery (Stairs)



Appendix D: Letter of support

VBA: Feedback on Proposed Carpentry Qualifications

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

- CPC30219 Certificate III in Carpentry
- CPC31919 Certificate III in Joinery

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

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

We fully support the templates as they are currently proposed.

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

Regards
Jennifer

Jennifer Mason

Senior Policy Adviser, Education and Training | Knowledge and Experience Assessment

D. 03 9618 9440
E. Jennifer.Mason@vba.vic.gov.au
A. 733 Bourke Street, Docklands VIC 3008
W. vba.vic.gov.au | P. 1300 815 127

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

To: The Australian Industry Skills Committee (AISC)

Letter of Support for the Endorsement of CPC30220 Certificate III in Carpentry

This letter of support for the endorsement of CPC30220 Certificate III in Carpentry, by the Australian Industry Skills Committee, at their meeting of the 12th August 2020, is provided by the Australian Steel Institute (ASI).

The Australian Steel Institute is the steel industry's peak body and advocate for those businesses engaged in steel production, manufacturing, fabrication, distribution, installation and erection.

Skills and vocational training are fundamental to the ASI's core mission to promote the capability and capacity of the Australian steel supply chain. The ASI views investment in skills-based and vocational training as essential for the future development of Australia's steel and allied industries. Against this context, the ASI via member representatives, has participated in the industry consultation and feedback processes facilitated by Artibus throughout the revision of the Certificate III in Carpentry. In this process, we have worked in consultation with our industry members, allied steel associations and building industry end users of steel products.

On behalf of our industry sector, we support the revisions to the proposed CPC30220 Certificate III in Carpentry and most specifically, those revisions defining and mandating steel carpentry knowledge and performance criteria. These inclusions now satisfactorily meet the requisite technical know-how and construction skills requirements of the building industry and validates the knowledge and skills criteria of the 'to be endorsed', CPC30220 Certificate III in Carpentry.

The ASI recognises and acknowledges that Australia's future economic prosperity depends on its development of a highly skilled workforce capable of building globally competitive, industrial and commercial enterprises. Therefore, the ASI supports the steel specific provisions of the revised CPC30220 Certificate III in Carpentry package, together with those provisions further proposed as per the Carpentry 2020 Validation process.

As proponents and advocates of Australian-made steel and its use in the building and construction sector, the ASI validates fitness for purpose of CPC30220 Certificate III in Carpentry and fully supports its endorsement by the AISC.

More than ever, our industry requires an accredited trade qualifications package providing building with steel education and training. Consequently, endorsement at the earliest possible time will provide much needed building with steel know-how and capability for Certificate III in Carpentry students and apprentices working in the construction industry.



Regards,
David Varcoe

**State Manager NSW/ACT
Manufacturing Advisor**
*Mobile: 0419136720
Email: davidv@steel.org.au*

Version: 1.0

Release Date: 10th June 2020

Australian Steel Institute Limited 94 000 973 839

1 June 2020

Artibus Innovation
PO Box 547
North Hobart TAS 7002

Re: CPC30220 Certificate III in Carpentry and Units of Competency

I write to support the proposed changes to the Certificate III in Carpentry and associated units of competency.

North East Vocational College – NEVC is a Private RTO that has been delivering Training and Assessment services for the current Certificate III in Carpentry – CPC30211 along with previous superseded qualifications for the past 14 years.

NEVC have had an opportunity to be included in many discussions/forums over the past months and have provided feedback on the draft qualification and units of competency. We believe that the updated materials represent the current carpentry occupation with flexibility to suit residential, commercial and formwork sectors. They will assist in addressing quality issues across the industry and will provide a good platform for current people and new comers to the carpentry industry to achieve a nationally recognised qualification which meets the needs of industry at the present time and also into the foreseeable future.

Your sincerely

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A division of North East Development Agency (NEDA) inc.



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To: The Australian Industry Skills Committee (AISC)

Letter of Support for the Endorsement of CPC30220 Certificate III in Carpentry

This letter of support for the endorsement of CPC30220 Certificate III in Carpentry, by the Australian Industry Skills Committee, at their meeting of the 12th August 2020, is provided by the National Association of Steel Framed Housing (NASH).

NASH is the industry association representing the light steel structural framing systems sector of the residential and commercial construction industry. It represents the interests of Builders of steel framed housing and their carpenter tradespeople and apprentices, fabricators, material and component suppliers.

NASH plays an active part in Regulatory processes affecting steel-framed housing, contributing to Australian Standards and the National Construction Code (NCC) and working closely with government agencies to support building trades education and training.

NASH has participated in the industry consultation and feedback processes facilitated by Artibus throughout the revision of the Certificate III in Carpentry in consultation with our light steel framing industry members. On behalf of our industry sector, we support the revisions to the proposed CPC30220 Certificate III in Carpentry and most specifically, those revisions defining and mandating steel carpentry knowledge and performance criteria. These inclusions now satisfactorily meet the requisite technical know-how and construction skills requirements of the light steel structural framing sector of the building industry and validates the knowledge and skills criteria of the "to be endorsed", CPC30220 Certificate III in Carpentry.

The steel specific provisions of the revised package, together with those further proposed as per the Carpentry 2020 Validation process, are supported by NASH and agreed to be fit for purpose for Certificate III in Carpentry students and apprentices working in the construction industry and the light steel structural framing sector.

As our sector of the residential and commercial construction industry grows, the industry we represent, requires an accredited qualifications package reflecting light steel framing education and training. To this end, NASH validates fitness for purpose of CPC30220 Certificate III in Carpentry and fully supports its endorsement by the AISC at the earliest possible time.

Yours

Kenneth Watson
Executive Director



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To: The Australian Industry Skills Committee (AISC)

Letter of Support for the Endorsement of CPC30220 Certificate III in Carpentry

This letter of support for the endorsement of CPC30220 Certificate III in Carpentry, by the Australian Industry Skills Committee, at their meeting of the 12th August 2020, is provided by the Australian Steel Institute (ASI).

The Australian Steel Institute is the steel industry's peak body and advocate for those businesses engaged in steel production, manufacturing, fabrication, distribution, installation and erection.

Skills and vocational training are fundamental to the ASI's core mission to promote the capability and capacity of the Australian steel supply chain. The ASI views investment in skills-based and vocational training as essential for the future development of Australia's steel and allied industries. Against this context, the ASI via member representatives, has participated in the industry consultation and feedback processes facilitated by Artibus throughout the revision of the Certificate III in Carpentry. In this process, we have worked in consultation with our industry members, allied steel associations and building industry end users of steel products.

On behalf of our industry sector, we support the revisions to the proposed CPC30220 Certificate III in Carpentry and most specifically, those revisions defining and mandating steel carpentry knowledge and performance criteria. These inclusions now satisfactorily meet the requisite technical know-how and construction skills requirements of the building industry and validates the knowledge and skills criteria of the 'to be endorsed', CPC30220 Certificate III in Carpentry.

The ASI recognises and acknowledges that Australia's future economic prosperity depends on its development of a highly skilled workforce capable of building globally competitive, industrial and commercial enterprises. Therefore, the ASI supports the steel specific provisions of the revised CPC30220 Certificate III in Carpentry package, together with those provisions further proposed as per the Carpentry 2020 Validation process.

As proponents and advocates of Australian-made steel and its use in the building and construction sector, the ASI validates fitness for purpose of CPC30220 Certificate III in Carpentry and fully supports its endorsement by the AISC.

More than ever, our industry requires an accredited trade qualifications package providing building with steel education and training. Consequently, endorsement at the earliest possible time will provide much needed building with steel know-how and capability for Certificate III in Carpentry students and apprentices working in the construction industry.



Regards,
David Varcoe

**State Manager NSW/ACT
Manufacturing Advisor**
*Mobile: 0419136720
Email: davidv@steel.org.au*

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Australian Steel Institute Limited 94 000 973 839

1 June 2020

Artibus Innovation
PO Box 547
North Hobart TAS 7002

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