

artibus
INNOVATION

Training Package Development 2019 - 2020

Property Services
Construction, Plumbing
and Services

1. Introduction	4
2. A Skills Service Organisation	6
3. Training Package Development	13
4. Projects in 2019 - 2020	21
Completed Projects	22
Projects in Process	38
Previous Projects	41

Disclaimer

This report has been prepared by Artibus Innovation (Artibus) from primary and secondary sources and is intended to provide general guidance only. Artibus and its employees and other parties associated with the production of this report make no representations about the accuracy, veracity or completeness of the information within it and are not liable for any omissions, errors or inaccuracies. Artibus may update, amend or supplement this document at any time, but has no obligation to do so. Artibus disclaims all liability resulting from any decisions, opinions, assumptions and actions taken in response to, and resulting from, the information provided in this report.

© Artibus Innovation, 2020
Artibus Innovation
P O Box 547
North Hobart TAS 7002
enquiries@artibus.com.au
www.artibus.com.au

Acknowledgement of Support

Artibus Innovation is funded by the Australian Government Department of Education, Skills and Employment through the Training Product Development Program.

INTRODUCTION FROM OUR CEO



Here at Artibus we've tracked a wide and varied path since our inception as a Skills Service Organisation in 2016, managing the Construction, Plumbing and Services (CPC) and the Property Services (CPP) training packages. The construction and property industries are of great significance to the Australian economy, employing over two million people within half a million businesses. Knowing the scale and importance of these sectors, we took on this role with the challenge of decade old qualifications, zero handover, and a lofty vision of leading change through skills. These sectors share the challenges of ever increasing regulation, increasing technical requirements, high competition, and low margins. Despite these challenges, they have an admirable training culture and are the powerhouse of an enviable apprenticeship system.

The Built Environment is grappling with big picture issues such as sustainability, digital disruption and new products and processes. Our Industry Reference Committees have overseen a complete modernisation of their training packages.

Turning around a big ship is not easy, particularly as the policy framework of training packages is very complex and houses many cans of worms. It is perhaps not surprising that the system is in perpetual review. With the input and assistance of our Industry Reference Committees and many hundreds of dedicated industry and training representatives, we have flourished and completely overhauled the qualifications and competency standards which support almost every occupation across these vast industries.

Our mantra has been to try and keep it simple – plain English specifications of industry requirements that embed regulatory requirements, at the same time as providing a level of future proofing. We have strived to be evidence and research driven, and to put industry at the forefront of the training package process.

2020 is the year we all wish to forget, when bush fires, floods and COVID-19 have rocked our world. At the same time, these hardships have clearly shown that our skills base is the one asset that allows us to overcome adversity and rise to challenges. During this time, at Artibus we have overhauled our digital presence, ramped up our advocacy for the structural change of the VET system, and enhanced our guidance of the implementation of our training packages. All this while developing and having approved 34 qualifications and over 500 units of competency.

Good work for a bad year!

A handwritten signature in black ink, which appears to read "David Morgan". The signature is written in a cursive, slightly slanted style.

David Morgan,
Chief Executive Officer

August, 2020

ACKNOWLEDGEMENTS

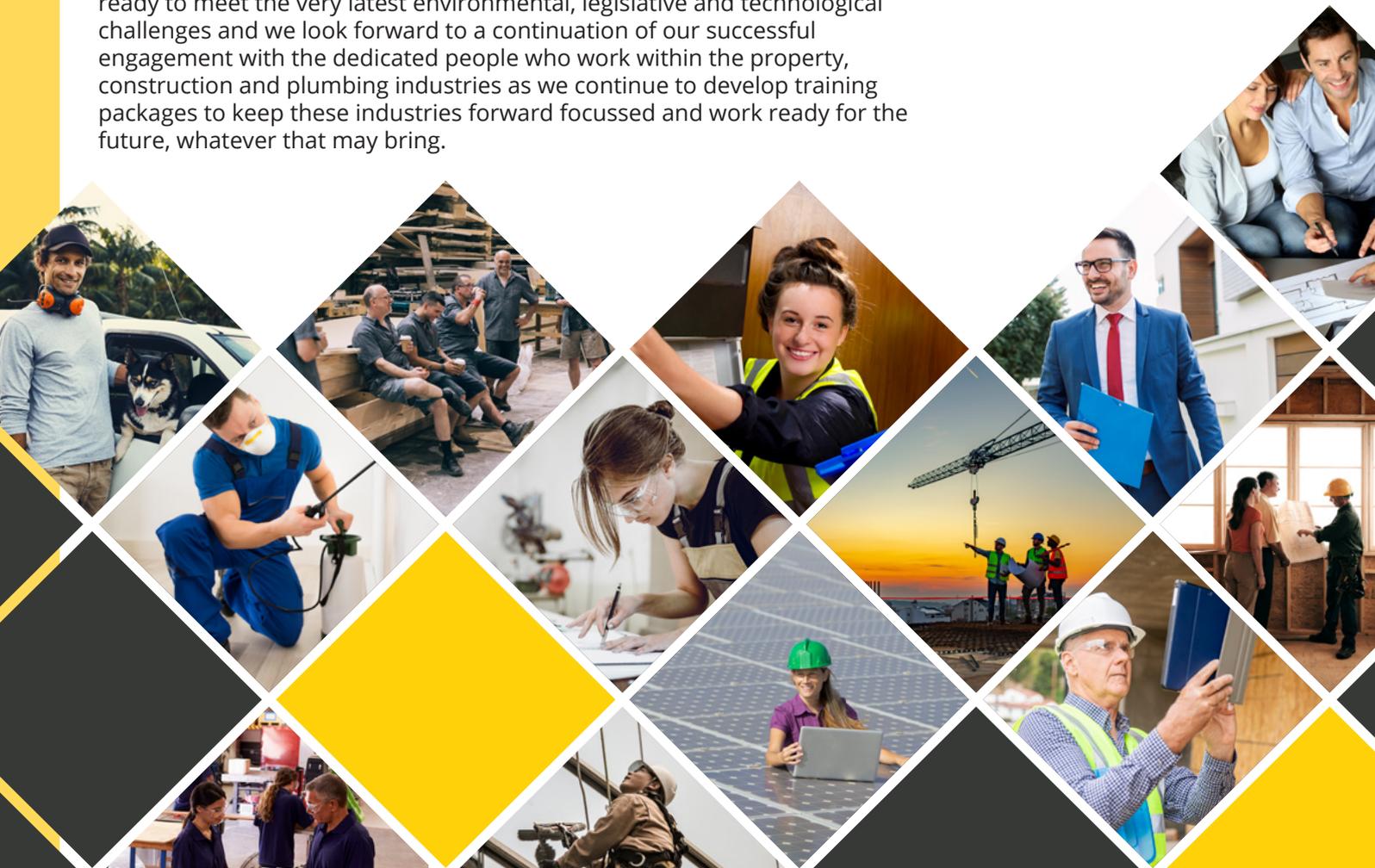
At the August 2020 meeting of the Australian Industry Skills Committee, Construction, Plumbing and Services (CPC) Training Package Releases 5.0, 6.0 and 7.0 were fully endorsed for implementation, along with Property Services (CPP) Release 11.0.

These positive endorsements came about as a result of collaboration between numerous stakeholders, ranging from Industry Reference Committee members, subject matter experts, regulators, governments, employers, employees, training providers, learners and the Skills Service Organisation.

Addressing all the matters raised by project participants is often a difficult balancing act, with sometimes passionate, opposing standpoints coming to the fore. Finding a position that will suit the majority, if not all the stakeholders is, at times, a matter of negotiation with a clear and rational explanation of the process and the standards which must be met. Responsiveness to stakeholder engagement and input underpin the Artibus Innovation approach to training package development.

Without the passion and dedication that our industry stakeholders exhibit, the CPP and CPC Training Packages would not be so comprehensive and coherent. We are grateful for all the feedback that has been provided to us, from suggestions for minor updates, to hours and hours spent reading and reviewing units of competency.

Australia's future prosperity relies upon having a highly skilled workforce ready to meet the very latest environmental, legislative and technological challenges and we look forward to a continuation of our successful engagement with the dedicated people who work within the property, construction and plumbing industries as we continue to develop training packages to keep these industries forward focussed and work ready for the future, whatever that may bring.

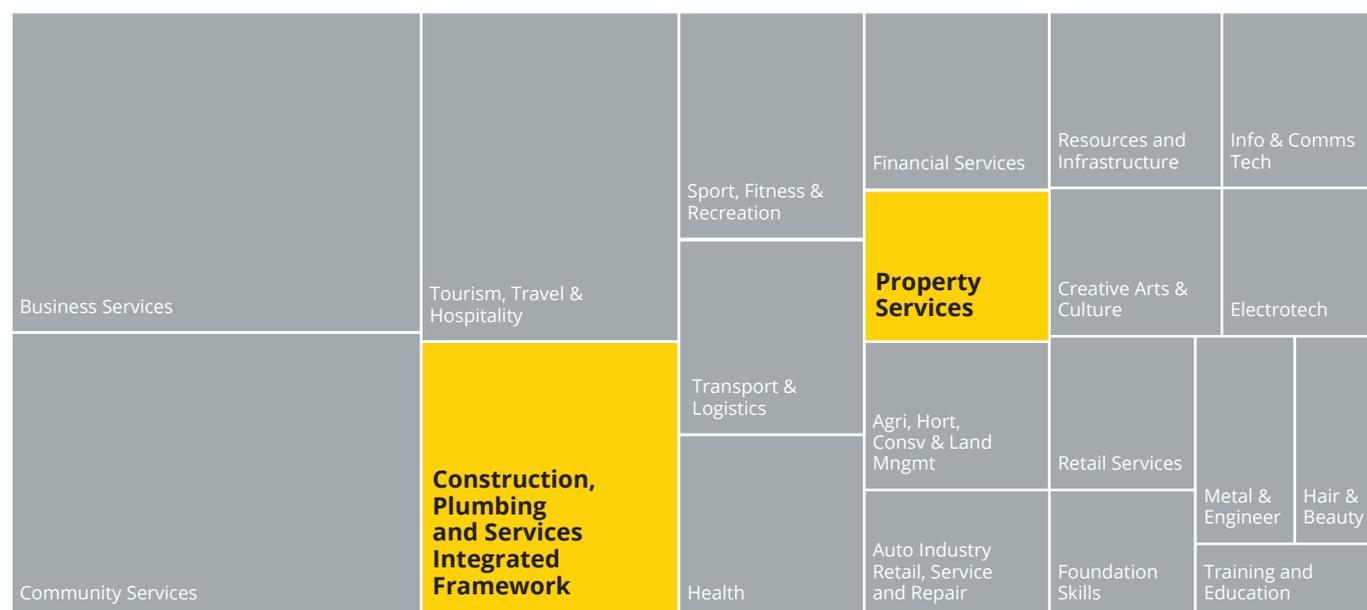


A Skills Service Organisation

Artibus Innovation is a Skills Service Organisation (SSO). SSOs are independent organisations commissioned and funded by the Australian Government to provide research, organisational and strategic support to Industry Reference Committees (IRCs).

Artibus Innovation is the SSO for the Construction, Plumbing and Services and Property Services IRCs. Under the direction of these IRCs, we conduct research and consult with stakeholders to develop and maintain training packages. As well as assisting the IRCs to develop annual Industry Skills Forecasts and Proposed Schedules of Work, we also provide secretariat services, such as travel and accommodation support for the Construction and Property IRCs and any technical advisory groups formed by them.

The Construction, Plumbing and Services and the Property Services Training Packages are two of the most sizeable across the vocational education and training (VET) system, and together constitute a significant portion of competency-based skills training in the built environment.



Top 20 training packages by enrolments, 2017.

Commonwealth of Australia, Department of the Prime Minister and Cabinet, *Strengthening Skills*. Pg. 13. Data sourced from NCVET 2018, *National VET Provider Collection* (accessed via VOCSTATS).

Construction sector at a glance¹

Total revenue of the sector
for 2018-2019²

\$233.3 billion

9% (approx)
of Australian GDP³

380,486
enterprises in the
sector⁴ in 2019

1,242,100
employed across
industry in 2019⁵

54,550
construction trades workers
enrolled in VET training as
at 31 December 2019⁸

51% of workers have a
Certificate III or higher
qualification⁷

\$77.1 billion in wages
in 2019⁶

Property Services sector at a glance⁹

Total revenue of the sector
for 2018-2019 (estimated)¹⁰

\$233.3 billion

302,304

enterprises
in the sector¹¹

930,900

employed across
industry in 2019¹²

128,202

enrolments in the Property
Services training package
programs in 2019¹³

The Property Services sector covers
a range of industries, and is made
up of 5 main subsectors:

- architectural and technical,
including surveying
- security
- urban pest control and cleaning
- property operations and real
estate services
- waste management

31% of workers in the rental,
hiring and real estate services
sector have a Certificate III or
higher VET qualification¹⁴

Industry Reference Committees

The work undertaken by Artibus Innovation is directed by two Industry Reference Committees (IRCs):

- **Construction, Plumbing and Services**
- **Property Services.**

IRCs advise the Australian Industry Skills Committee (AISC) on the training needs for their sectors. The membership of these committees is made up of people with links to industry by way of peak bodies, unions, big business and small and medium-sized enterprises. Their role is to ensure that the training package they oversee continues to meet the requirements of employers, employees, training providers and learners.

The IRCs meet at least four times a year, with out of session meetings if required. At these meetings, the IRC members review and approve the annual Industry Skills Forecasts and confirm that proposed qualifications meet the needs of industry. Members reach their position by consulting with their networks, informing them of project progress and seeking their input into development and validation of training products. IRC members also inform Artibus Innovation about training challenges and opportunities and trends that relate to their sector.

How do our industry reference committees connect with their industry networks?

- membership, chapters and portfolio groups
- industry consultation and member feedback
- national conferences
- committees
- formal meetings
- websites
- formal communication units
- face-to-face meetings with industry stakeholders
- industry training
- seminars, webinars, online forums, surveys, and email
- association mailing lists
- industry and member newsletters and magazines
- social media, including Facebook, Twitter, LinkedIn
- local industry functions and events, such as trade shows and annual awards

A Complementary Process

Artibus Innovation and the two IRCs work well together to combine the IRC industry expertise with our training package development skills. We provide research and evidence to the IRCs to assist them in their work. In doing this, we consult with the widest range of stakeholders possible, across small, medium, and large businesses, peak bodies and unions, regulatory bodies, as well as registered training organisations. Bringing this range of stakeholder views together means that the IRCs are best able to gauge current and future training needs, and act accordingly.

Membership of the IRC committees is determined by the AISC with selected representative bodies holding an allocated position. Current membership of each committee is as follows:

CONSTRUCTION:

Australian Industry Group
 Australian Manufacturing Workers Union
 Building & Construction Industry Training Board
 Communication, Electrical & Plumbing Union (Plumbing)
 Construction, Forestry, Mining and Energy Union
 Department of Defence
 Fernbrooke Homes
 Housing Industry Association Ltd
 Hutchinson Builders
 Industry Skills Advisory Council, NT
 Marshall & Brougham Construction Pty Ltd
 Master Builders Australia
 Master Painters Australia
 Master Plumbers
 National Fire Industry Association
 The Association of Wall & Ceiling Industries of NSW
 The Australian Workers Union
 Western Australian Construction Training Council

PROPERTY:

Building Designers Australia
 Australian Building Sustainability Association
 Australian Environmental Pest Managers Assoc Ltd
 Australian Security Industry Association Ltd
 Building Designers Association of Queensland
 Building Service Contractors Association of Australia Ltd
 Consulting Surveyors National Ltd
 Facility Management Association of Australia
 Fire Protection Association of Australia
 First National Real Estate
 Real Estate Institute
 Strata Community Association
 Surveying and Spatial Sciences Institute
 Waste Management Association of Australia

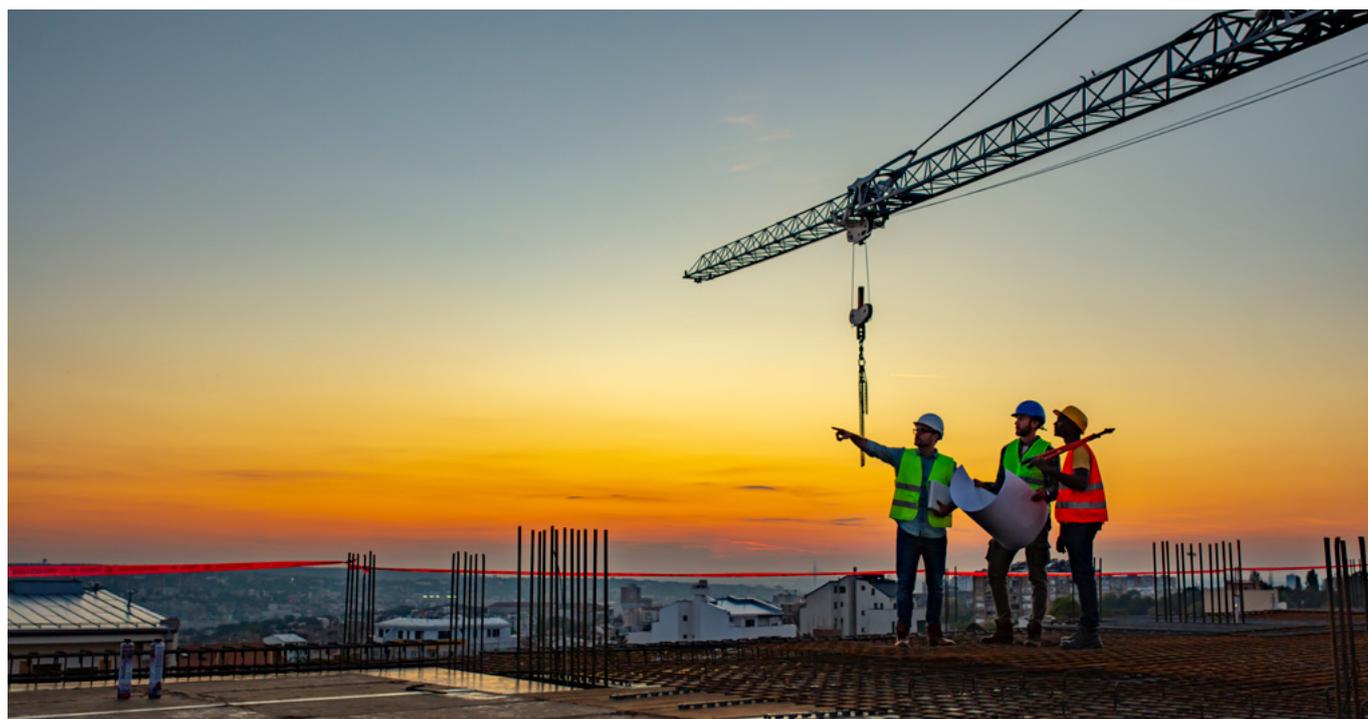
Industry sectors we work with

CONSTRUCTION

Bricklaying/Blocklaying and Stonemasonry
Building and Construction
Building Surveying
Concreting
Construction Waterproofing
Crane Operations
Demolition
Fire Systems Compliance
Painting and Decorating
Plumbing and Fire Services
Rigging
Roof Tiling
Scaffolding
Shopfitting
Solid Plastering
Steelfixing
Swimming Pool and Spa Building
Wall and Ceiling Lining
Wall and Floor Tiling

PROPERTY

Building Design
Cleaning
Fire Protection Inspection and Testing
Investigative Services
NatHERS and Home Sustainability
Real Estate
Risk Management
Security Services
Strata Management
Surveying and Spatial
Swimming Pool and Spa Service
Technical Security
Urban Pest Management
Waste Management



Supporting Skills Standards

The Standards for Training Packages are the overarching standards as endorsed by the Ministerial Council with responsibility for VET. The Standards establish the Training Package Organising Framework and specify the design and development requirements of Training Packages. Artibus Innovation supports and promotes these standards through our training product development and review processes.

The purpose of Standards for Training Packages is to ensure Training Packages are of high quality and meet the workforce development needs of industry, enterprises and individuals. Established by COAG, the Australian Industry and Skills Committee (AISC) oversees the development and implementation of vocational education training packages in accordance with the Training Package Organising Framework.

As of December 2020,¹⁵ the CPC Construction, Plumbing and Services Training Packages will have:

As of December 2020, the CPP Property Services Training Packages will have:



37 qualifications



39 qualifications



580 units of competency and associated assessment requirements



439 units of competency and associated assessment requirements



2 skill sets



31 skill sets



94 imported units of competency



241 imported units of competency

In 2019, there were 227,530 enrolments and completions in training for these sectors.¹⁶

Training Package Development

What is a Training Package?

Training packages specify knowledge and skills required by individuals to perform effectively in the workplace, which are expressed in units of competency. Training packages detail how units of competency are packaged into nationally recognised and portable qualifications that comply with the Australian Qualifications Framework (AQF). Qualifications are utilised by registered training organisations, including schools and tertiary bodies to design training programs. They describe the standard work outcomes expected to be performed in industry for particular jobs/roles.

Training Packages include:

- **Qualifications:** a uniquely identified bundle of units of competency that support the stated occupational outcome.
- **Units of competency:** describe the required performance in relevant roles, tasks and skills and reflect the applied knowledge that enable competent performance. Units are accompanied by the assessment requirements, including performance evidence, knowledge evidence and the assessment conditions.
- **Skill sets:** a combination of units of competency, possibly drawn from a variety of endorsed training packages, which link to a licensing or regulatory requirement, or a defined industry need.

Our part

Artibus Innovation, under the guidance of the two IRCs, has oversight of four training packages which cover training for a large part of the built environment. In the near future the CPC08 and CPP07 Training Packages will be fully transitioned to the CPC and CPP Training Packages. As of August 2020,¹⁷ Artibus managed training packages included:



97 Qualifications



1,451 Units of Competency



367 Skill sets

Our Approach

Artibus Innovation has a robust consultation and communication strategy with industry engagement as the key to all our work. Our work is guided by the 2020 version of the Training Package Development and Endorsement Process Policy.

Our Training Packages are developed with three core principles:



Quality



Utility



Relevance

Training Package development needs to be responsive, and balance existing occupational skill needs alongside emerging skills gaps. In doing this, we provide training products that are fit for purpose and address the changing needs of industry.

Australians increasingly expect business to operate in an environmentally sustainable and responsible way – the social licence to operate means raising standards on social and environmental issues such as waste, pollution, emissions and use of resources, both human and material. Regulation is often behind on these community sentiments – but we know these issues need to be built into future training to not only improve environmental and social outcomes but also improve economic productivity and enhance profitability across our sectors.

Our work, guided by our values is:

- ethical
- based on the delivery of evidence-based proposals
- transparent with robust and defensible processes
- committed to the integrity of its information
- solutions oriented, pragmatic, fit for purpose and future proofed
- collaborative, listening and respectful of all views and stakeholders
- quality assured
- outward looking

Consultation

Successful training package development, led by industry for industry, relies upon strong and open stakeholder engagement and consultation to gain vital industry intelligence on emerging skills and knowledge gaps.

Many of the industry sectors within the Artibus Innovation portfolio are highly engaged and have strong views and interests. Artibus Innovation's collaborative and inclusive consultation approach builds trust and credibility in the training packages we develop.

We work with industry and their networks to:

- canvas industry perspectives in all states and territories, urban, rural, regional and remote areas
- consider how training and the regulatory and licensing settings intersect
- build training packages of quality, relevance and utility

We encourage involvement of all stakeholders, including those who might not otherwise have their views heard.

Our approach results in:

- improved training products
- informed decision making / shared solutions
- reduced risk of dissenting views arising at the end of the project
- improved stakeholder understanding of VET policy requirements and review processes

The Artibus Innovation team is very approachable and happy to listen to advice, ideas and concerns about the training packages we administer. Our widely distributed newsletter provides invitations to participate in our activities, project updates, feedback mechanisms and interesting training world information. The Artibus Innovation website is a repository for up-to-date project reports, historical information and useful resources.

www.artibus.com.au

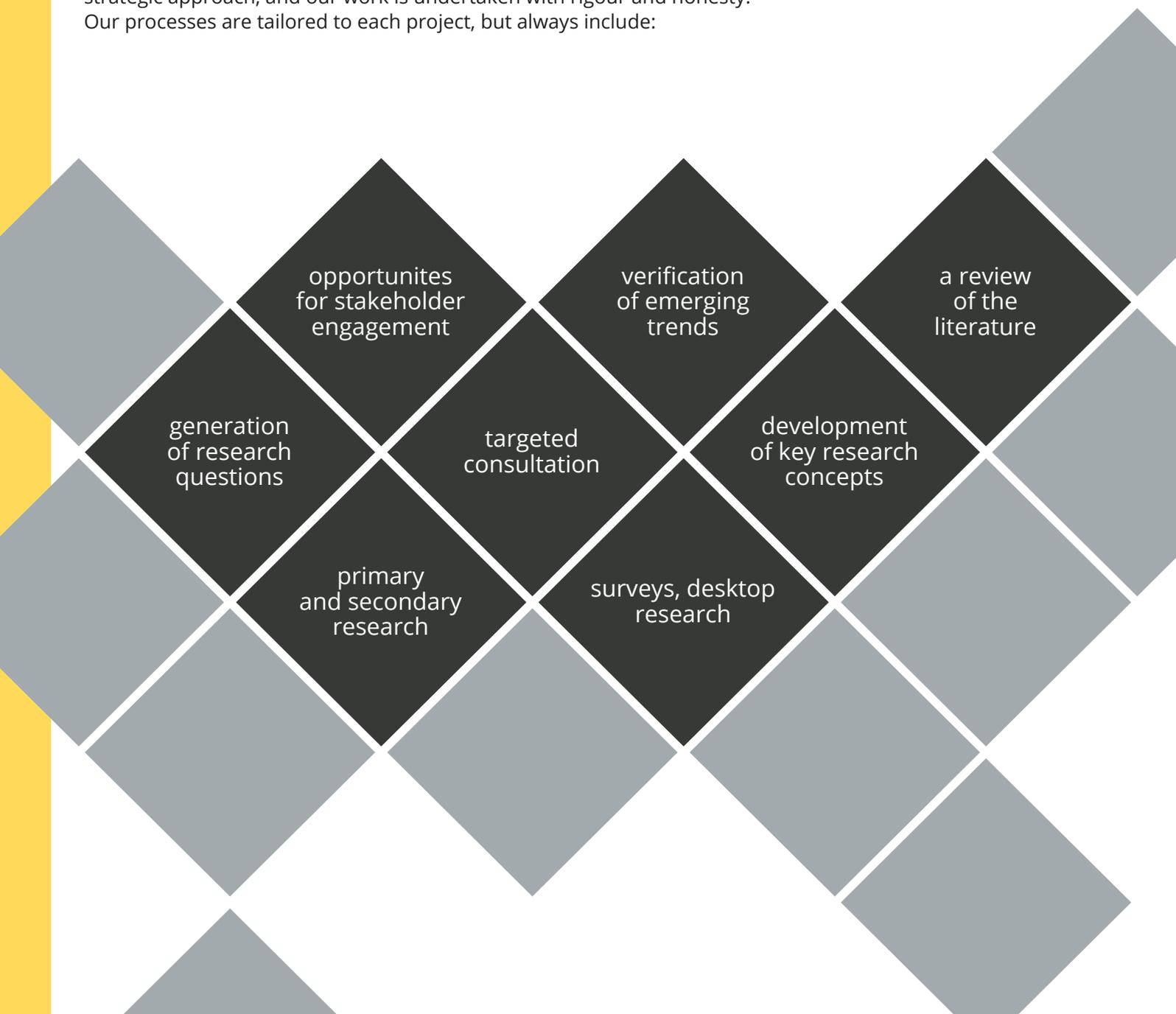


Research

In undertaking training package development, Artibus Innovation produces research which is industry led and data driven, utilising information from multiple sources, including:

- industry knowledge derived from ongoing consultation with employers and key stakeholders, including regulators, industry associations, training boards and training providers
- national statistical and survey data sets, such as those provided by the National Centre for Vocational Education Research (VOCSTATS), Australian Bureau of Statistics (ABS), and Labour Market Information Portal
- relevant research from academia, industry, policy and forecasts

We believe in informed project proposals. Research is fundamental to our strategic approach, and our work is undertaken with rigour and honesty. Our processes are tailored to each project, but always include:



PROJECT STAGES

Stage 1 – Project Commencement and Planning

Projects are approved by the AISC by way of the annual Industry Skills Forecast or a sector specific Case for Change. Artibus Innovation assists the IRCs to identify skills gaps that require:

- the development of new qualifications or
- updating of existing training products

Stage 2 – Consultation on Draft 1

With the approval and guidance of the IRC, a technical advisory group (TAG) made up of industry specialists is formed. Artibus Innovation consults with targeted stakeholders to identify what development or update is required. The first draft of the components is commenced under the guidance of the TAG and then widely distributed to gain the maximum industry input possible. State Training Authorities, regulators and other interested parties are also invited to contribute.

Stage 3 – Validation Draft

Taking into account all the feedback received and the development of an evidenced based product, the IRC accepts the proposed training package materials and Artibus Innovation seeks industry and training provider support of the qualifications/components. Validation is sought to confirm that the proposed training products are safe, efficient, comprehensive and comprehensible.

Stage 4 – Quality Assurance

Government appointed quality panellists are engaged to ensure the proposed components meet the required standards, which provides confidence to the AISC that the project has been developed in accordance with the Standards.

Stage 5 – AISC Approval of Case for Endorsement

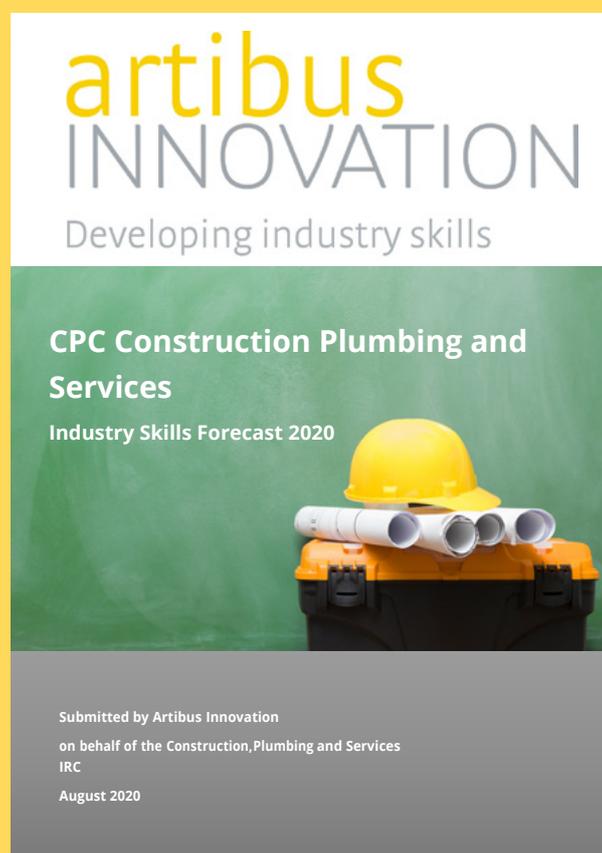
Under the direction of the appropriate IRC, Artibus Innovation submits a case for endorsement to the Department of Education, Skills and Employment, at least six weeks prior to a scheduled AISC meeting. The department puts the case for endorsement to the AISC, the results of which are issued by Communique. Once endorsement is finalised by the Skills Ministers, the updated or new components are uploaded to training.gov.au, where they will supersede the current version, with, in most cases, a one year teach out of the pre-existing components.

Industry Skills Forecasts

Training projects usually arise through the research and industry consultation undertaken by Artibus to produce the IRC's annual Industry Skills Forecast (ISF). Each year Artibus Innovation supports its IRCs in producing an Industry Skills Forecast and Proposed Schedule of Work to recommend projects within their training packages. These recommendations are to review and develop relevant qualifications, units of competency, and skill sets. They are based on identified skills gaps, emerging markets, and changes to work practices, materials and equipment.

Construction is one of the four industries that will together contribute 62.1% of estimated total employment growth in the five-year period to May 2024. The Property Services industry employed 930,900 workers across five sectors in 2019, with each of these projected to grow over the next five years.

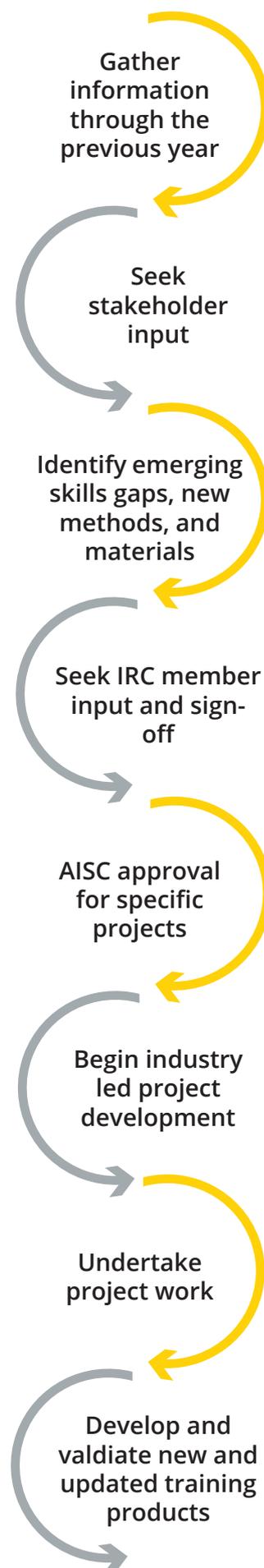
Industry is being impacted by significant continuing technological changes in the built environment, particularly new digital-enabled and green technologies, and emerging environmental risks. In addition to the instability and change caused by these developments, there are the social and economic impacts of the Australian bushfires and the COVID-19 pandemic. The implications of these events for Construction and the Property Services industries are unfolding and are expected to negatively impact the Australian population and economy.



Trends in 2019 – 2020

Consultation for the 2020 Industry Skills Forecasts identified, right across the built environment, the pressing need for upgraded digital skills in a broad range of industries. For example, the cleaning sector is beginning to work with robotic technologies, facilities managers with integrated digital delivery and construction workers and managers with Building Information Modelling (BIM) systems. Digital collaboration tools such as drones for scanning, monitoring and mapping in conjunction with BIM platforms will enable shared information for design, costing and progress visualisation and improve on-site monitoring of materials, labour and progress.

Specific hazards training within the Construction industry was also identified as a requirement. As further workplace hazards are identified, such as silica dust, existing hazards like asbestos exposure, lead paint, and falling from heights lose their prominence. However, these dangers still exist and it is vital that new entrants to the industry as well as ongoing workers are kept informed and trained in safety practices. The mental health of construction workers has also been identified as a training gap, poor mental health is one of the most significant, hidden hazards faced by workers, particularly for men. Suicide rates are elevated among construction workers compared to workers in other industries. Between 2011 and 2013, the suicide rate in construction was 1.7 times that of other male workers.¹⁸



Since inception in 2016,
Artibus Innovation has:

Qualifications:



68 updated
6 new
10 deleted

Units:



804 updated
109 new
46 deleted

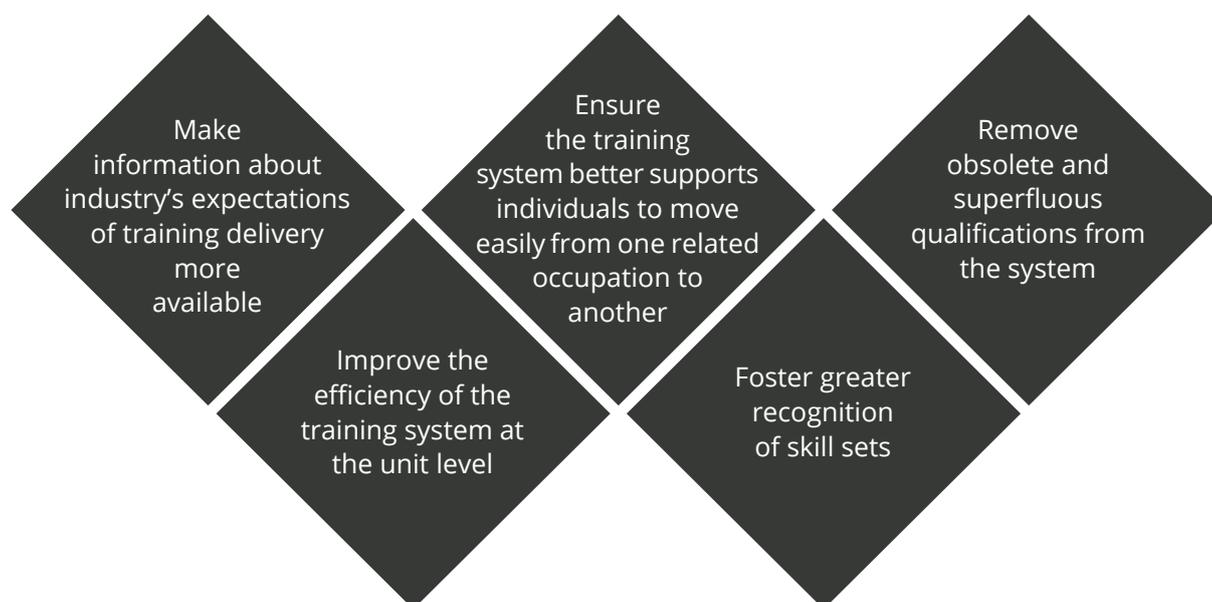
Skill Sets:



17 updated
25 new

PROJECTS IN 2019 - 2020

Under the direction of the IRCs, Artibus Innovation has undertaken the following projects in line with the Training Package Development and Endorsement Process Policy. In doing so we have addressed the COAG Industry Skills Council reforms to training packages:



In line with the Minister's priorities, the following qualifications were removed from the National Register in 2019 - 2020:

Construction, Plumbing and Services

CPC30511 Certificate III in Dogging

CPC40408 Certificate IV in Building and Construction (Sales)

CPC31611 Certificate in Paving

CPC40611 Certificate IV in Building and Construction (Specialist Trades)

CPC31712 Certificate III in Post-tensioning

CPC40708 Certificate IV in Building and Construction (Trade Contracting)

CPC20812 Certificate II in Metal Roofing and Cladding

CPC50412 Diploma of Plumbing and Services

CPC20912 Certificate II in Urban Irrigation

CPC80115 Graduate Certificate in Fire Systems Design Management

CPC32513 Certificate III in Plumbing (Mechanical Services)

Property Services

CPP51012 Diploma of Residential Building Energy Assessment

CPP50811 Diploma of Waste Management

CPP20411 Certificate II in Waste Management

CPP80113 Graduate Certificate in Building Design

PROJECTS COMPLETED IN 2019 - 2020





Brick and Block/Stonemasonry

The Brick and Block/Stonemasonry project was undertaken to ensure the qualifications and units of competency reflect the contemporary needs of the industry and to address skills gaps in stonemasonry. Appropriate units of competency from the Certificate III in Paving were incorporated into the Certificate III in Bricklaying/ Blocklaying. This was due to very low enrolments since 2014, zero completions in the last three years, and only three RTOs with the qualification on scope - with no delivery.

This project updated two qualifications and 60 units of competency including development of four new units.

CPC32320 Certificate III in Stonemasonry

CPC33020 Certificate III in Bricklaying and Blocklaying

Deleted qualifications:

CPC31611 Certificate III in Paving.

Building and Construction

The residential and non-residential building construction sectors primarily involve the construction, alteration, addition and renovation of houses or other residential buildings and non-residential buildings such as hotels, hospitals, prisons, or other buildings. The Building and Construction project was undertaken with a view to streamlining the qualifications by updating the qualification structures in light of enrolment data and jurisdictional necessities, better incorporation of industry experience, and alignment of training with the National Construction Code (NCC) and associated requirements.

This project resulted in the update of five qualifications, 69 units of competency (67 revised and two new) and the deletion of three qualifications and two units of competency.

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

Deleted qualifications:

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

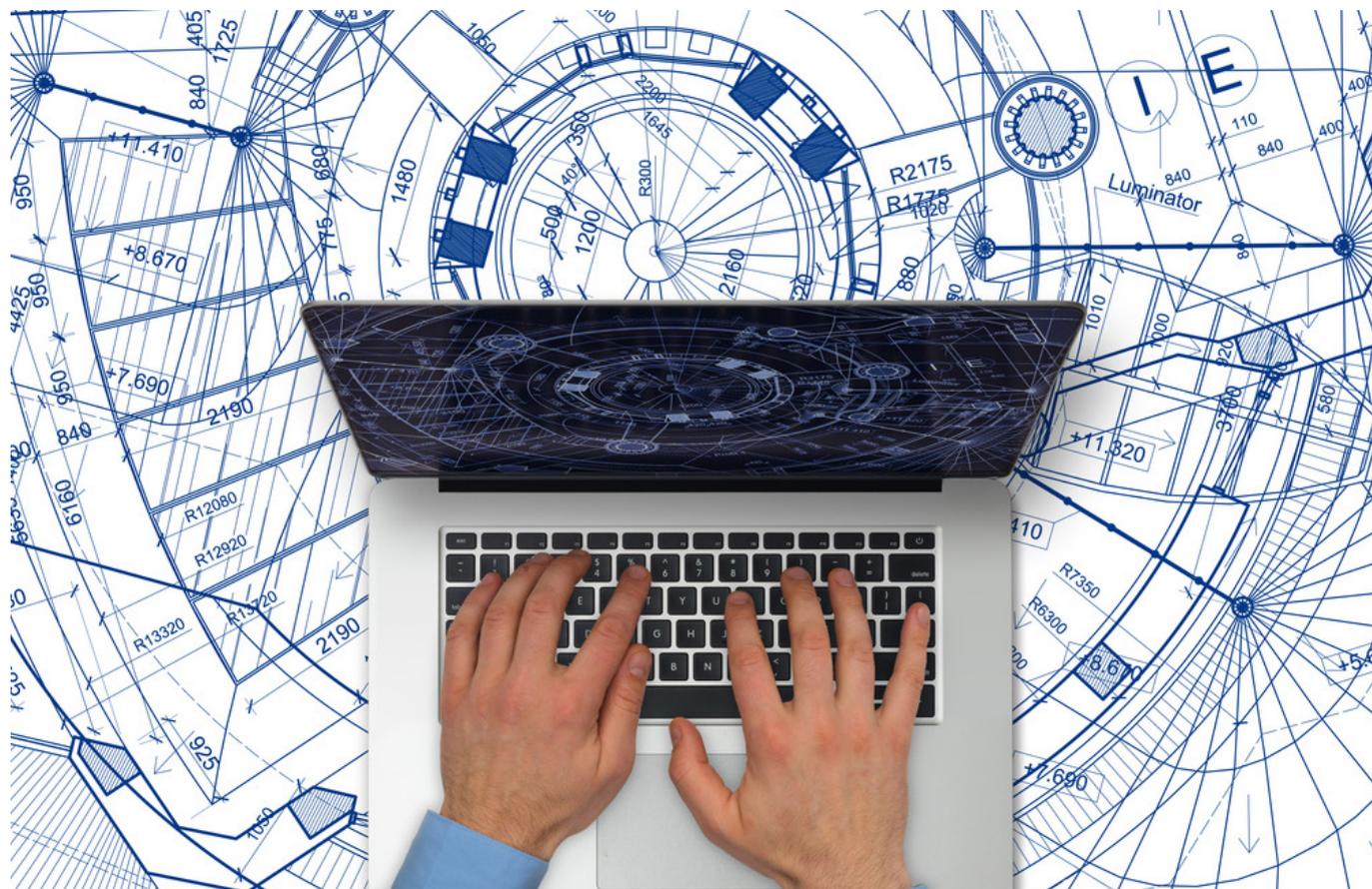
Building Completion Services

The review of the qualifications in roof tiling, solid plastering, wall and ceiling lining, wall and floor tiling and construction waterproofing, collectively referred to as building completion services, was undertaken to review and modernise these qualifications. A large percentage of the approximately 93,000 businesses operating in this sector are one-person operations.

The project resulted in five revised qualifications, with 58 revised and three new units of competency.

CPC30820	Certificate III in Roof Tiling
CPC31020	Certificate III in Solid Plastering
CPC31220	Certificate III in Wall and Ceiling Lining
CPC31320	Certificate III in Wall and Floor Tiling
CPC31420	Certificate III in Construction Waterproofing

PROJECTS COMPLETED
IN 2019 - 2020



Building Design

The Building Design project was undertaken at a time of heightened interest in the regulation of the safety of the built environment. The problems identified in the report, *Building Confidence: Improving the effectiveness of compliance and enforcement systems for the building and construction industry across Australia* (Shergold and Weir, 2018) pertinent to building design practitioners were considered carefully in the review and redevelopment of the training products.

The project encompassed three revised qualifications, one new qualification, 24 revised units of competency and nine new units of competency. It also resulted in the deletion of one qualification and eight units of competency from the national register. The endorsed qualifications are:

CPP40120	Certificate IV in Residential Drafting
CPP50920	Diploma of Building Design
CPP80220	Graduate Diploma of Building Design
CPP60420	Advanced Diploma of Building Design

Deleted qualification:

CPP80113	Graduate Certificate in Building Design
-----------------	---

Carpentry and Joinery

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 project resulted in two revised qualifications, and 41 revised units of competency:

CPC31920	Certificate III in Joinery
CPC30220	Certificate III in Carpentry

The CPC31912 Certificate III in Joinery and CPC32211 Certificate III in Joinery (Stairs) have been merged into the revised Certificate III in Joinery. The CPC31511 Certificate III in Formwork/Falsework and CPC32011 Certificate III in Carpentry and Joinery have been merged into the revised Certificate III in Carpentry.





Concreting

This project reviewed and updated the CPC30318 Certificate III in Concreting and associated concreting units of competency. The need for another review was triggered by changes to the National Construction Code (NCC) and to core units that were revised as part of other CPC Construction, Plumbing and Services Training Package projects.

This project updated one qualification and 18 units of competency, and created two new units of competency. The updated qualification is:

CPC30320 Certificate III in Concreting

PROJECTS COMPLETED
IN 2019 - 2020



Construction Pathways

The Construction Pathways project was undertaken to update the qualifications to improve their currency and integrity. It also aimed to address industry concerns associated with institutional training and competency-based wage progression. Additionally, it strengthened the vocational outcomes for the construction industry through qualification packaging rules incorporating a family of trades model, as well as meeting minor trade licensing and remote area requirements.

The project updated three qualifications and 16 units of competency.

CPC10120	Certificate I in Construction
CPC20120	Certificate II in Construction
CPC20220	Certificate II in Construction Pathways

Demolition

The demolition project was undertaken with the intention of ensuring qualifications that better reflect occupational standards, units of competency that provide a clear intended outcome, and a comprehensive skills and knowledge base for ensuring the safety of demolition practitioners and the public. The inclusion of material such as sustainability principles and practices, hazard identification and risk management, and new technologies was particularly necessary due to developments in the field.

The project addressed two qualifications and 23 units of competency.

CPC30420 Certificate III in Demolition

CPC41020 Certificate IV in Demolition





High Risk Work

The project commenced in August 2016 as a response to the Strategic Industry Audit (SIA) into Units of Competency that lead to High Risk Work Licences in Western Australia. The SIA Report identified a high level of non-compliance by RTOs in the delivery of these units and highlighted the need for the units to be expressed as clearly and concisely as possible to encourage high-quality and consistent training and assessment. Most particularly, the high-risk work licence unit of competency and associated qualifications are critical to supporting the safety and technical capability of construction workers engaged in high risk work.

The High Risk Work project resulted in four revised qualifications, 34 revised units of competency, and deleted two qualifications.

CPC30920	Certificate III in Scaffolding
CPC31120	Certificate III in Steelfixing
CPC30720	Certificate III in Rigging
CPC32920	Certificate III in Construction Crane Operations

Deleted qualifications:

CPC30511	Certificate III in Dogging
CPC31712	Certificate III in Post-Tensioning.

Investigative Services

This project transitioned and updated the Certificate III in Investigative Services, the qualification which leads to the occupation of private investigator or private inquiry agent. This occupation typically conducts investigations as directed by clients, such as those outside of the scope of policing.

The Investigative Services project updated one qualification and six units of competency.

CPP30619 Certificate III in Investigative Services



NatHERS and Home Sustainability

The NatHERS and Home Sustainability project was undertaken to review and update CPP41110 Certificate IV in Home Sustainability Assessment, CPP41212 Certificate IV in NatHERS Assessment, and CPP51012 Diploma of Residential Building Energy Assessment, as well as 25 sector specific units of competency. An integrated qualification was the outcome, CPP41119 Certificate IV in Home Energy Efficiency and Sustainability.

This project resulted in one qualification and 12 units of competency.

CPP41119 Certificate IV in Home Energy Efficiency and Sustainability

PROJECTS COMPLETED
IN 2019 - 2020

Painting and Decorating

This project considered updates in techniques and materials and worker safety. Painting and Decorating work can be hazardous to workers and community health, as materials such as lead and dust risk being released into the air if not dealt with appropriately. There are also worker hazards in relation to manual handling, working at heights, working in restricted spaces, exposure to chemicals and substances – including safe storage and electrical hazards. The resulting qualification reflects modern work practices and materials.

This project updated one qualification and 19 units of competency.

CPC30620 Certificate III in Painting and Decorating

Plumbing and Fire Services

The Plumbing and Fire Services project involved a comprehensive industry-led three-year review of 13 qualifications and over 150 units of competency. The Plumbing and Services sectors consist of highly regulated trades and occupations critical to the health and safety of the public and are an integral part of the construction supply chain.

This project reviewed and redeveloped the following training package components:

CPC20720	Certificate II in Drainage
CPC32420	Certificate III in Plumbing
CPC32620	Certificate III in Roof Plumbing
CPC32720	Certificate III in Gas Fitting
CPC32820	Certificate III in Fire Protection
CPC40920	Certificate IV in Plumbing and Services
CPC50520	Diploma of Fire Systems Design
CPC50620	Diploma of Hydraulic Services Design

In doing so, it created six new units of competency, reviewed and updated 155 units of competency, and deleted five qualifications and seven units of competency in line with the Minister's priorities.

Deleted qualifications:

CPC20812	Certificate II in Metal Roofing and Cladding
CPC20912	Certificate II in Urban Irrigation
CPC32513	Certificate III in Plumbing (Mechanical Services)
CPC50412	Diploma of Plumbing and Services
CPC80115	Graduate Certificate in Fire Systems Design Management





Security and Risk Management

Security and risk management plays a crucial role in event, public and crowded places risk management. The security and risk management qualifications lead to the occupation of security consultant or security advisor. Security consultants typically advise clients on security requirements and recommends and designs security specifications. They assess the potential security risks for buildings or events and provide security protocols and plans to mitigate those risks.

This project updated the following qualifications:

CPP40719	Certificate IV in Security Management
CPP41519	Certificate IV in Security Risk Analysis
CPP50619	Diploma of Security Risk Management

Shopfitting

While traditional construction skills remain at the core of shopfitting, the sector increasingly requires a wider range of skills and knowledge. Shopfitters need to make use of rapidly evolving technology, including computer-controlled component manufacture and computer-aided drafting and design. The aim of the project was to review the shopfitting qualification, units of competency and their associated assessment requirements to ensure alignment with current occupational outcomes and to address emerging industry trends, technology and new building methods.

This project updated 10 units of competency, and reviewed and developed one qualification.

CPC30120 Certificate III in Shopfitting



Swimming Pool and Spa Building

The Swimming Pool and Spa Building project was undertaken to transition the CPC40808 Certificate IV in Swimming Pool and Spa Building and associated units, which only included three units specific to swimming pool and spa building, to the Standards for Training Packages 2012. Initial research and consultation showed that the previous qualification was not fit for purpose and required more extensive review and update.

This project produced one revised qualification which is more specifically tailored to industry requirements, 10 new units of competency, one revised unit of competency with two units of competency deleted from the national register.

CPC40820 Certificate IV in Swimming Pool and Spa Building

Technical Security

Technology is increasingly playing a key role in crime prevention, as remote monitoring and online security platforms become more commonplace. The qualifications have been developed to reflect the skills and knowledge needed to operate, install and maintain these technologies.

The project updated two qualifications and proposed six units:

CPP20319 Certificate II in Technical Security

CPP30519 Certificate III in Technical Security



Urban Pest Management

The Urban Pest Management project was undertaken as a technical review, which identified an emerging specialisation for advanced pest management, particularly in complex and sensitive sites. The project identified duplication and overlap of content across the qualifications and units of competency and further need for training solutions to reflect current roles, and gaps between advanced workforce development and jurisdictional licensing requirements.

This project reviewed two qualifications and 14 units of competency. The endorsed qualifications are:

CPP30119 Certificate III in Urban Pest Management

CPP41619 Certificate IV in Urban Pest Management



Waste Management

The waste management sector industries are forecast to grow at between 2.3-2.4% per year over the next five years, and the review and update of the relevant qualifications focused on updating training products to ensure that they are fit for purpose in a shifting environment.

This project encompassed two revised qualifications and 21 revised units of competency. It also resulted in the deletion of two qualification and 19 units of competency from the national register. The endorsed qualifications are:

CPP30719 Certificate III in Waste Management

CPP40919 Certificate IV in Waste Management

Deleted qualifications:

CPP20411 Certificate II in Waste Management

CPP50811 Diploma of Waste Management.

PROJECTS IN PROCESS



BIM Awareness

This project has developed a skill set in BIM awareness for the Construction, Plumbing and Services (CPC) Training Package. BIM is an emerging technology with the construction industry and will be a requirement across many occupations, making a micro-credential in BIM awareness an essential component of the CPC training package. Other training packages that cover occupations across the built environment will also be able to import this skill set to use as upskilling or continuous professional development.

One new skill set has been developed which includes three new units of competency:

CPCSS00-06 Apply BIM processes to construction work



Building Surveying

The Advanced Diploma of Building Surveying has been updated to ensure it complies with National Construction Code 2019 and reflects key developments in the construction industry.

This project involves the review and update of 17 units of competency, one qualification, and one skill set:

CPC60115 Advanced Diploma of Building Surveying

CPCSS00005 Provide building surveying services for residential buildings up to two storeys

Deletion of CPC80215 Graduate Diploma of Building Surveying is proposed.

Fire Protection Inspection and Testing

At the direction of the AISC, Artibus Innovation is transitioning the qualifications for Fire Protection Inspection and Testing to the Standards for Training Packages 2012.

CPP20511 Certificate II in Fire Protection Inspection and Testing

CPP30811 Certificate III in Fire Protection Inspection and Testing



Surveying and Spatial

Surveying and spatial information skills are applied in a range of industry contexts including town planning, civil construction, mining, engineering, health, agriculture, marine environments and defence. Vocational education and training (VET) plays an important role in developing the skills and knowledge required to enter the industry, and provides pathways to higher education for those who want to become spatial information specialists or licensed and registered surveyors.

This project updates and develops 57 units of competency and the following qualifications:

CPP20120 Certificate II in Surveying and Spatial Information Services

CPP30220 Certificate III in Surveying and Spatial Information Services

CPP50120 Diploma of Surveying

CPP50220 Diploma of Spatial Information Services

CPP60120 Advanced Diploma of Surveying

CPP41720 Certificate IV in Surveying and Spatial Information Services*

* The CPP41720 Certificate IV in Surveying and Spatial Information Services qualification was developed from the integration of the superseded Certificate IV in Surveying and superseded Certificate IV in Spatial Information Services.

Previous Projects Completed

Since its inception in 2016, Artibus Innovation has undertaken and successfully completed the following projects:

CPC30318	Certificate III in Concreting
CPC30116	Certificate III in Shopfitting
CPC30216	Certificate III in Signs and Graphics
CPP20116	Certificate II in Surveying and Spatial Information Services
CPP20218	Certificate II in Security Operations
CPP20319	Certificate II in Technical Security
CPP20617	Certificate II in Cleaning
CPP30216	Certificate III in Surveying and Spatial Information Services
CPP30316	Certificate III in Cleaning Operations
CPP30416	Certificate III in Strata Community Management
CPP30519	Certificate III in Technical Security
CPP31218	Certificate III in Swimming Pool and Spa Service
CPP31318	Certificate III in Security Operations
CPP31418	Certificate III in Close Protection Operations
CPP31519	Certificate III in Real Estate Practice
CPP40316	Certificate IV in Spatial Information Services
CPP40416	Certificate IV in Cleaning Management
CPP41319	Certificate IV in Swimming Pool and Spa Service
CPP41419	Certificate IV in Real Estate Practice
CPP50216	Diploma of Spatial Information Services
CPP50619	Diploma of Security Risk Management
CPP51119	Diploma of Property (Agency Management)
CPP60116	Advanced Diploma of Surveying

1. These figures reflect pre-covid realities, and should be read in that light.
2. ACIF (2019) Australian Construction Market Report, November 2019
<https://www.acif.com.au/forecasts/summary>
3. Australian Industry Group (2015), Australia's Construction Industry: Profile and Outlook
4. IBISWorld (2019), Construction in Australia: Industry Report E, IBISWorld.com.au, p.9.
5. Labour Market Information Portal (2020) Industry Projections – five years to May 2024, accessed 24/02/20202 at <https://lmip.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections>
6. IBISWorld (2019), Construction in Australia: Industry Report E, IBISWorld.com.au, p.9.
7. Australian Government (2018), Jobs by Industry,
<https://australianjobs.employment.gov.au/jobs-industry>
8. NCVER (2020) Apprentices and trainees 2019: December quarter – Australia
<https://www.ncver.edu.au/research-and-statistics/publications/all-publications/apprentices-and-trainees-2019-december-quarter-australia>
9. These figures reflect pre-covid realities, and should be read in that light.
10. Based on aggregation of statistics in relevant IBISWorld (2019) Industry Reports
11. Based on aggregation of statistics in relevant IBISWorld (2019) Industry Reports
12. Labour Market Information Portal (2020) Industry Projections – five years to May 2024, accessed 24/02/20202 at <https://lmip.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections>
13. VOCSTATS (2020), TVA Program Enrolments: CPP programs 2019, accessed 25/08/2020.
14. Australian Government (2018), <https://australianjobs.employment.gov.au/jobs-industry/rental-hiring-and-real-estate-services>
15. CPC Release 5.0, 6.0, & 7.0 and CPP Release 11.0 have been endorsed by the AISC, and implementation is subject to approval by the Skills Ministers. CPC Release 8.0 and CPP Release 12.0 are subject to endorsement, (anticipated October 2020). CPP Release 13.0 is subject to endorsement (anticipated December 2020)
16. NCVER VOCSTATS, search by TVA program enrolments 2015-2019 Year by Skills Service Organisation, accessed 19th August, 2020
17. www.training.gov.au , 24th August 2020
18. Milner, A. and Law, P. (2017), Mental Health in the Construction Industry, MATES in Construction, accessed 29/10/19 at <http://micaus.bpndw46jvgfycmdxu.maxcdn-edge.com/wp-content/uploads/2015/11/MIC-QLD-construction-industry-roundtable-report.pdf>

