



Case for Endorsement

Waste Management

CPP Property Services Training Package Release 10.0

Submitted by Artibus Innovation
on behalf of the Property Services IRC
December 2019

Artibus Innovation

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

These 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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Contents

A. Administrative details of the Case for Endorsement.....	4
B. Description of work and request for approval	9
C. Evidence of industry support.....	11
E. Implementation of new training package components.....	16
F. Quality assurance reports	17
G. Implementation of the COAG Industry Skills Council reforms to training packages.....	53
H. Proposed Training Package components	55
Appendix A: Industry stakeholders.....	66
Appendix B: IRC Support	69
Appendix C: Industry Support.....	70

A. Administrative details of the Case for Endorsement

Name of allocated Industry Reference Committee

Property Services Industry Reference Committee (IRC)

Name of Skills Service Organisation

Artibus Innovation

Training Package components submitted for approval

This submission puts forward the Case for Endorsement for two revised qualifications, 21 revised units of competency, and two qualifications and 19 units of competency for deletion from the national register.

Qualifications – revised

Code	Title
CPP30719	Certificate III in Waste Management
CPP40919	Certificate IV in Waste Management

Units of Competency – revised

Code	Title
CPPWMT3001	Identify and segregate waste
CPPWMT3002	Conduct waste resource recovery
CPPWMT3003	Identify and respond to hazards and emergencies in waste management
CPPWMT3004	Comply with environmental protection requirements when transporting waste
CPPWMT3005	Maintain storage area for waste management equipment and consumables
CPPWMT3006	Receive, transfer and dispatch waste
CPPWMT3007	Process waste using plant
CPPWMT3008	Store and monitor contained waste
CPPWMT3009	Place, compact and cover waste at landfill sites
CPPWMT3010	Maintain waste landfill sites
CPPWMT3011	Conduct waste assessments
CPPWMT4001	Develop proposals for waste management services
CPPWMT4002	Develop waste management plans
CPPWMT4003	Implement waste management plans
CPPWMT4004	Prepare waste management tenders
CPPWMT4005	Implement waste management site safety plans
CPPWMT4006	Monitor waste landfill sites
CPPWMT4007	Organise and monitor waste management operations
CPPWMT4008	Provide waste management information to stakeholders
CPPWMT4009	Conduct waste audits
CPPWMT4010	Assess and advise on waste avoidance options

Qualifications proposed for deletion

Code	Title
CPP20411	Certificate II in Waste Management
CPP50811	Diploma of Waste Management

Units of competency proposed for deletion

Code	Title
CPPWMT2001A	Prepare for work in the waste management industry
CPPWMT2047A	Assist with resource recovery
CPPWMT2048A	Prepare work areas for waste sorting
CPPWMT2049A	Identify waste emergency
CPPWMT3041A	Identify operational requirements of waste management industry
CPPWMT3051A	Dispose of waste water to sewer
CPPWMT3054A	Maintain credit control
CPPWMT3063A	Apply safe operational practices when vehicles contact overhead wires
CPPWMT4006A	Organise waste recovery
CPPWMT4027A	Select and obtain waste management plant, equipment and materials
CPPWMT4037A	Conduct minor maintenance and repairs on waste processing plant and equipment
CPPWMT4050A	Deliver training in hazard identification and waste emergency responses
CPPWMT4056A	Implement landfill rehabilitation plans
CPPWMT4060A	Apply lean management techniques
CPPWMT5033A	Educate public on waste management issues
CPPWMT5043A	Develop and implement an environmental management strategy
CPPWMT5057A	Develop landfill rehabilitation plans
CPPWMT5058A	Develop emergency response plans
CPPWMT5061A	Plan resource recovery

Mapping information is contained in Section H. Proposed Training Package components.

Activity order details

Artibus Innovation prepared a proposal, as part of the *Property Services Industry Skills Forecast 2018*, to review and update as appropriate the waste management components of the Property Services Training Package.

The AISC approved the project in May 2018.

Reference number: Artibus/TPD/2017-18/001

Date executed: 25 June 2018

Scope of activity order

To review and update as appropriate:

- CPP20411 Certificate II in Waste Management
- CPP30711 Certificate III in Waste Management
- CPP40911 Certificate IV in Waste Management.

To consult on and validate the proposal to delete the following qualification:

- CPP50811 Diploma of Waste Management.

Summary of key changes

Key Changes	Description
KC 1	The CPP20411 Certificate II in Waste Management is recommended for deletion from the national register. It is designed as a prevocational course but has limited occupational outcomes and minimal uptake.
KC 2	The CPP50811 Diploma of Waste Management is recommended for deletion from the national register. The qualification has had zero enrolments for a sustained period and is on the scope of only one registered training organisation (RTO).
KC 3	CPP30719 Certificate III in Waste Management improves the current qualification by providing flexibility while strengthening alignment with work functions. The qualification structure was changed by introducing two waste streams (collection and processing) and the packaging rules were revised.
KC 4	CPP40919 Certificate IV in Waste Management improves the current qualification by providing flexibility while strengthening alignment with job roles. The qualification structure was changed by focusing on waste management specialisation roles and the packaging rules were revised.
KC 5	To remove repetition, thirty-five units were merged resulting in ten new and eleven revised waste management units.
KC 6	A total of nineteen units are proposed for deletion from the national register as they are outdated and replicate cross-sector units or are deemed outside the scope of waste management.

Waste Management qualification enrolments and completions, 2015 – 2018

Certificate II in Waste Management enrolments

Year	2015	2016	2017	2018
State/territory of RTO head office	NSW	NSW	NSW	NSW
CPP20411 Certificate II in Waste Management	27	17	12	7

Certificate II in Waste Management completions

Year	2015	2016	2017	2018**
State/territory of RTO head office	NSW	NSW	NSW	NSW
CPP20411 Certificate II in Waste Management	10	21	5	1

*Source: NCVER VOCSTATS, *qualification enrolments and completions 2015-2018*, Qualifications by Year and State/territory of training organisation

**Preliminary

Certificate III in Waste Management enrolments

Year	2015				2016					2017				2018	
State/territory of RTO head office	NSW	VIC	QLD	SA	NSW	VIC	QLD	SA	WA	NSW	QLD	SA	WA	NSW	WA
CPP30711 Certificate III in Waste Management	18	91	34	20	46	59	20	31	4	50	10	14	5	92	20

Certificate III in Waste Management completions

Year	2015			2016		2017			2018**	
State/territory of RTO head office	NSW	VIC	QLD	NSW	SA	NSW	QLD	SA	NSW	WA
CPP30711 Certificate III in Waste Management	7	24	20	8	8	14	1	3	14	11

*Source: NCVER VOCSTATS, *qualification enrolments and completions 2015-2018*, Qualifications by Year and State/territory of training organisation

**Preliminary

Certificate IV in Waste Management enrolments

Year	2015			2016		2017	2018
State/territory of RTO head office	NSW	VIC	QLD	NSW	VIC	NSW	NSW
CPP40911 Certificate IV in Waste Management	11	6	9	7	3	35	24

Certificate IV in Waste Management completions

Year	2015			2016	2017	2018**
State/territory of RTO head office	NSW	VIC	QLD	NSW	NSW	NSW
CPP40911 Certificate IV in Waste Management	2	1	12	3	38	13

*Source: NCVER VOCSTATS, *qualification enrolments and completions 2015-2018*, Qualifications by Year and State/territory of training organisation

**Preliminary

Diploma of Waste Management enrolments

Year	2015	2016	2017	2018
State/territory of RTO head office	All states	All states	All states	All states
CPP50811 Diploma of Waste Management	0	0	0	0

Diploma of Waste Management completions

Year	2015			2016	2017	2018**
State/territory of RTO head office	NSW	VIC	QLD	NSW	NSW	NSW
CPP40911 Certificate IV in Waste Management	2	1	12	3	38	13

*Source: NCVET VOCSTATS, *qualification enrolments and completions 2015-2018*, Qualifications by Year and State/territory of training organisation

**Preliminary

B. Description of work and request for approval

Description of work being undertaken and why

Artibus Innovation was commissioned to transition four waste management qualifications and 54 units of competency to the *Standards for Training Packages 2012*, under the activity order AA/2015-16-001 February 2016.

Initial research and consultation to transition the qualifications and units identified inadequacies. To address these issues Artibus Innovation, on behalf of the Property Services IRC, prepared a proposal included in the *Property Services Industry Skills Forecast 2018* to review and update the waste management components of the Property Services Training Package. The AISC approved the proposal in May 2018 and Activity Order Artibus/TPD/2017-18/001 was issued.

This project was undertaken in the context of significant shifts in government and public thinking about waste management.

With Asian countries no longer taking Australia's recyclable waste, local government and waste management businesses alike face serious challenges. The implications for the waste management industry's staffing levels and skill requirements, investments in technological innovation, the additional costs for local government and businesses, as well as the political and public will to move to a low-waste society, are uncertain. Despite this, in 2018, 'the Waste Remediation and Materials Recovery Services industry's revenue is projected to increase at an annualised 2.3% over the five years through 2022–23' and the Waste Treatment and Disposal Services industry is forecast to grow at an annualised 2.4% over the five-year period'.¹

The essential practicalities of waste collection and waste processing services are the focus of the waste management qualifications under review. The Certificate III prepares learners for operational roles such as machine and plant operators, sorters and recyclers. The Certificate IV prepares learners for administration and supervisory roles in a variety of contexts, including waste collection, landfill operations, waste management logistics planning, waste minimisation, customer service and sales.

The project sought to improve the current qualifications by providing flexibility while strengthening alignment with work functions and job roles. The structure of the Certificate III was revised by introducing two streams – waste collection and waste processing. In the Certificate IV a waste management focus was introduced. The packaging rules for both qualifications were revised, which strengthened the occupational outcomes.

Units were rationalised by merging where appropriate (such as the merger of *CPPWMT4001A Plan waste audits*, *CPPWMT4002A Carry out waste audits* and *CPPWMT4003A Review, evaluate and document waste assessment findings*), repetition of content was removed, and the performance evidence and knowledge evidence adjusted to better reflect current industry practices.

The CPP20411 Certificate II in Waste Management is proposed for deletion. Initially it was proposed by the technical advisory group (TAG) that the outcomes of the Certificate II in Waste Management could be accommodated by the introduction of a Certificate II in Property Services Pathways. The property service pathways concept was based on the successful CPC20211 Certificate II in Construction Pathways designed to provide broad exposure to the construction industry and to attract

¹ Munro-Smith, H 2018, 'China's ban on waste imports to adversely affect Australia', *IBISWorld Industry Insider*, viewed 31/07/18, <https://www.ibisworld.com.au/media/2018/05/22/rubbish-news-chinas-ban-on-waste-imports-set-to-affect-the-waste-management-sector/>.

new entrants to the industry. However, the CPC20211 Certificate II in Property Services Pathways is also currently under review so this approach was deferred.

The CPP20411 Certificate II in Waste Management has very low enrolments nationally (with only ten enrolments for 2017 and 2018) and was designed as a prevocational program. The TAG stood by its recommendation that the CPP20411 Certificate II in Waste Management be deleted. The five waste management units specific to the Certificate II were reviewed and found to be unsatisfactory as stand-alone units. Relevant aspects were incorporated into revised units.

During the consultation one RTO that does not have the Certificate II on scope provided feedback that ‘the Certificate II still has a valuable space. We want to use it for people with intellectual disabilities and the jump to a Certificate III is going to be too much.’ With the deletion of the Certificate II, the RTO will have the option of selecting relevant waste management units to create a skill set to provide learners with the relevant skills and knowledge in waste management. Alternatively, the RTO could consider offering the *TLISS00168 Introduction to the Waste Industry Skill Set* or the *TLISS00179 Waste Industry Off-Sider Skill Set*. However, skill sets do not attract government funding in all jurisdictions so a skill set may not be attractive to all RTOs in all jurisdictions.

The CPP50811 Diploma of Waste Management was identified as having had zero enrolments for the period 2015–2019 and only on the scope of one privately operated Queensland-based RTO. In line with COAG Industry Skills Council reforms to remove obsolete and superfluous qualifications from the system, the Diploma is recommended for deletion.

Three stakeholders commented that they felt a Diploma of Waste Management was needed. Two did not provide any rationale. One observed that a qualification was needed for managers in the industry. When considering this feedback, the TAG was of the view that the negligible uptake of the CPP50811 Diploma of Waste Management was because learners wanting skills in management were not attracted to the qualification. Existing BSB Business Services Training Package qualifications such as the BSB51918 Diploma of Leadership and Management would be more appealing and provide skills and knowledge that would be transferable to the waste management industry.

Decision being sought from the AISC

To note the work undertaken and approve the submission.

C. Evidence of industry support

Evidence of consultation with all relevant stakeholders

Building on the consultation undertaken to inform the Case for Change, in May 2018 the Property Services IRC nominated Kevin Poynton as the Chair of the Waste Management TAG. Kevin represented the Waste Management Association of Australia on the IRC and brought to the Chair role a solid background in the waste management industry.

Expressions of Interest to be a member of the TAG were called through the Artibus Innovation newsletter and the opportunity to participate was promoted on the Artibus Innovation website. Telephone and follow up email communications seeking industry involvement in the qualifications review were targeted at key stakeholders, including:

- the Waste Management Association of Australia (WMAA), rebranded to the Waste Management and Resource Recovery Association of Australia (WMRR)
- the Australian Council of Recyclers (ACOR)
- Suez, Veolia and Cleanaway, which are three of the leading organisations in waste management in Australia and globally
- Council Alliance for a Sustainable Built Environment (CASBE)
- Victorian Government Department of Environment, Land, Water and Planning (DELWP)
- local government – metropolitan (Sydney, Melbourne, Gold Coast) and regional (Shire of Ashburton, Pilbara WA).

The working group held in July 2019 sought broader industry involvement by directly inviting representatives from Talis Consultants, Suez, Cleanaway, Re.Group and the Western Australian Local Government Association to participate. Unfortunately, all declined. However, a representative from Bingo NSW did participate via Zoom.

Technical Advisory Group

In total, nine nominations were received, with eight nominees subsequently forming the Waste Management TAG. The direct targeting of industry and local government did not draw any expressions of interest. TAG membership included representatives from Veolia and the Facility Management Association of Australia, waste management consultants, a contractor and a training provider. Between them, TAG members provided experience and expertise across the three waste streams: domestic and municipal, commercial and industrial, and construction and demolition.

The TAG provided expert industry and RTO input into the training package product review and redevelopment, and guided engagement with the industry. Their work assisted with clarifying the skills and knowledge requirements for job roles in waste management and informed the redesign of the units and the structure of the qualifications. The TAG also discussed key consultation feedback and considered recommendations. Refer to Appendix A for a list of TAG members.

The TAG met 11 times during the project and two TAG working groups were held.

	TAG Meetings
1	9 August 2018
2	30 October 2018
3	27 November 2018
4	22 January 2019
5	28 February 2019

6	28 March 2019
7	30 May
8	7 June 2019
9	9 July 2019
10	6 August 2019
11	17 September 2019
	Working Group Meetings
1	22 April 2019
2	24–25 July 2019

Surveys

To gather broad industry input on training package product improvement, two surveys were undertaken. The first draft of the materials, comprising 27 units and two qualifications (the Certificates III and IV in Waste Management), were made available for public comment between 17 June and 1 July 2019.

The WMRR alerted over 6,464 contacts on its database of the opportunity to have a say about training package products for the waste management industry. The Artibus Innovation newsletter went to approximately 4,000 subscribers and 34 targeted emails were sent to waste management stakeholders. TAG members also sought feedback through their networks.

Feedback was constructive and in support of the two qualifications. There were nine completed responses to the survey and feedback via email from:

- four local councils (WA, NSW and SA)
- a major employer (Cleanaway, NSW)
- an industry association (Resource Recovery Australia, NSW)
- a waste management consultant
- an RTO.

This feedback was compiled into a report that the TAG discussed and actioned where appropriate.

Consideration of the feedback resulted in:

- confirmation that the emerging practices of food and garden organics (FOGO), leachate and landfill gas management, waste to energy and waste management for multi-use developments were appropriately addressed in relevant units
- addition of one imported elective unit in the CPP40919 Certificate IV in Waste Management and two waste management units from the Certificate IV into the Certificate III elective group
- modification to the titles of four units of competency to better reflect occupational outcomes
- minor adjustments to the performance evidence and knowledge evidence to better reflect industry requirements
- the total number of waste management units being further rationalised – four units were identified as replicating coverage, so they were merged into two; four units were identified as reflecting job roles that require specialist skills outside the scope of waste management and so were recommended for deletion.

The second survey of the final drafts of the 21 waste management units and the Certificates III and IV in Waste Management were made available for public consideration during the period 12–26 August 2019. Again, WMAA sent out direct electronic mail to members on its extensive database. The Artibus Innovation newsletter and targeted emails were also sent to stakeholders.

Positive and constructive feedback was received from 15 respondents, all in support of the qualifications:

- two waste management consultants (SA and QLD)
- six local government councils (three from NSW, three from WA)
- four waste management companies (all in the NT)
- one regulator (WA)
- the Victorian Department of Education and Training
- one RTO (VIC).

This feedback was compiled into a report that the TAG discussed and actioned where appropriate.

Consideration of the feedback resulted in:

- modification of the packaging rules for the CPP40919 Certificate IV in Waste Management to strengthen waste management outcomes
- a waste avoidance unit being included in the core of the CPP40919 Certificate IV in Waste Management
- addition of another five imported elective units in the CPP40919 Certificate IV in Waste Management
- minor adjustments to the knowledge evidence in six units to strengthen references to dangerous goods.

Project Register

Throughout the project any emails or phone calls received about waste management were recorded in a project register. For instance, the Strata Community Association contacted the project manager about waste management needs in multi-unit developments. This and other suggestions in relation to the training package components were communicated to the TAG for consideration in the review and development processes.

Calls from RTOs wanting to get waste management on scope and local government asking about the availability of training were re-directed as appropriate.

Engagement with State and Territory Training Authorities

State and Territory Training Authorities (STAs) have been engaged with throughout the review process by direct email correspondence and Artibus Innovation newsletters. All STAs were informed of the training package product review and development work, including:

- draft training package products and surveys as published on our website
- draft training package components, including this Case for Endorsement and accompanying materials, were provided to the STAs in October 2019

Report by exception

The quality assured project was sent to the STAs for their consideration and sign – off on 30 October 2019. This sign – off period closed on 13 November 2019.

The following STAs have provided a response and support the project progressing to the AISC:

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

The STAs listed below did not provide feedback or a response on the project:

- Australian Capital Territory
- Victoria
- South Australia.

D. Industry expectations about training delivery

Advice about industry's expectations of training delivery

Historically the waste management industry has not embraced nationally recognised qualifications.

Operating in a competitive business market, waste management companies have tended to see formal training as a cost. In large companies, workers are likely to receive in-house training. Smaller operators are not likely to engage in training.

Internationally, when the waste management industry is tightly regulated (such as Germany and Wales), the workforce is more qualified.

In Australia, however, the waste management industry is relatively immature. But with conditions such as the waste crisis in Victoria (*The Age*, Saturday September 7, 2019, pages 30–31) also being experienced in other states and territories, the waste management industry is on the verge of significant changes.

Throughout consultation it was evident that there is an increasing demand from local government around Australia for training in waste management.

IRC recommendations on traineeships and apprentices

The Property Services IRC has not made any recommendations on traineeships and apprenticeships for the CPP30719 Certificate III in Waste Management or the CPP40919 Certificate IV in Waste Management.

Letters of support

Email and a letter of support for the revised qualifications in waste management were submitted by:

Tony Khoury, Executive Director, Waste Contractors and Recyclers Association of NSW

Ziggy Shlemon, Manager Resource Recovery and Waste Services, Blue Mountains City Council, NSW

Steve Atkinson, Waste Transfer Station and Store Operator, Renmark-Paringa Council, SA.

These are provided at Appendix 3.

E. Implementation of new training package components

Advice on occupational and licensing requirements

Australian states and territories have policy and legislative frameworks covering waste management, in addition to specialised requirements covering the disposal of hazardous wastes and the contractual requirements negotiated by local government. There are no occupational or licensing requirements associated with the units or qualifications in waste management.

Advice on downstream effects of changes

As the CPP30719 Certificate III in Waste Management and the CPP40919 Certificate IV in Waste Management are not equivalent to the previous iterations of the qualifications, RTOs will need to apply to ASQA to have these added to their scope.

There are seven RTOs listed on training.gov.au with the [CPP30711 Certificate III in Waste Management](#) on scope and notified delivery.

There are three RTOs listed on training.gov.au with the [CPP40911 Certificate IV in Waste Management](#) on scope and notified delivery.

There are 12 CPPWMT waste management units from the CPP07 Property Services Training Package are imported into five other training packages:

- AHC Agriculture, Horticulture and Conservation and Land Management Training Package
- BSB Business Services Training Package
- DEF Defence Training Package
- MSS Sustainability Training Package
- TLI Transport and Logistics Training Package.

Artibus Innovation has been in communication with the relevant SSOs: Skills Impact, Australian Industry Skills, PwC's Skills for Australia and IBSA Manufacturing. No issues have been raised in relation to the proposed changes.

Further discussions have been held with Skills IQ as this SSO is considering importing the updated waste management units into the qualifications being reviewed in the update to the LGA04 Local Government Training Package, which has recently completed Draft 1 of the industry consultation.

Implementation management strategy

Predicated on AISC approval, the strategy Artibus Innovation will use to communicate the changes to the waste management components of the CPP Property Services Training Package will include:

- direct phone calls and emails to the RTOs with the CPP30711 Certificate III in Waste Management and the CPP40911 Certificate IV in Waste Management on scope
- emails via WMRR to contacts on their database
- emails to Artibus Innovation newsletter subscribers
- emails to all organisations and individuals involved in the consultation processes.

F. Quality assurance reports

Editorial report and equity report

The editorial report and the equity report have been undertaken by Sue Hamilton.

Editorial Report

1. Cover page

Information required	Detail
Training Package title and code	CPP Property Services Training Package Release 10.0.
Number of new qualifications and their titles ²	Nil
Number of revised qualifications and their titles	There are two revised qualifications: <ul style="list-style-type: none">• CPP30719 Certificate III in Waste Management• CPP40919 Certificate IV in Waste Management
Number of new units of competency and their titles	Nil

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

<p>Number of revised units of competency and their titles</p>	<p>Twenty-one new units of competency have been developed:</p> <ul style="list-style-type: none"> • CPPWMT3001 Identify and segregate waste • CPPWMT3002 Conduct waste resource recovery • CPPWMT3003 Identify and respond to hazards and emergencies in waste management • CPPWMT3004 Comply with environmental protection requirements when transporting waste • CPPWMT3005 Maintain storage area for waste management equipment and consumables • CPPWMT3006 Receive, transfer and dispatch waste • CPPWMT3007 Process waste using plant • CPPWMT3008 Store and monitor contained waste • CPPWMT3009 Place, compact and cover waste at landfill sites • CPPWMT3010 Maintain waste landfill sites • CPPWMT3011 Conduct waste assessments • CPPWMT4001 Develop proposals for waste management services • CPPWMT4002 Develop waste management plans • CPPWMT4003 Implement waste management plans • CPPWMT4004 Prepare waste management tenders • CPPWMT4005 Implement waste management site safety plans • CPPWMT4006 Monitor waste landfill sites • CPPWMT4007 Organise and monitor waste management operations • CPPWMT4008 Provide waste management information to stakeholders
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	<ul style="list-style-type: none"> • CPPWMT4009 Conduct waste audits • CPPWMT4010 Assess and advise on waste avoidance options
Confirmation that the draft training package components are publication-ready	The draft components reviewed for waste management meet the requirements of the Standards for Training Packages 2012. Artibus Innovation states that the proposed components are currently in pre-publishing mode on the TPCMS and will be publication ready on endorsement.
Is the Editorial Report prepared by a member of the Quality Assurance Panel? If 'yes' please provide a name.	Yes - Sue Hamilton is a member of the Quality Assurance Panel.
Date of completion of the report	9 October 2019

2. Content and structure

Units of competency

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 structure of the 21 revised units complies with the unit of competency template.</p> <p>The coding and titling of the units comply with the unit of competency template.</p> <p>There are no occupational licensing or certification requirements for the units submitted. Four units refer to licensing requirements for operating plant and equipment used in waste management. Users are referred to the relevant regulatory authority for further information.</p> <p>No units contain prerequisite units.</p> <p>All units include references to Foundation Skills which are either explicit in the performance criteria or included as separate statements in the Foundation Skills field.</p> <p>The equivalence (old to revised or new) is stated in each unit. Thirteen of the 21 units are listed as having no equivalent unit.</p>
<p>Standard 7:</p> <ul style="list-style-type: none"> The structure of assessment requirements complies with the assessment requirements template. 	<p>All 21 units of competency have associated assessment requirements, which comply with the assessment requirements template and the Standards for Training Packages 2012.</p> <p>The assessment requirements are clearly written and have consistent breadth and depth. The performance evidence is very succinct, reflects workplace tasks and includes appropriate volume and frequency requirements.</p> <p>Wording within the Assessment Conditions is applied consistently and follows Artibus Innovation's style requirements.</p> <p>Artibus Innovation has indicated that all aspects of the assessment requirements are</p>

Editorial requirements	Comments
	approved by stakeholders and the Property Services Industry Reference Committee (IRC).

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>The two revised qualifications comply with the qualification template with all required fields completed.</p> <ul style="list-style-type: none"> Coding and titling are appropriate reflecting changes from the previous version of each qualification. No entry requirements are specified. The core and electives cover CPPWMT units and imported units from seven Training Packages, namely: Business Services (BSB), Transport and Logistics (TLI), Agriculture, Horticulture and Conservation and Land Management (AHC), Forest and Wood Products (FWP) Local Government (LGA), Training and Assessment (TAE) and Health (HLT). The list of units contains groupings within the electives to assist with the selection of units. The equivalence of the revised to previous version is stated in each qualification with a brief summary of key changes between the versions.
<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>No credit arrangements with Higher Education apply to the qualifications within the CPP Training Package Release 10.0 (which includes the two reviewed). This information is provided in the CPP CVIG (p 182).</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 <i>CPP Property Services Training Package Companion Volume Implementation Guide, Release 10.0</i>.</p> <p>The CPP CVIG complies with the companion volume implementation guide template included in the 2012 Standards and has been quality assured in line with Artibus Innovation’s internal processes and editorial review.</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 – units, qualifications, CfE and CPP CVIG.</p> <p>Artibus Innovation addressed minor edits / typographical errors noted during the editorial review.</p>
<ul style="list-style-type: none"> Units of competency and their content are presented in full. 	<p>All 21 units of competency and their associated assessment requirements were presented in full.</p>

Editorial requirements	Comments by the editor
<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>This editorial review has incorporated checking:</p> <ul style="list-style-type: none"> • spelling/typing errors • numbering (codes and performance criteria) • sequencing of units and qualifications • checking acronyms • consistency of language throughout • structure and presentation of documents • compliance with templates. <p>Throughout this process, the Artibus Innovation team incorporated many of the suggestions provided in an interim report during the editorial review or explained their reasoning for why aspects should stay as they are.</p>

Equity report

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPP Property Services Training Package, Release 10.0.
Number of new qualifications and their titles ³	Nil
Number of revised qualifications and their titles	<p>There are two revised qualifications:</p> <ul style="list-style-type: none"> • CPP30719 Certificate III in Waste Management • CPP40919 Certificate IV in Waste Management
Number of new units of competency and their titles	Nil

³ When the number of training products is high the titles can be presented as an attached list.

Information required	Detail
<p>Number of revised units of competency and their titles</p>	<p>Twenty-one new units of competency have been developed:</p> <ul style="list-style-type: none"> • CPPWMT3001 Identify and segregate waste • CPPWMT3002 Conduct waste resource recovery • CPPWMT3003 Identify and respond to hazards and emergencies in waste management • CPPWMT3004 Comply with environmental protection requirements when transporting waste • CPPWMT3005 Maintain storage area for waste management equipment and consumables • CPPWMT3006 Receive, transfer and dispatch waste • CPPWMT3007 Process waste using plant • CPPWMT3008 Store and monitor contained waste • CPPWMT3009 Place, compact and cover waste at landfill sites • CPPWMT3010 Maintain waste landfill sites • CPPWMT3011 Conduct waste assessments • CPPWMT4001 Develop proposals for waste management services • CPPWMT4002 Develop waste management plans • CPPWMT4003 Implement waste management plans • CPPWMT4004 Prepare waste management tenders • CPPWMT4005 Implement waste management site safety plans • CPPWMT4006 Monitor waste landfill sites • CPPWMT4007 Organise and monitor waste management operations • CPPWMT4008 Provide waste management information to stakeholders • CPPWMT4009 Conduct waste audits <p>CPPWMT4010 Assess and advise on waste avoidance options</p>

Information required	Detail
Confirmation that the draft training package components meet the requirements in Section 2 <i>Equity checklist of draft training package components</i>	The draft components reviewed for waste management 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 - Sue Hamilton is a member of the Quality Assurance Panel.
Date of completion of the report	9 October 2019

Section 2 – Equity checklist of draft training package components

Equity requirements	Equity reviewer comments
	Provide brief commentary on whether the draft endorsed components meet each of the equity requirements
<p>The training package component(s) comply with Standard 2 of the <i>Standards for Training Packages 2012</i>. The standard requires compliance with the <i>Training Package Products Policy</i>, specifically with the access and equity requirements:</p> <ul style="list-style-type: none"> • Training Package developers must meet their obligations under Commonwealth anti-discrimination legislation and associated standards and regulations. • Training Package developers must ensure that Training Packages are flexible and that they provide guidance and recommendations to enable reasonable 	<p>The 21 revised units of competency and two qualifications reviewed comply with Standard 2 of the <i>Standards for Training Packages</i> and the Training Package Products Policy.</p> <p>The <i>CPP Companion Volume Implementation Guide, Release 10.0</i>. (CPP CVIG) 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 <i>Disability Standards for Education, 2005</i>. (p 182)</p>

Equity requirements	Equity reviewer comments
adjustments in implementation.	Provide brief commentary on whether the draft endorsed components meet each of the equity requirements

Section 3 - Training Package Quality Principles

Quality Principle 4

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

Key features

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

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

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

Equity requirements	Equity reviewer comments
1. What evidence demonstrates that the draft components provide flexible qualifications/units of competency that enable application in different contexts?	<p>The two qualifications and 21 units have been transitioned to meet the requirements of the Standards for Training Packages (2012) and updated to meet industry needs.</p> <p>The qualifications include CPP units, imported units across seven training packages, and the ability to import additional electives from suitable training packages allowing mobility across sectors. They also group electives to provide options and guidance on selection of electives, for individuals and employers in different contexts or in specialist occupational areas.</p> <p>The assessment requirements of all the units submitted for review, specify that assessment must take place in a workplace or in a simulated workplace environment. This allows for assessment to occur in a range of different contexts.</p>

Equity requirements	Equity reviewer comments
2. Is there evidence of multiple entry and exit points?	<p>There are no entry requirements for either qualification.</p> <p>The industry acknowledges that there is a close relationship between waste management and other operational industries such as transport and many entrants to the qualifications will be from outside the waste management sector. There is some overlap in core units (4 units) between the Certificate III and IV to address the need for core waste functions for those entering at Certificate IV level and to provide appropriate articulation for those who have completed the Certificate III.</p> <p>The qualifications provide groupings of electives to address the specialist streams and contexts within the industry.</p>
3. Have prerequisite units of competency been minimised where possible?	There are no prerequisite units.
4. Are there other examples of evidence that demonstrate how the key features of the flexibility principle are being achieved?	<p>The revised qualifications include groupings of units in specialist areas within the electives to provide guidance on the selection of units to achieve specific occupational outcomes.</p> <p>The qualifications include imported units and the packaging rules allow for additional units from other training packages to be imported as elective units promoting mobility across sectors. It is noted that the option to select elective units from accredited courses was not included in the packaging rules.</p> <p>The units are written to be suitable and adaptable across a range of government and commercial 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

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>General pathways advice is provided for the CPP qualifications in the CVIG (p163). Specific pathway advice for the waste management qualifications is not provided.</p> <p>There are no credit arrangements for pathways to Higher Education (refer to p182 CPP CVIG).</p>

Quality Principle 6

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

Key features

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

Equity requirements	Equity reviewer comments
<p>1. Does the Companion Volume Implementation Guide include advice about:</p> <ul style="list-style-type: none"> • Pathways • Access and equity • Foundation skills? <p>(see Training Package Standard 11)</p>	<p>The <i>CPP CVIG, Release 10.0</i>, includes adequate information about access and equity issues and basic training pathway information. Guidance to ensure that learners are not discriminated against, and guidance about reasonable adjustment to accommodate learners with disabilities or needs are provided in the CPP CVIG (p182).</p> <p>The CPP CVIG also outlines information about Foundation Skills and the framework adopted, namely: the Australian Core Skills Framework (ACSF).</p>
<p>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?</p>	<p>All 21 units include references to Foundation Skills which are either explicit in the performance criteria or included as separate statements in the Foundation Skills field.</p> <p>The foundation skills within the performance criteria of the units do not exceed the foundation skills required in the workplace.</p>

Quality report

The quality report has been undertaken by Kerry Jennings.

Section 1 – Cover page

Information required	Detail
Training Package title and code	CPP Property Services Training Package Release 10.0
Number of new qualifications and their titles ⁴	0
Number of revised qualifications and their titles	Two revised qualifications: <ul style="list-style-type: none">• CPP30719 Certificate III in Waste Management• CPP40919 Certificate IV in Waste Management.
Number of new units of competency and their titles	Ten new units of competency: <ul style="list-style-type: none">• CPPWMT3002 Conduct waste resource recovery• CPPWMT3003 Identify and respond to hazards and emergencies in waste management• CPPWMT3006 Receive, transfer and dispatch waste• CPPWMT3007 Process waste using plant• CPPWMT3008 Store and monitor contained waste• CPPWMT3009 Place, compact and cover waste at landfill sites• CPPWMT4001 Develop proposals for waste management services• CPPWMT4002 Develop waste management plans• CPPWMT4007 Organise and monitor waste management operations• CPPWMT4009 Conduct waste audits.

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

Information required	Detail
<p>Number of revised units of competency and their titles</p>	<p>Eleven revised units of competency:</p> <ul style="list-style-type: none"> • CPPWMT3001 Identify and segregate waste • CPPWMT3004 Comply with environmental protection requirements when transporting waste • CPPWMT3005 Maintain storage area for waste management equipment and consumables • CPPWMT3010 Maintain waste landfill sites • CPPWMT3011 Conduct waste assessments • CPPWMT4003 Implement waste management plans • CPPWMT4004 Prepare waste management tender submissions • CPPWMT4005 Implement waste management site safety plans • CPPWMT4006 Monitor waste landfill sites • CPPWMT4008 Provide waste management information to stakeholders • CPPWMT4010 Assess and advise on waste avoidance options.
<p>Confirmation that the panel member is independent of:</p> <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 <p>('Yes' or 'No')</p> <ul style="list-style-type: none"> • undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No') 	<p>Yes</p> <p>Yes</p> <p>Yes</p>

Information required	Detail
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	I can confirm that the waste management components of the <i>CPP Property Services Training Package Release 10.0</i> are compliant with the <i>Standards for Training Packages 2012</i> as outlined in Section 2 below and the Editorial Report.
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	I can confirm that the waste management components of the <i>CPP Property Services Training Package Release 10.0</i> are compliant with the <i>Training Package Products Policy</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	I confirm that the waste management components of the <i>CPP Property Services Training Package Release 10.0</i> are compliant with the <i>Training Package Development and Endorsement Process Policy</i> .
<p>Panel member's view about whether:</p> <ul style="list-style-type: none"> • 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>I am confident that there is evidence that:</p> <ul style="list-style-type: none"> • the consultation and validation processes were 'fit for purpose' and commensurate with the scope – as is required, Artibus Innovation has taken a national approach to reviewing the two qualifications where completions for the CPP30711 Certificate III in Waste Management are registered in five states and completions for the CPP40911 Certificate IV in Waste Management are only registered in two states • the estimated impact of the proposed changes is sufficient and convincing – the impact on the industry will be a restructured Certificate III qualification with two waste streams and a restructured Certificate IV with a focus on waste management specialisation roles.
Name of panel member completing Quality Report	Kerry Jennings
Date of completion of the Quality Report	28 October 2019

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
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<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 waste management components of the <i>CPP Property Services Training Package Release 10.0</i> include two qualifications and twenty-one units of competency and their associated assessment requirements:</p> <ul style="list-style-type: none"> • CPP30719 Certificate III in Waste Management • CPP40919 Certificate IV in Waste Management • CPPWMT3001 Identify and segregate waste • CPPWMT3002 Conduct waste resource recovery • CPPWMT3003 Identify and respond to hazards and emergencies in waste management • CPPWMT3004 Comply with environmental protection requirements when transporting waste • CPPWMT3005 Maintain storage area for waste management equipment and consumables • CPPWMT3006 Receive, transfer and dispatch waste • CPPWMT3007 Process waste using plant • CPPWMT3008 Store and monitor contained waste • CPPWMT3009 Place, compact and cover waste at landfill sites • CPPWMT3010 Maintain waste landfill sites • CPPWMT3011 Conduct waste assessments • CPPWMT4001 Develop proposals for waste management services • CPPWMT4002 Develop waste management plans • CPPWMT4003 Implement waste management plans • CPPWMT4004 Prepare waste management tenders • CPPWMT4005 Implement waste management site safety plans
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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)
		<ul style="list-style-type: none"> • CPPWMT4006 Monitor waste landfill sites • CPPWMT4007 Organise and monitor waste management operations • CPPWMT4008 Provide waste management information to stakeholders • CPPWMT4009 Conduct waste audits • CPPWMT4010 Assess and advise on waste avoidance options. <p>As indicated in the Editorial Report, 'The CPP CVIG complies with the companion volume implementation guide template included in the 2012 Standards and has been quality assured in line with Artibus Innovation's internal processes and editorial review.'</p>
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	<p>YES</p>	<p>The coding, titling, mapping and advice complies with the <i>Training Package Products Policy</i>.</p> <p>The Equity Report also indicates that in relation to Standard 2, the Training Package developers have complied with the <i>Training Package Products Policy</i> in that:</p> <p style="padding-left: 40px;">'The <i>CPP Companion Volume Implementation Guide, Release 10.0</i>. (CPP CVIG) 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 <i>Disability Standards for Education, 2005</i>.'</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 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 Case for Endorsement outlines how the Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i> by:</p> <ul style="list-style-type: none"> • creating an industry technical advisory group (TAG) • consulting with and involving stakeholders in the development and review process on a national basis • drafting the waste management components outlined in the activity order • making these drafts available on the Artibus Innovation website • using a range of industry avenues to inform stakeholders about the development and review process and how to be involved • working through and responding to all comments received • finalising the waste management components of the <i>CPP Property Services Training Package Release 10.0</i> for submission to the AISC through the Property Services IRC.
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	<p>YES</p>	<p>In my mind, sign-off by the Property Services IRC on the waste management components of the <i>CPP Property Services Training Package Release 10.0</i> indicates that the units of competency specify the standards of performance required in the workplace.</p>
<p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	<p>YES</p>	<p>This is confirmed by my reading of the units and the Editorial Report.</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 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	<p>YES</p>	<p>This is confirmed by my reading of the assessment requirements and the Editorial Report, which also states that:</p> <p style="padding-left: 40px;">'Wording within the Assessment Conditions is applied consistently and follows Artibus Innovation's style 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>This is confirmed by my reading of the assessment requirements and the Editorial Report, which also states that:</p> <p style="padding-left: 40px;">'The assessment requirements are clearly written and have consistent breadth and depth. The performance evidence is very succinct, reflects workplace tasks and includes appropriate volume and frequency requirements.'</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 CPP30719 Certificate III in Waste Management establishes that:</p> <ul style="list-style-type: none"> • 'Individuals with this qualification perform tasks in varied contexts, which involve known routines, methods and procedures, and judgement in recognising waste types and managing hazards.' • Graduates will develop theoretical and practical knowledge and skills for work in waste management and a range of cognitive, technical and communication skills related to waste management collection and processing. <p>The CPP40919 Certificate IV in Waste Management establishes that:</p> <ul style="list-style-type: none"> • 'Individuals operating in these waste management specialisation roles apply solutions to a defined range of predictable and unpredictable problems, and provide leadership and guidance to others.' • Graduates will develop theoretical and practical knowledge and skills for specialised work in waste management and a broad range of cognitive, technical and communication skills related to specialisation roles in waste collection, processing, minimisation and recovery operations in supervisory, leadership or sales roles.

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 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	<p>YES</p>	<p>This is confirmed by my reading of the qualifications and the Editorial Report, which also states that all required fields have been completed and that:</p> <p style="padding-left: 40px;">‘Coding and titling are appropriate reflecting changes from the previous version of each qualification.</p> <p style="padding-left: 40px;">No entry requirements are specified.</p> <p style="padding-left: 40px;">The core and electives cover CPPWMT units and imported units from seven Training Packages, namely ...</p> <p style="padding-left: 40px;">The equivalence of the revised to previous version is stated in each qualification with a brief summary of key changes between the versions.’</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>This is confirmed by my reading of the credit arrangements documentation and the Editorial Report, which also states that:</p> <p style="padding-left: 40px;">‘No credit arrangements with Higher Education apply to the qualifications within the CPP Training Package Release 10.0 (which includes the two reviewed). This information is provided in the CPP CVIG.’</p>
<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>This is confirmed by my checking of the CVIG, the Case for Endorsement and the Editorial Report.</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 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	<p>YES</p>	<p>Artibus Innovation has confirmed that requests from stakeholders for other quality assured companion volumes will be considered when and if they are received.</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 Case for Endorsement:</p> <ul style="list-style-type: none"> outlines that the waste management project was included in the <i>Property Services Industry Skills Forecast 2018</i> and approved by the AISC as a Case for Change documents the relevant activity order for the waste management project.
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> ensure obsolete and superfluous qualifications are 	YES and N/A	<p>The Case for Endorsement explains that:</p> <ul style="list-style-type: none"> two obsolete qualifications have been proposed for deletion from the national register due to a lack of demand to-date the industry has not embraced nationally recognised qualifications, formal training has been seen as a cost by businesses (and therefore, presumably, to be avoided), and in-house training has generally only been provided by larger companies; this is predicted to change as the waste management issues being experienced in Victoria become increasingly relevant for other states and territories – during the project demand for training from local government grew – and so, it is anticipated that the revised qualifications will accommodate industry's expectations of and need for training it is anticipated that the restructuring of the CPP30719 Certificate III in Waste Management into two streams – collection and processing – will

<p>removed from the system</p> <ul style="list-style-type: none"> • 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>support workers to move within and across these job roles</p> <ul style="list-style-type: none"> • it is anticipated that the restructuring of the CPP40919 Certificate III in Waste Management with a focus on specialisation roles in waste collection, processing, minimisation and recovery operations in supervisory, leadership or sales roles, will support workers to move from one related occupation to another • again, it is anticipated that the ten new and eleven revised units of competency will have resonance across the different areas of waste management – domestic and municipal, commercial and industrial, and construction and demolition • while no industry-specific skill sets have been identified, the range of units in the qualifications would enable RTOs to create their own skill sets to suit individual learners or enterprises; complementary skill sets are also available in the TLI Transport and Logistics Training Package.
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p>YES</p>	<p>The expectation has been that the breadth and depth of experience among TAG members combined with the networks developed by Artibus Innovation would ensure that the revised Training Package components would ‘reflect contemporary work organisation and job profiles incorporating a future orientation’.</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 support for movement of skills can be evidenced in that both qualifications:</p> <ul style="list-style-type: none"> • use a core and elective model • have a ‘general’ group of elective units, where the overwhelming majority of the units have been imported from other Training Packages • have relevance across a of range of government and private sectors involved in municipal, solid, commercial, industrial, construction and demolition waste management. <p>Skill Sets have not been identified for waste management.</p>
Promote national and international portability	N/A	
Reflect regulatory requirements and licensing	N/A and YES	<p>While there are no occupational or licensing requirements associated with the units or qualifications in waste management, the units and qualifications reflect the government policy and legislative frameworks covering waste management, specialised requirements covering the disposal of hazardous wastes and the contractual requirements negotiated by local government.</p> <p>The operation of specific plant and equipment, which may also from part of licensing requirements, is acknowledged in the relevant waste management units.</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>
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Reflect national consensus	YES	<p>The Case for Endorsement indicates active engagement across industry by Artibus Innovation to achieve a national consensus about the advice being provided to the AISC in that a range of stakeholders have been informed about and involved in the project.</p> <p>Based on NCVER data alone, representation on the TAG is perhaps unjustifiably skewed to WA and QLD where enrolment data is not yet reflected in completion data.</p> <p>However, national representation is evident in the consultation, which is significant given that completion and enrolment data is not spread across states and territories:</p> <ul style="list-style-type: none"> • NCVER completion data filtered by state for <i>CPP30711 Certificate III in Waste Management</i> indicates <table border="1" data-bbox="718 869 1385 1361"> <thead> <tr> <th></th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>NSW</td> <td>10</td> <td>5</td> <td>10</td> <td>15</td> </tr> <tr> <td>QLD</td> <td>20</td> <td>0</td> <td>5</td> <td>0</td> </tr> <tr> <td>SA</td> <td>0</td> <td>10</td> <td>0</td> <td>0</td> </tr> <tr> <td>VIC</td> <td>25</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>WA</td> <td>0</td> <td>0</td> <td>0</td> <td>10</td> </tr> <tr> <td>??</td> <td></td> <td></td> <td>5</td> <td></td> </tr> <tr> <td>TOTAL</td> <td>60</td> <td>15</td> <td>20</td> <td>25</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • NCVER enrolment data filtered by state for <i>CPP30711 Certificate III in Waste Management</i> indicates <table border="1" data-bbox="718 1563 1385 1989"> <thead> <tr> <th></th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>NSW</td> <td>15</td> <td>45</td> <td>40</td> <td>85</td> </tr> <tr> <td>QLD</td> <td>40</td> <td>20</td> <td>10</td> <td>0</td> </tr> <tr> <td>TAS</td> <td>30</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>VIC</td> <td>10</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>WA</td> <td>70</td> <td>85</td> <td>20</td> <td>25</td> </tr> <tr> <td>TOTAL</td> <td>165</td> <td>150</td> <td>70</td> <td>110</td> </tr> </tbody> </table>		2015	2016	2017	2018	NSW	10	5	10	15	QLD	20	0	5	0	SA	0	10	0	0	VIC	25	0	0	0	WA	0	0	0	10	??			5		TOTAL	60	15	20	25		2015	2016	2017	2018	NSW	15	45	40	85	QLD	40	20	10	0	TAS	30	0	0	0	VIC	10	0	0	0	WA	70	85	20	25	TOTAL	165	150	70	110
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TOTAL	165	150	70	110																																																																									

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>																																																		
		<ul style="list-style-type: none"> NCVER completion data filtered by state for <i>CPP40911 Certificate IV in Waste Management</i> indicates <table border="1" data-bbox="719 692 1385 999"> <thead> <tr> <th></th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>NSW</td> <td>5</td> <td>0</td> <td>35</td> <td>15</td> </tr> <tr> <td>QLD</td> <td>10</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>??</td> <td></td> <td>5</td> <td></td> <td></td> </tr> <tr> <td>TOTAL</td> <td>15</td> <td>5</td> <td>35</td> <td>15</td> </tr> </tbody> </table> NCVER enrolment data filtered by state for <i>CPP40911 Certificate IV in Waste Management</i> indicates <table border="1" data-bbox="719 1198 1385 1505"> <thead> <tr> <th></th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>NSW</td> <td>5</td> <td>5</td> <td>40</td> <td>20</td> </tr> <tr> <td>QLD</td> <td>15</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>VIC</td> <td>5</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>TOTAL</td> <td>30</td> <td>5</td> <td>40</td> <td>20</td> </tr> </tbody> </table> 		2015	2016	2017	2018	NSW	5	0	35	15	QLD	10	0	0	0	??		5			TOTAL	15	5	35	15		2015	2016	2017	2018	NSW	5	5	40	20	QLD	15	0	0	0	VIC	5	0	0	0	TOTAL	30	5	40	20
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TOTAL	30	5	40	20																																																

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>
Recognise convergence and connectivity of skills	N/A	<p>The imported units in the two qualifications are general, cross-industry units and as such 'recognise convergence and connectivity of skills', for example:</p> <p>CPP30711 Certificate III in Waste Management</p> <ul style="list-style-type: none"> • TLIF1001 Follow work health and safety procedures • TLID1001 Shift materials safely using manual handling methods • HLTAID003 Provide first aid • BSBPRO301 Recommend products and services • BSBFLM312 Contribute to team effectiveness • TLIF3091 Apply awareness of dangerous goods and hazardous materials requirements • TLIU2012 Participate in environmentally sustainable work practices <p>CPP40911 Certificate IV in Waste Management</p> <ul style="list-style-type: none"> • BSBSUS401 Implement and monitor environmentally sustainable work practices • BSBWHS307 Apply knowledge of WHS laws in the workplace • CPPCMN4003 Establish, develop and monitor teams • BSBCOM405 Promote compliance with legislation • BSBWRT401 Write complex documents • LGACORE601B Develop, implement and review operational plans.

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>In both qualifications, the qualification description explains that the qualifications meet the diversity of individual and employer needs because they support waste management work undertaken ‘across a range of government and private sectors involved in municipal, solid, commercial, industrial, construction and demolition waste management’. This is supported by the packaging rules that allow for elective units to be imported from a current Training Package.</p> <p>The Equity Report also confirms that:</p> <p>‘The units are written to be suitable and adaptable across a range of government and commercial contexts.’</p>
Support equitable access and progression of learners	YES	<p>Artibus Innovation has confirmed that learners who exit the qualifications early will receive a Statement of Attainment for individual units of competency attained.</p> <p>The Editorial Report confirms that none of the twenty-one units has a prerequisite requirement.</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	N/A	

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>The Case for Endorsement and the Equity Report confirm that the <i>Companion Volume Implementation Guide for the CPP Property Services Training Package</i> will be ready for publication at the same time as the <i>CPP Property Services Training Package Release 10.0</i>.</p> <p>The Equity Report confirms that:</p> <p style="padding-left: 40px;">‘The <i>CPP CVIG, Release 10.0</i>, includes adequate information about access and equity issues and basic training pathway information. Guidance to ensure that learners are not discriminated against, and guidance about reasonable adjustment to accommodate learners with disabilities or needs are provided in the <i>CPP CVIG</i>.</p> <p>The <i>CPP CVIG</i> also outlines information about Foundation Skills and the framework adopted, namely: the Australian Core Skills Framework (ACSF).’</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 Editorial Report confirms that:</p> <p>‘The assessment requirements are clearly written and have consistent breadth and depth. The performance evidence is very succinct, reflects workplace tasks and includes appropriate volume and frequency requirements.</p> <p>Wording within the Assessment Conditions is applied consistently and follows Artibus Innovation’s style requirements.’</p> <p>The Equity Report confirms that:</p> <p>‘The assessment requirements of all the units submitted for review, specify that assessment must take place in a workplace or in a simulated workplace environment. This allows for assessment to occur in a range of different contexts.’</p>
Support implementation	YES	<p>The Case for Endorsement and the Equity Report confirm that:</p> <ul style="list-style-type: none"> • the <i>Companion Volume Implementation Guide for the CPP Property Services Training Package</i> will be ready for publication at the same time as the Training Package • the proposed components are currently in pre-publishing mode on the Training Package Content Management System (TPCMS) and will be publication ready on endorsement.

Declaration

Artibus Innovation declares that the proposed components of the CPP Property Services Training Package Release 10.0 adhere to the requirements of the *Standards for Training Packages 2012*, the *Training Package Products Policy*, and the *Training Package Development and Endorsement Process Policy*.

The Companion Volume Implementation Guide for the CPP Property Services Training Package Release 10.0 can be located at:

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

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

The table below demonstrates the alignment of the waste management components of the CPP Property Services Training Package Release 10.0 with the COAG Industry Skills Council reforms to training packages.

Reform	Evidence of reform being addressed
1. Remove obsolete and superfluous qualifications from the system	Two qualifications are recommended for removal: CPP20411 Certificate II in Waste Management, which is designed as a prevocational course but has limited occupational outcomes and minimal uptake. CPP50811 Diploma of Waste Management, which has had zero enrolments for a sustained period and is on the scope of only one RTO.
2. Make more information about industry's expectations of training delivery available	The 21 revised units address the waste management industry's expectations of training with enhanced knowledge evidence and performance evidence.
3. Ensure the training system better supports individuals to move easily from one related occupation to another	The qualifications, the Certificate IV in particular, have been structured to enhance flexibility and so support individuals to transition from one related occupation to another. The use of imported units also encourages cross-sector mobility.
4. Improve the efficiency of the training system at unit level	It is anticipated that the merging of thirty-five units and the removal of nineteen units will improve the efficiency of the training system at unit level.
5. Foster greater recognition of skill sets	While skill sets have not been formally identified as part of this Property Services IRC project, the range of units in the qualifications will enable RTOs to create their own skill sets to suit individual learners or enterprises. Existing skills sets in the TLI Transport and logistics Training Package are also complementary to this project: <i>TLISS00168 Introduction to the Waste Industry Skill Set</i> or the <i>TLISS00179 Waste Industry Off-Sider Skill Set</i> .

Evidence of completion of the training package development work

This Case for Endorsement will be put forward to the AISC December 2019 meeting.

Evidence that training package components are prepared for publication

The proposed CPP Property Service Training Package Release 10.0 components are currently in pre-publishing mode on the Training Package Content Management System (TPCMS).

Approximate publication timeframe

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

H. Proposed Training Package components

Qualification mapping

CPP Property Services Training Package Release 10.0	CPP07 Property Services Training Package	Comments	Equivalence statement
N/A	CPP20411 Certificate II in Waste Management	Deleted due to a lack of demand.	
CPP30719 Certificate III in Waste Management	CPP30711 Certificate III in Waste Management	Supersedes but is not equivalent to CPP30711 Certificate III in Waste Management. Changed packaging arrangements including a reduction in the total number of units and changed core and elective requirements.	N
CPP40919 Certificate IV in Waste Management	CPP40911 Certificate IV in Waste Management	Supersedes but is not equivalent to CPP40911 Certificate IV in Waste Management. Changed packaging arrangements including a reduction in the total number of units and changed core and elective requirements.	N
	CPP50811 Diploma of Waste Management	Deleted due to a lack of demand.	

Unit of competency mapping

CPP Property Services Training Package Release 10.0	CPP07 Property Services Training Package	Comments	E/N
CPPWMT3001 Identify and segregate waste	CPPWMT3005A Identify and segregate waste	<p>Supersedes and is equivalent to CPPWMT3005A Identify and segregate waste.</p> <p>Updated to meet the Standards for Training Packages.</p> <p>Tasks associated with 'identifying waste' incorporated from CPPWMT3044A Identify wastes and hazards.</p> <p>Elements and performance criteria redeveloped and rearranged to simplify and better articulate unit structure.</p> <p>Knowledge evidence rationalised and updated to improve specificity and relevance.</p>	E
CPPWMT3002 Conduct waste resource recovery	CPPWMT3014A Manually sort waste CPPWMT3019A Prepare waste for re-use CPPWMT3046A Conduct resource recovery	<p>Supersedes but is not equivalent to CPPWMT3014A Manually sort waste.</p> <p>Supersedes but is not equivalent to CPPWMT3019A Prepare waste for re-use.</p> <p>CPPWMT3046A Conduct resource recovery.</p> <p>Updated to meet the Standards for Training Packages.</p> <p>Units merged. New content covering the circular economy, waste-to-energy generation and facilities that process recovered resources.</p> <p>Incorporates some content from deleted units: CPPWMT2048A Prepare work areas for waste sorting and CPPWMT2047A Assist with resource recovery.</p>	N
CPPWMT3003 Identify and respond to hazards and emergencies in waste management	CPPWMT3011A Respond to waste emergencies CPPWMT3044A Identify wastes and hazards	<p>Supersedes but is not equivalent to CPPWMT3011A Respond to waste emergencies.</p> <p>Supersedes but is not equivalent to CPPWMT3044A Identify wastes and hazards.</p> <p>Updated to meet the Standards for Training Packages.</p>	N

CPP Property Services Training Package Release 10.0	CPP07 Property Services Training Package	Comments	E/N
		<p>Units merged. Also incorporates some content from deleted CPPWMT2049A Identify waste emergency.</p> <p>Elements and performance criteria redeveloped and rearranged to simplify and better articulate unit structure</p> <p>Knowledge evidence rationalised and updated to improve specificity and relevance.</p>	
<p>CPPWMT3004 Comply with environmental protection requirements when transporting waste</p>	<p>CPPWMT3042A Follow environmental policies and procedures when transporting waste</p>	<p>Supersedes and is equivalent to CPPWMT3042A Follow environmental policies and procedures when transporting waste.</p> <p>Updated to meet the Standards for Training Packages. Title changed to better articulate unit outcomes.</p> <p>Elements and performance criteria redeveloped and rearranged for clarity. Knowledge evidence rationalised and updated to improve specificity and relevance around protecting the environment when transporting specialised waste (liquid, medical, controlled, regulated, hazardous and quarantine).</p>	E
<p>CPPWMT3005 Maintain storage area for waste management equipment and consumables</p>	<p>CPPWMT2034A Maintain equipment and consumables storage area</p>	<p>Supersedes but is not equivalent to CPPWMT2034A Maintain equipment and consumables storage area.</p> <p>Updated to meet the Standards for Training Packages. Title changed to better articulate outcomes.</p> <p>Skills and knowledge adjusted to better reflect the work requirements. Elements and performance criteria redeveloped and rearranged for clarity. Includes requirement to identify workplace inventory and stock control equipment, software and systems and procedures for identifying and reporting discrepancies or variances. Knowledge evidence rationalised and updated to improve specificity and relevance. Responding to emergency in storage area deleted as emergency response is covered in another unit.</p>	N

CPP Property Services Training Package Release 10.0	CPP07 Property Services Training Package	Comments	E/N
CPPWMT3006 Receive, transfer and dispatch waste	CPPWMT3013A Receive waste CPPWMT3015A Move waste using loadshifting equipment CPPWMT3018A Dispatch processed waste	Supersedes but is not equivalent to CPPWMT3013A Receive waste. Supersedes but is not equivalent to CPPWMT3015A Move waste using loadshifting equipment. Supersedes but is not equivalent to CPPWMT3018A Dispatch processed waste. Updated to meet the Standards for Training Packages.	N
CPPWMT3007 Process waste using plant	CPPWMT3016A Operate waste processing plant CPPWMT3038A Process waste	Supersedes but is not equivalent to CPPWMT3016A Operate waste processing plant. Supersedes but is not equivalent to CPPWMT3038A Process waste. Updated to meet the Standards for Training Packages.	N
CPPWMT3008 Store and monitor contained waste	CPPWMT3017A Store waste CPPWMT3025A Monitor contained waste	Supersedes but is not equivalent to CPPWMT3017A Store waste. Supersedes but is not equivalent to CPPWMT3025A Monitor contained waste. Updated to meet the Standards for Training Packages. Units merged. Elements and performance criteria redeveloped and rearranged for clarity. Knowledge evidence rationalised and updated to improve specificity and relevance.	N
CPPWMT3009 Place, compact and cover waste at landfill sites	CPPWMT3020A Place and compact waste CPPWMT3021A Cover waste	Supersedes but is not equivalent to CPPWMT3020A Place and compact waste. Supersedes but is not equivalent to CPPWMT3021A Cover waste. Updated to meet the Standards for Training Packages. Units merged.	N
CPPWMT3010 Maintain waste landfill sites	CPPWMT3023A Maintain waste disposal sites	Supersedes and is equivalent to CPPWMT3023A Maintain waste disposal sites. Updated to meet the Standards for Training Packages. Title changed to better articulate unit outcomes. Elements and performance criteria redeveloped and rearranged for clarity. Knowledge evidence rationalised and updated to improve specificity and relevance.	E

CPP Property Services Training Package Release 10.0	CPP07 Property Services Training Package	Comments	E/N
CPPWMT3011 Conduct waste assessments	CPPWMT3059A Plan and conduct waste assessments	Supersedes and is equivalent to CPPWMT3059A Plan and conduct waste assessments. Updated to meet the Standards for Training Packages. Title changed to better articulate outcomes. Elements and performance criteria redeveloped and rearranged for clarity. Knowledge evidence has been rationalised and updated to improve specificity and relevance.	E
CPPWMT4001 Develop proposals for waste management services	CPPWMT4030A Determine waste management services CPPWMT4055A Develop waste management proposals	Supersedes but is not equivalent to CPPWMT4030A Determine waste management services. Supersedes but is not equivalent to CPPWMT4055A Develop waste management proposals. Updated to meet the Standards for Training Packages. Units merged. Elements and performance criteria redeveloped and rearranged for clarity. Knowledge evidence rationalised and updated to improve specificity and relevance.	N
CPPWMT4002 Develop waste management plans	CPPWMT5004A Develop waste management strategies CPPWMT5036A Develop waste management plans	Supersedes but is not equivalent to CPPWMT5004A Develop waste management strategies. Supersedes but is not equivalent to CPPWMT5036A Develop waste management plans. Updated to meet the Standards for Training Packages. Units merged. Skills and knowledge adjusted to better reflect work requirements.	N
CPPWMT4003 Implement waste management plans	CPPWMT4007A Implement waste management plans	Supersedes and is equivalent to CPPWMT4007A Implement waste management plans. Updated to meet the Standards for Training Packages.	E
CPPWMT4004 Prepare waste management tender submissions	CPPWMT5031A Prepare detailed tenders	Supersedes but is not equivalent to CPPWMT5031A Prepare detailed tenders.	N

CPP Property Services Training Package Release 10.0	CPP07 Property Services Training Package	Comments	E/N
		Updated to meet the Standards for Training Packages. Title changed to better articulate unit outcomes. Skills and knowledge adjusted to better reflect work requirements.	
CPPWMT4005 Implement waste management site safety plans	CPPWMT5045A Develop site safety plans	Supersedes but is not equivalent to CPPWMT5045A Develop site safety plans. Updated to meet the Standards for Training Packages. Title changed as outcome changed to implement rather than develop plans. Skills and knowledge adjusted to better reflect work requirements.	N
CPPWMT4006 Monitor waste landfill sites	CPPWMT4022A Monitor waste disposal sites	Supersedes and is equivalent to CPPWMT4022A Monitor waste disposal sites. Updated to meet the Standards for Training Packages. Title changed to better articulate unit outcomes.	E
CPPWMT4007 Organise and monitor waste management operations	CPPWMT4052A Organise waste management operations CPPWMT4053A Conduct and monitor waste management operations	Supersedes but is not equivalent to CPPWMT4052A Organise waste management operations. Supersedes but is not equivalent to CPPWMT4053A Conduct and monitor waste management operations. Updated to meet the Standards for Training Packages. Units merged. Elements and performance criteria redeveloped and rearranged for clarity. Knowledge evidence rationalised and updated to improve specificity and relevance.	N
CPPWMT4008 Provide waste management information to stakeholders	CPPWMT4032A Inform and educate clients on waste management issues	Supersedes and is equivalent to CPPWMT4032A Inform and educate clients on waste management issues. Updated to meet the Standards for Training Packages. Title changed to better articulate unit outcomes. Incorporates some content from deleted CPPWMT5033A Educate public on waste management issues.	E

CPP Property Services Training Package Release 10.0	CPP07 Property Services Training Package	Comments	E/N
CPPWMT4009 Conduct waste audits	CPPWMT4001A Plan waste audits CPPWMT4002A Carry out waste audits CPPWMT4003A Review, evaluate and document waste assessment findings CPPWMT4035A Undertake waste process audits	Supersedes but is not equivalent to CPPWMT4001A Plan waste audits. Supersedes but is not equivalent to CPPWMT4002A Carry out waste audits. Supersedes but is not equivalent to CPPWMT4003A Review, evaluate and document waste assessment findings. Supersedes but is not equivalent to CPPWMT4035A Undertake waste process audits. Updated to meet the Standards for Training Packages. Units merged.	N
CPPWMT4010 Assess and advise on waste avoidance options	CPPWMT4062A Apply waste avoidance techniques	Supersedes and is equivalent to CPPWMT4062A Apply waste avoidance techniques. Updated to meet the Standards for Training Packages. Title changed to better articulate unit outcomes.	E

Deleted units

CPP Property Services Training Package Release 10.0	CPP07 Property Services Training Package	Comments	Equivalence statement
N/A	CPPWMT2001A Prepare for work in the waste management industry	Content embedded across all units.	Deleted
N/A	CPPWMT2047A Assist with resource recovery	Content embedded in CPPWMT3002 Conduct waste resource recovery.	Deleted
N/A	CPPWMT2048A Prepare work areas for waste sorting	Content embedded CPPWMT3002 Conduct waste resource recovery.	Deleted
N/A	CPPWMT2049A Identify waste emergency	Content embedded in CPPWMT3003 Identify and respond to hazards and emergencies in waste management.	Deleted

N/A	CPPWMT3041A Identify operational requirements of waste management industry	Content embedded across operational units	Deleted
N/A	CPPWMT3051A Dispose of waste water to sewer	Outcome covered by imported unit.	Deleted
N/A	CPPWMT3054A Maintain credit control	Outcome covered by imported units.	Deleted
N/A	CPPWMT3063A Apply safe operational practices when vehicles contact overhead wires	Outcome covered by imported unit.	Deleted
N/A	CPPWMT4006A Organise waste recovery	Unit replicates content addressed in other operational units.	Deleted
N/A	CPPWMT4027A Select and obtain waste management plant, equipment and materials	Industry advice unit is not required. Unit purpose and intended outcome not clear.	Deleted
N/A	CPPWMT4037A Conduct minor maintenance and repairs on waste processing plant and equipment	Industry advice that this work task would be done by specialists. Unit is not required.	Deleted
N/A	CPPWMT4050A Deliver training in hazard identification and waste emergency responses	Outcome covered by imported units.	Deleted
N/A	CPPWMT4056A Implement landfill rehabilitation plans	Function not performed by waste management workers.	Deleted
N/A	CPPWMT4060A Apply lean management techniques	Outdated unit.	Deleted
N/A	CPPWMT5033A Educate public on waste management issues	Content embedded in CPPWMT4008 Provide waste management information to stakeholders.	Deleted

N/A	CPPWMT5043A Develop and implement an environmental management strategy	TAG advice unit not required as the function is the responsibility of specialists with relevant expertise.	Deleted
N/A	CPPWMT5057A Develop landfill rehabilitation plans	TAG advice unit not required as function is the responsibility of engineers.	Deleted
N/A	CPPWMT5058A Develop emergency response plans	TAG advice unit not required as the function is the responsibility of specialists with relevant expertise.	Deleted
N/A	CPPWMT5061A Plan resource recovery	Content embedded in CPPWMT4007 Organise and monitor waste recovery operations.	Deleted

Imported units of competency

Code	Title	Training Package
AHCCOM301	Operate compost processing plant, machinery and equipment	AHC Agriculture, Horticulture and Conservation and Land Management
AHCCOM302	Dispatch materials and composted product	AHC Agriculture, Horticulture and Conservation and Land Management
AHCPHT307	Prepare raw materials and compost feedstock	AHC Agriculture, Horticulture and Conservation and Land Management
AHCPHT308	Prepare value-added compost-based products	AHC Agriculture, Horticulture and Conservation and Land Management
AHCSAW302	Implement erosion and sediment control measures	AHC Agriculture, Horticulture and Conservation and Land Management
BSBADM504	Plan and implement administrative systems	BSB Business Services
BSBCOM405	Promote compliance with legislation	BSB Business Services
BSBCUE304	Provide sales solutions to customers	BSB Business Services
BSBCUS301	Deliver and monitor a service to customers	BSB Business Services
BSBCUS401	Coordinate implementation of customer service strategies	BSB Business Services
BSBFIA402	Report on financial activity	BSB Business Services
BSBFLM312	Contribute to team effectiveness	BSB Business Services
BSBHRM405	Support the recruitment, selection and induction of staff	BSB Business Services
BSBINM301	Organise workplace information	BSB Business Services
BSBINM401	Implement workplace information system	BSB Business Services
BSBITU402	Develop and use complex spreadsheets	BSB Business Services
BSBLDR403	Lead team effectiveness	BSB Business Services
BSBLDR404	Lead a diverse workforce	BSB Business Services
BSBLED401	Develop teams and individuals	BSB Business Services
BSBMGT406	Plan and monitor continuous improvement	BSB Business Services
BSBPRO301	Recommend products and services	BSB Business Services
BSBSLS408	Present, secure and support sales solutions	BSB Business Services
BSBSUS401	Implement and monitor environmentally sustainable work	BSB Business Services
BSBWHS307	Apply knowledge of WHS laws in the workplace	BSB Business Services
BSBWRT401	Write complex documents	BSB Business Services
CPPCMN3004	Respond to enquiries and complaints	CPP Property Services

Code	Title	Training Package
CPPCMN4003	Establish, develop and monitor teams	CPP Property Services
FWPHAR2206	Operate a mobile chipper/mulcher	FWP Forest and Wood Products
HLTAID003	Provide first aid	HLT Health
LGAEHRH403A	Operate waste transfer, collection station or landfill facility	LGA04 Local government
LGACOM404B	Establish cooperative arrangements with other organisations	LGA04 Local Government
LGACORE601B	Develop, implement and review operational plans	LGA04 Local Government
LGAEHRW505B	Implement strategies to minimise the impact of waste on the environment	LGA04 Local Government
TAEDEL301	Provide work skill instruction	TAE Training and Education
TLIC3083	Operate a front lift mobile compaction/collection vehicle	TLI Transport and Logistics
TLIC3084	Operate a lift on/lift off collection vehicle	TLI Transport and Logistics
TLIC3085	Operate a liquid waste collection vehicle	TLI Transport and Logistics
TLIC3087	Operate a rear loading mobile compaction/collection vehicle	TLI Transport and Logistics
TLIC3088	Operate a roll on/roll off collection vehicle	TLI Transport and Logistics
TLIC3089	Operate a side loading mobile compaction/collection vehicle	TLI Transport and Logistics
TLIC4006	Drive multi-combination vehicle	TLI Transport and Logistics
TLID0001	Load and unload vehicles carrying special loads	TLI Transport and Logistics
TLID1001	Shift materials safely using manual handling methods	TLI Transport and Logistics
TLID2003	Handle dangerous goods/hazardous substances	TLI Transport and Logistics
TLID2022	Conduct weighbridge operations	TLI Transport and Logistics
TLIF1001	Follow work health and safety procedures	TLI Transport and Logistics
TLIF3091	Apply awareness of dangerous goods and hazardous materials requirements	TLI Transport and Logistics
TLIG2007	Work in a socially diverse environment	TLI Transport and Logistics
UETTDREL14	Working safely near live electrical apparatus as a non-electrical worker	UET12 Transmission, Distribution and Rail Sector

Appendix A: Industry stakeholders

Technical Advisory Group (TAG)

Name	Organisation	Stakeholder Type	Jurisdiction
Kevin Poynton (Chair)	Waste Management and Resource Recovery Association of Australia	Peak industry association	National
Myron Lichtnauer	CDR Industries - Hartwin Group	Contractor - demolition industry	QLD
Shane Eeles	Utilities, Engineering, Electrical and Automotive (UEEA) Training Council	WA Government funded industry advisory body	WA
Lynda Nottle	Consultant	Employee and trainer	WA
Heather Bone	RebusJ Sustainability	Employer	QLD
Justin Pereira	Remondis Australia, Commercial Logistics Manager Veolia (2013 – 2019), Metro Operations Manager, Sales and Development Manager	Employer	WA
Douglas Williams	OCTEC	RTO	NSW
Jason Mottley	Facility Management Association Australia (FMAA)	Industry association	VIC

Consultation

Name	Organisation	Stakeholder Type	Jurisdiction
Coleen Rivas	OCTEC	RTO & employment organisation	VIC
Natasha Palich	Council Alliance for a Sustainable Built Environment (CASBE)	Industry body	VIC
Kirsten Coote	Melbourne City Council	Local council	VIC
Antonella Bates	Department of Environment	Government	VIC
Ash Podder	Suez	Employer	International
Sharon Mitchell	Waste Coordinator Shire of Ashburton	Employer	WA
Venise	8 Dimension Education	RTO	NSW
Adam Samuelson	TAFE NSW	RTO	NSW
Michael Meehan	Box Hill TAFE VIC	RTO	VIC

Name	Organisation	Stakeholder Type	Jurisdiction
Sean Crumlin	RTO Advance	RTO	NSW
Sharon Lameris	Strata Community Australia (Victoria)	Peak body	VIC
Shadi Faraj	Bingo	Employer	NSW
Gavin Hughes	Kempsey Council	Local council	NSW
Antony Cullen Ward	Bathurst Regional Council	Local council	NSW
Adam Patysus	Eurobodalla Shire Council	Local council	NSW
Rose Read	National Waste and Recycling Industry Council (NWRIC)	Peak body	National
Alex Serpo	National Waste and Recycling Industry Council (NWRIC)	Peak body	National
Jacqueline Ong	Waste Management and Resource Recovery Association of Australia	Industry body	National
Marianne Wehby	Skills IQ (LGA04 Training Package)	SSO	NSW
Liz Horne	Skills IQ (LGA04 Training Package)	SSO	NSW
Cheryll Meade	Innovation & Business Skills Australia (MSS Training Package)	SSO	VIC
Kate Vanson	Skills Impact (AHC Training Package)	SSO	VIC
Greg Spence	AIS (DEF Training Package)	SSO	VIC
Klausch Schmidt	AIS (TLI Training Package)	SSO	VIC
Alex De Graaf	Quayclean Australia	Employer	NSW
Tony Khoury	Waste Contractors and Recyclers Association of NSW (WCRA)	Peak body	NSW
Deborah Burley	Men-at-Work	RTO	NSW
Robert Watson	Darebin City Council	Local council	VIC
Ken Wilkinson	Suez Environment	Employer	VIC
Pat Wake	TAFE SA	RTO	SA
Sue Paul	Moreton Bay Regional Council	Local council	QLD
Tim Askew	Hunter Joint Organisation	Employer	WA
Carey Wright	Town of Cambridge	Local council	WA
Ziggy Shlemon	Blue Mountains	Local council	NSW
Simon Clay	Wyndham City Council	Local council	VIC
Neda Aleksic	Industry Skills Advisory Council NT	Industry training advisory body	NT

Name	Organisation	Stakeholder Type	Jurisdiction
Tara McCarthy	Local Government Association of NSW	Peak body	NSW
Peter Hazeldine	Sutherland Shire Council	Local Council	NSW
Graeme Beattie	Canterbury-Bankstown Council	Local Council	NSW
Helen Sloane	Southern Sydney Regional Organisation of Councils (SSROC)	Industry association	NSW
Fionnuala Dixon	Mid North Coast Joint Organisation (MNCJO)	Industry association	NSW
John Tannous	Skills Point, TAFE NSW	RTO	NSW
Leonie Carroll-Vianna	City of Joondalup	Local council	WA
Rebecca Evered	Cleanaway	Employer	NSW
David Parker	City of Stirling	Local council	WA
Amanda Chapman	Resource Recovery Australia	NSW	NSW
Peter Stephenson	Canterbury Bankstown City Council	Local council	NSW
Steve Atkinson	Renmark Paringa Council	SA	SA
Dragon Tucic	Hibbs & Associates Pty Ltd	Employer	NSW
Danielle Hall	Glenorchy City Council	Employer	TAS
Dragana Vukmirovic	Department of Mines	Regulator	WA
Subject to confidentiality	Rusca Environmental Solutions	Employer	NT
Subject to confidentiality	Alice Springs Town Council	Local Council	NT
Subject to confidentiality	NTRA Waste	Employer	NT
Subject to confidentiality	JJ Richards and Sons	Employer	NT
Ian Kuhl	Kuhl-Meadows		QLD
Dr Jayant Keskar	Enpro Envirotech Pty Ltd	Employer	SA
Michael Meehan	Box Hill Institute	RTO	VIC
Sharon Parnell	City of Swan	Local council	WA
Ian Aves	City of Gold Coast	Local council	QLD
Mark Wood	Sutherland Shire Council	Local council	NSW
Rebecca Brown	Western Australian Local Government Association (WALGA)	Peak body	WA
Alan Daniel	CMM Business Industries	Government funded body	VIC

Appendix B: IRC Support

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

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

Name of Chair:

Signature of Chair:

Date:

Appendix C: Industry Support



WASTE CONTRACTORS &
RECYCLERS ASSOCIATION
OF N.S.W

ABN 72 805 135 472

The Project Manager
Artibus Innovation
Ms Frances Lamb

By e mail frances@artibus.com.au

Copy to sgibbens@artibus.com.au

27th August 2019

This is to confirm our support for the re-development of the Certificate 111 and IV Waste Management qualifications.

WCRA has 198 Members across NSW & the ACT and these Members will benefit from the new qualification as they meet the new and emerging needs of the industry.

WCRA has for many years supported the delivery of this style of vocational training to our Members (in the main via TAFE Sydney Institute).

With the many changes in the recycling sector (China Sword, higher waste levies, stricter commodity standards) the units offered via these qualifications will better meet the skills that need to be developed and assessed across the waste management sector.

For any further information, please contact the undersigned.

Yours faithfully

Tony Khoury
Executive Director

Suite 2, First Floor
12-16 Daniel Street
Wetherill Park NSW 2164

PO Box 6643
Wetherill Park BC NSW 2164

Phone: (02) 9604 7206
Fax: (02) 9604 7256
memberservices@wcra.com.au

RE: Cert III and IV in Waste Management comment -

Ziggy Shlemon <zshlemon@bmcc.nsw.gov.au>

14 August 2019

Hi Frances

Thanks for your time this morning on the phone. I just want to pass on my congratulations for the work you have done thus far for reviewing, compiling and enhancing the cert 3 and 4 in waste management. Whilst your role is not to directly provide educational services but rather review and improve the subject matter and content within the courses themselves it is still very valuable and much needed within our industry. I understand that if adopted these improved courses will be ready by next year and their identification codes will be different than the existing cert III and IV waste management courses. From what I have seen and read I believe that the new courses are much improved and would be a great and welcome outcome for the industry in my view.

As a serving Manager of a Waste Management Branch in a Local Government Environment we are constantly under pressure to maintain a high level of compliance with legislation in relation to environmental management and Site safety and efficient operations.

For many years now I have been keen to find ways to improve the level of skills and knowledge in the Waste Industry.

The challenge starts in my view with a few basic challenges such as, but not necessarily limited to:

1. The industry is not seen by the young as a career path of choice because it is not recognised and valued by the general public and parents as such i.e. Being a garbo, working at a landfill or driving a garbage truck and not seen in a positive light as much as it should be or deserves to be.
2. Whilst the industry accounts for a significant part of the Country's operating costs and the fact that there is no town or City that can avoid managing its waste and recycling responsibility; no significant efforts have been made by Government to provide a known, clear, lucrative, community based pathway through recognised education and skill building to encourage people to consider Waste management as a real career first choice.
3. People fall into the industry from other areas such as Environmental science, general truck driving, sales, security, sports people and many others. We need more people entering committed to waste Management as their first option career path.

So a key challenge from my point of view is to look at the front end of the business and try to get more young people including women into the industry through the front door not the side door!

To some degree we are improving in the industry as I am seeing new faces and women growing in increasing numbers at industry body meetings and conferences. But more work is still required in this space.

You are correct in identifying the two general descriptor types of work models being collection and processing work. Additionally the Cert 3 and 4 then further separates between front line staff and Front line leaders. This is very important as the level of responsibility jumps up a gear and so does the required level of knowledge and skills. The implications of poor decision making and leadership at the middle managers level can be very detrimental in terms of environmental damage and finance.

The challenges are varied but in my 30 years of experience in the industry they centre around firstly Operational front line managers such as Coordinators, Team leaders and even Managers in some cases. Whilst at the same time front line staff (sorters, yardman, drivers and office workers) can also develop and improve on their basic operating skills and waste management knowledge as they are likely to be the next wave of front line managers.

You have captured many of the key duties required from staff (cert iii) and front line managers (cert iv) in both the courses you reviewed. Each of the courses seem pitched at the right level in both cert's 3 and 4 and should provide students and industry with better skilled and knowledgeable staff and potential new candidates.

Regards

Ziggy Shlemon
Manager Resource Recovery and Waste Services
Ph.: 02 4780 5378
M: 0411 325 453
Email: zshlemon@bmcc.nsw.gov.au

Waste Training

Steve Atkinson <wts@renmarkparinga.sa.gov.au>

27 August 2019

Hi Frances,

Thanks for your time working with the industry in providing opportunities for people in the waste sector to gain certification/training. This is something our council believes in is training staff in the areas they work in.

Regards

Steve Atkinson
Waste Transfer Station and Store Operator

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