

# **Case for endorsement**

**AHC Agriculture, Horticulture and Conservation and  
Land Management Training Package**

**Version 4.0**

**Part 2 of 2**

Arboriculture

**Submitted by Skills Impact  
on behalf of  
Amenity Horticulture, Landscaping,  
Conservation and Land Management IRC**

**August 2019**

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## A. Administrative details

This section provides an overview of the relevant organisations, the case for change and training package components for endorsement.

### Organisational details

This submission is made by the Amenity Horticulture, Landscaping, Conservation and Land Management Industry Reference Committee

Skills Impact Ltd is the Skills Service Organisation (SSO) supporting this submission.

### Component details

The Case for Endorsement is based on the outcomes of a project to review the Arboriculture sector components in the *AHC Agriculture, Horticulture and Conservation and Land Management Training Package V3.0*.

It comprises 5 qualifications, 39 units of competency and their associated assessment requirements and 3 skill sets as part of the *AHC Agriculture, Horticulture and Conservation and Land Management Training Package V4.0*. In addition, 1 qualification and 5 units of competency are proposed for deletion

Please refer to **Appendix 1 Components for endorsement** for full details of all components.

### Case for Change details

The Case for Change (Reference number: Skills Impact/TPD/2018–2019/001) was approved on 3 August 2018. The requirements set by the Australian Industry and Skills Committee (AISC) in relation to the training package development work are:

- Arboriculture:
  - Update 6 qualifications
  - Update 42 units of competency.
  - Develop 3 – 5 new units
  - Develop 3 – 5 new skill sets

## B. Description of work and request for approval

The section describes the work undertaken and the decision being sought from the AISC. The components submitted for endorsement have been reviewed as part of an Arboriculture project.

### Decision being sought

This submission puts forward the Case for Endorsement (Part 2 of 2) for the proposed Arboriculture sector components of the *AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0*. to be endorsed by the Australian Industry and Skills Committee.

The proposed Training Package components are listed in **Appendix 1: Components for Endorsement**, and comprise:

- 5 revised qualifications
- 1 qualification proposed for deletion
- 37 revised and 2 new units of competency
- 5 units of competency proposed for deletion
- 3 new skill sets (non-endorsed components)

Once endorsed, the components above will be released as part of the *AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0* which includes all the components detailed in the Case for Endorsement (Part 1 of 2) for *AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0*.

In addition to the components proposed for endorsement, minor updates will be completed to 4 qualifications to update the codes of elective units listed in the qualifications.

*AHC51316 Diploma of Pest Management* currently has no enrolments and is not on scope with any Registered Training Organisation (RTO) but has errors that have not been rectified in the past. This qualification has undergone minor updates to the Elective Groups in response to a request from Steve Honeywood, Education Officer, Conservation and Land Management Industry Qualifications, Tocal College, NSW Department of Primary Industries. The changes implemented are to ensure the qualification is suitable for industry and will enable RTOs to bring this qualification onto scope knowing it is fit for purpose. More information on the preferred selection of units for this qualification and industry approved units that can be imported into the qualification is provided in the Companion Volume Implementation Guide for use by any RTO that adds this qualification to their Scope of Registration. Further issues with this qualification will be resolved during the current Conservation and Land Management project, which is expected to go to the AISC for consideration in October 2020.

In consultation with Pest Management staff from NSW Authorised control Officer (ACO) accreditation process, NSW Feral Animal Aerial Shooting Team (FAAST), National Wild dog Program and the National Training Providers Network the following changes to the electives were made:

- Removal of *AHCBUS606 Develop a monitoring, evaluation and reporting program* and *AHCBUS607 Implement a monitoring, evaluation and reporting program* as these were replaced by *AHCNRM602 Develop a monitoring, evaluation and reporting program* and *AHCNRM603 Implement a monitoring, evaluation and reporting program* but incorrectly left in the qualification. This minor change will prevent RTOs being able to train and assess 2 units yet award 4 units of competency.

Refer to **Appendix 3: Minor updates** for details.

## Work undertaken and why

**Skill description:** Arborists work in private and government positions to foster the economic, ecological, environmental, health and social benefits of trees. They operate in range of environments including domestic, commercial, community, rural and natural. Arborists provide professional care and management of trees in conservation and tree preservation roles, tree maintenance, and the diverse operations of vegetation management, power line clearance, professional tree management and urban forestry. Consulting arborists conduct professional consulting, expert witness, research and academic roles in diagnostic testing, tree assessment, urban forestry and management of trees in utility easements.

The main roles identified within this sector include:

- Ground-based tree workers who work under supervision to operate tools and equipment used to fell small trees, prune trees and process tree materials. They may assist arborists with ropes and rigging, and by processing tree components felled by arborists. This role is reflected in the Certificate II in Arboriculture.
- Trade level arborists that use highly developed technical skills to perform a range of arboriculture activities including, shaping and canopy management, tree health and remediation, environmental and habitat development, to tree dismantling and removal. Trade level arborists roles are reflected in the Certificate III in Arboriculture, and may specialise in one or more of the following:
  - Climbing arborists who essentially work in the tree using specialised climbing equipment to access and perform work in the canopy of trees.
  - Elevated work platform arborists who use mechanical lift equipment to access and position themselves in the tree canopy to perform work.
  - Crane arborists. This is an emerging specialisation where an arborists use cranes to access and perform arboricultural work in the tree canopy. The arborist coordinates the work with the crane operator.
  - Environment arborists. This is new sector where arborists are employed to support environmental work in the creation of habitat and refuges in trees
  - Arborist works coordinator who coordinates the day to day work of team members on site.
- Consulting arborists and tree managers. These roles are reflected in the Diploma of Arboriculture. Consulting arborists assess trees and produce reports and documentation attesting to the health and risks related to trees and make recommendations. They may be self-employed or work for tree care companies. Tree managers may work in large arborist organisations, local government and other government agencies and use their technical knowledge as well as managerial capabilities to ensure arboriculture programs and work is undertaken safely and performed to the expected quality.
- Senior consulting arborists and senior tree managers. These roles are reflected in the Advanced Diploma of Arboriculture, apply advanced and paraprofessional knowledge and skills to manage trees in the context of society and infrastructure, including:
  - integration of design, planning and tree diagnostics
  - urban forest performance and operational management
  - development of strategies and policy for arboriculture within a legislative and regulatory framework.
- Specialist senior consulting arborists, senior technical and research arborists. These highly specialised roles are reflected in the Graduate Diploma of Arboriculture, and typically involve research skills to design, implement and evaluate scientific experiments for sectors for the arboriculture industry. These skills may also be used by consulting arborists that are involved in complex legal matters, as well as senior municipal arborists who manage urban forests.

**Driver for this project:** The Case for Change for the Arboriculture project states that arborists are currently on the National Skills Needs List and, with falling training enrolment numbers (for Certificates II and III), employers are facing severe challenges in attracting skilled staff. The arborist workforce is aging and, with fewer qualified applicants to take up specialist roles, such as climbing arborists, businesses' services are contracting. Some jobs have been filled by sourcing a number of arborists skilled workers from overseas but there are many vacancies that cannot be filled by suitably qualified workers. Expert members of the Amenity Horticulture, Landscape, Conservation and Land Management Industry Reference Committee (IRC) identified that enrolments in the arboriculture qualifications are unlikely to rise unless significant barriers to training are removed, both for learners and registered training organisations (RTOs). A major focus of this project was to remove the following barriers to enrolments and delivery, identified in in Case for Change from the arboriculture qualifications and units of competency:

- rigid entry requirements for existing Advanced Diploma and the Graduate Diploma
- unnecessary prerequisites for some units
- a log record of 200 hours for each of the two existing climbing units

Other significant drivers for the project were to ensure the revised arboriculture qualifications and units reflected real job roles and work functions. The industry includes many high risk activities and it was important to enhance workplace health and safety in the revised units of competency, as well as aligning the performance required by the revised units with industry standards and best practice.

**Work undertaken:** A Subject Matter Expert (SME) working group that included representatives from various sub-sectors and associations of arboriculture across Australia was formed to provide technical advice. The group had 18 SMEs to reflect the diversity of stakeholders and the range of job roles across this industry and met twice in October 2018. The group was divided in two, which allowed the SMEs to focus on the job roles they deemed that they were an expert in.

One group focused on Certificate II, III and IV and the other group on the Diploma, Advanced Diploma and Graduate Diploma, with some SMEs choosing to be involved in both groups. Each of the groups met for another four meetings between November 2018 and May 2019. In total, the project team engaged with the SMEs over 10 separate meetings to develop the draft qualifications, skill sets and units of competency. The process included two releases of the draft components for broader stakeholder feedback.

The work undertaken included carrying out a detailed workforce functional analysis (WFA) with the SMEs to identify the current roles and work functions in arboriculture. The findings of the WFA were compared to the existing arboriculture qualifications and units to identify the qualifications, skill sets and units of competency required by the industry. This body of work has resulted in the deletion of one qualification, the redesign of five existing qualifications, revision of 37 units of competency, and the creation of two new units of competency and three new skill sets.

### **Certificate II in Arboriculture**

Enrolments in the existing Certificate II in Arboriculture have dropped considerably over recent years (340 in 2014 to 82 in 2017). The revised Certificate II in Arboriculture has been radically redesigned in consultation with industry to become a more effective entry pathway and 'taster' qualification that can be successfully completed by senior secondary school students to attract workers into the industry. It has been reduced from 20 to 11 units (all core). These core units provide the skills and knowledge required specified by industry to operate as a ground-based tree worker across the industry, as the functions of the role do not vary across employers. The reduced qualification size should also make it more appealing to be delivered as part of a VET in Schools program. It has been specifically designed to focus on practical skills (use of tools, equipment and machinery), in order to produce highly employable ground-based tree workers, and also to better engage with learners in secondary schools.

### **Certificate III in Arboriculture**

Enrolments in the existing Certificate III in Arboriculture have also declined over recent years (1801 in 2014 to 1623 in 2017). The Certificate III in Arboriculture has been redesigned and has been decreased from 23 to 18 units (9 core and 9 electives) by amalgamating units, removing prerequisite units and other units that industry advised did not add value. In addition to the existing Climbing and Elevated Work Platform specialisations, three new specialisations have been included to cover - Crane, Environmental and Works Coordinator, that has resulted in a trade qualification that now

accurately reflects the breadth and depth of skills required by the arboriculture industry. The qualification packaging rules also requires at least one specialisation to be selected and allows for up to three to be achieved. It now truly reflects real industry roles and work functions and has been strongly supported by industry across Australia.

Two new units have also been created *AHCARB324 Use cranes to access and dismantle trees* and *AHCARB327 Manage trees to create and maintain habitat refuges* to reflect these new and emerging skills required by the industry.

On top of the SME meetings mentioned above, selected SMEs met on another three separate occasions to develop and fine tune the revised Certificate III and its related units of competency. The Performance Evidence in the Assessment Requirements in many of the existing arboriculture units (coded AHCARB) on training.gov.au are generally a copy and paste of the unit's Performance Criteria. A significant and painstaking part of the Certificate III consultation involved many discussions with industry SMEs to redesign the Performance Evidence to include typical 'capstone' tasks that provide sufficient volume and frequency of evidence to make sound decisions on competency. This approach has also resulted in the removal the log record of 200 hours for each of the two existing climbing units in the revised versions of these units. These log records were identified as barriers to completion in the Case for Change.

### **Minimum Industry Standards**

A key industry association, Arboriculture Australia Ltd. has worked with industry organisations and experts to create and maintain Minimum Industry Standards (MISs) for arboriculture industry work tasks and/or processes. These MISs have been reviewed and validated by the industry nationally and are an accurate representation of the Minimum Standard expected for a task; however, it should be noted that they are not a comprehensive list of methods and/or equipment to use. As part of the consultation processes with the SME working groups, a reference to the Minimum Industry Standards has been added in 12 of the units of competency (two level 2 and 10 level 3) being put forward for endorsement. These references are within the unit Application and the Assessment Requirements (i.e. - Performance Evidence, Knowledge Evidence and Assessment Conditions). Below is an example taken from the Application of the revised *AHCARB317 Dismantle Trees*:

'The arboriculture industry requires that all tree dismantling work is undertaken according to current industry standards, including Minimum Industry Standard MIS303 Tree Dismantling and other relevant Minimum Industry Standards.'

There has been wide consultation regarding the reference to the MIS in selected units and there is overwhelming support for their use in the units. Please refer to the letters of support in **Appendix 3** for examples. A *Companion Volume User Guide: Arboriculture* has been created to provide implementation advice to RTOs on the training and assessment of the revised and new units of competency, which includes advice on the MIS. The following statement is included in the Assessment Conditions in the Assessment Requirements of all the revised and new arboriculture units:

'Training and assessment strategies must show evidence of the use of guidance provided in the *Companion Volume User Guide: Arboriculture*.'

This User Guide and the reference to it in the Assessment Conditions were requested by industry to support best practice in training and assessment of the units of competency covered by the project and follows the same rationale for this reference as can be seen in the already endorsed Farrier, Veterinary Nursing and Safety in Equine units of competency.

### **Certificate IV in Arboriculture (proposed for deletion)**

Based on the WFA with the SMEs and subsequent consultations with industry, *AHC41916 Certificate IV in Arboriculture* is proposed for deletion. Industry advised the qualification is not required and were surprised it was introduced by AgriFood Industry Skills Council as part of a 2015 project. Wodonga Institute of TAFE is the only RTO to have the qualification on scope and only had 7 enrolments in 2017 and has advised the project team that it will no longer be offering the qualification. The current Certificate IV has five arboriculture units that reflect an AQF level 4 outcome. Following industry advice, *AHCARB405 Perform geospatial data collection* is proposed for deletion and the other four

units below have been reviewed and made available in the redesigned Certificate III, to support the Arborist Works Coordinator specialisation:

- *AHCARB406 Verify pruning specifications*
- *AHCARB407 Supervise and audit tree operations*
- *AHCARB408 Perform ground-based tree defect evaluation*
- *AHCARB409 Conduct a safety audit*

In response to stakeholder feedback that there will likely be tradespeople that may want to access these units outside of the Certificate III, the four units have been packaged into the new *AHCSS00105 Arborist Works Coordinator Skill Set*. This skill set adds an additional pathway for trade level arborists that may seek to move into supervisory roles that exist in some of the larger arboriculture companies and within local government. In addition, it is still possible to achieve all of the revised level 4 AHCARB units above as part of a Certificate IV, by undertaking *AHC40416 Certificate IV in Horticulture*, which allows four units aligned to AQF level 4 to be imported as part of the electives in the qualification.

### **Diploma of Arboriculture**

The revised Diploma of Arboriculture has had entry requirements added which are three units from the Certificate III that provide a foundation of arborist skills and knowledge. The Diploma has also had changes in the mix of core and electives to better reflect industry needs. The revised core also includes two existing level 6 units that have been redesigned as level 5 units.

The entry requirement issue was robustly debated by the SMEs with some debating that a Certificate III in Arboriculture is required to ensure that prospective learners can successfully complete the revised Diploma. They consider individuals must have attained sufficient practical tree skills and knowledge in order for them to be able to provide sound advice when employed as a Consultant or Tree Manager. This concern is reflected in the Case for Change that states “arborists are not regulated, and so certified companies are losing business to inadequately qualified traders, whose lack of knowledge undermines the industry and can be harmful to trees, plants and the wider environment.”

As the industry is keen to attract people from related sectors such as Amenity Horticulture and Forestry, the SMEs did warn of the dangers of allowing people without sufficient tree care experience to complete a Diploma and become self-employed consultants. After a great deal of discussion on this matter, the SMEs agreed that the following entry requirement would be sufficient to provide a sound foundation of arborist skills and knowledge prior to commencing the revised Diploma:

To commence this qualification an individual must have achieved the following units of competency or their equivalent:

- *AHCARB314 Implement a tree maintenance program*
- *AHCARB316 Perform pruning operations*
- *AHCARB323 Identify trees.*

It should be noted that the three units above are in the core of the revised Certificate III and have also been packaged in to the new *AHCSS00104 Introduction to Arboriculture Skill Set*. People undertaking this skill set from non-arboriculture backgrounds may choose to enrol in the Diploma or decide to complete the Certificate III prior to embarking on the Diploma. Whichever pathway an individual decides to take, industry will now have the confidence that these individuals have the necessary skills and experience to be competent consultants or tree managers.

### **New skill sets**

In addition to the two new skill sets already mentioned to attract and upskill workers, *AHCSS00103 Basic tree worker skill set* has been created to equip people to access entry level work and to provide pathways into the Certificate II in Arboriculture and Certificate III in Arboriculture. The skill set includes the skills to operate chainsaws to cut and trim felled trees, remove tree materials and control traffic in support of ground-based arboricultural work teams.



### **Advanced Diploma of Arboriculture and Graduate Diploma of Arboriculture**

There have been no enrolments in the existing *AHC60516 Advanced Diploma of Arboriculture* and *AHC80116 Graduate Diploma of Arboriculture* qualifications since their release in 2016, largely due to the restrictive structure and rigid wording of the entry requirement in each qualification. The SMEs advised that industry practitioners have expressed a need for these qualifications, but the way the entry requirements are currently structured they have had a negative effect on the uptake of these qualifications by RTOs and prospective learners. There are currently no RTOs that offer or the Advanced Diploma and only one RTO has the Graduate Diploma on its Scope of Registration.

*AHC60516 Advanced Diploma of Arboriculture* has *AHC50516 Diploma of Arboriculture* as the entry requirement. Allowing for a one year transition time for RTOs to put *AHC50616* on scope, and a 1 – 2 year completion time for the Diploma, graduates eligible to enrol on in *AHC60516* would not have begun to emerge until late 2018. However, since there are no RTOs with *AHC60516* on scope, this qualification remains inaccessible.

In a similar fashion, *AHC80116 Graduate Diploma of Arboriculture* requires *AHC60516 Advanced Diploma of Arboriculture* as the entry requirement. Despite there being one RTO with this qualification on scope, there will not be eligible learners until an RTO offers *AHC60516 Advanced Diploma of Arboriculture*.

The SMEs advised that industry practitioners have expressed a need for these qualifications. For example, the University of Melbourne offers a Graduate Certificate in Arboriculture that has been running successfully for almost a decade, with at least 35 enrolments per year. In comparison to the AHC level 6 and 8 arboriculture qualifications, the entry requirements for the university's Graduate Certificate in Arboriculture are very flexible, and include several options:

- an undergraduate degree, or
- a relevant TAFE or Higher Education Advanced Diploma or equivalent and three years documented relevant work experience or equivalent, or
- relevant TAFE Diploma and four and a half years relevant, documented work experience, or equivalent, or
- at least six years of documented relevant work experience, including at least three years in a demonstrated supervisory role.

Therefore, the main change to the revised Advanced Diploma of Arboriculture and Graduate Diploma of Arboriculture has been to ensure the entry requirements are more flexible. As advised by the SMEs, the entry requirements for the revised Advanced Diploma are:

- a diploma of arboriculture  
or
- a diploma or higher qualification in a field related to arboriculture plus 2 years current work experience as a consulting arborist or a municipal tree manager.

As advised by the SMEs, the entry requirements for the revised Graduate Diploma are:

- an advanced diploma of arboriculture  
or
- an advanced diploma or higher qualification in a field related to arboriculture plus 3 years current work experience as a consulting arborist or a municipal tree manager.

For both qualifications, advice will be provided in the Companion Volume Implementation Guide and the Companion Volume User Guide: Arboriculture, to explain that a field related to arboriculture for these entry requirements include, but is not limited to: agronomy, arboriculture, biology, biomechanics, botany, conservation and land management, ecology, economics, engineering, entomology, environmental science, forestry, landscape architecture, mycology and soil science.

### **Prerequisites removed**

Based on the WFA and subsequent industry consultations, the following thirteen units have had their prerequisite units removed:

- *AHCARB211 Apply treatments to trees*
- *AHCARB212 Operate and maintain stump grinding machines*

- *AHCARB213 Perform ground-based rigging*
- *AHCARB314 Implement a tree maintenance program*
- *AHCARB315 Inspect trees for access and work*
- *AHCARB316 Perform pruning operations*
- *AHCARB317 Dismantle trees*
- *AHCARB318 Undertake aerial rescue*
- *AHCARB319 Use arborist climbing techniques*
- *AHCARB322 Access trees for inspection*
- *AHCARB407 Supervise and audit tree operations*
- *AHCARB408 Perform a ground-based tree defect evaluation*
- *AHCARB513 Examine and assess trees*

### **Units proposed for deletion**

Based on the WFA and subsequent and subsequent industry consultations, the following three units are proposed for deletion as they are no longer needed by industry.

- *AHCARB209 Assist with aerial rescue from the ground*
- *AHCARB210 Work effectively in the arboriculture industry*
- *AHCARB405 Perform geospatial data collection*

### **Reduction in units of competency**

Based on industry feedback, two units have been removed from the system. Some of their outcomes embedded into and been mapped across to other revised units:

- *AHCARB310 Perform aerial rigging now maps to AHCARB317 Dismantle trees*
- *AHCARB311 Tie, dress, set and finish arborist knots now maps to AHCARB213 Perform ground-based rigging, AHCARB317 Dismantle trees, AHCARB318 Undertake aerial rescue and AHCARB319 Use arborist climbing techniques.*

### **Industry validation forums**

Two validation forums were held as part of this project: one in Sydney on 15 May 2019 and another in Alice Springs on 19 May 2019. The forum in Alice Springs was held as part of Arboriculture Australia's national conference. Each forum provided industry with an opportunity to review, discuss and validate all the components being put forward for endorsement and for deletion. The forum in Sydney comprised of 7 representatives, including three representatives of the Tree Contractors Association of Australia. The forum in Alice Springs had 36 participants from across Australia. Participants in both forums provided constructive feedback on the components and their support for their endorsement. The letters of support in **Appendix 2** from some of the leading stakeholders shows their appreciation of the opportunity to discuss the revised components in detail and provide feedback during the validation forums.

**Decision being sought:** The following Arboriculture sector components to be endorsed as part of the Case for Endorsement of the proposed components of the *AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0*:

- 5 revised qualifications
- 37 revised and 2 new units of competency:
- 3 new skill sets (non-endorsed component)
- **1 qualification proposed for deletion - AHC41916 Certificate IV in Arboriculture**
- **3 units of competency proposed for deletion**
- **2 units of competency removed from the system.**

## C. Evidence of Industry support

This section provides evidence that the Arboriculture sector components of *AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0* is supported by industry.

### Support by IRC(s)

Members of the Amenity Horticulture, Landscaping, Conservation and Land Management IRC recorded their support for this submission in the Minutes of Meeting held on 10 July 2019.

Please refer to Section I. IRC support for written evidence of support.

### Consultation with stakeholders

During the development and review of the training package components, the following communication strategies were used for consultation with stakeholders.

- A project page was set up on the Skills Impact website at the start of the project with information about the project, together with progress updates. The project page remained on the website throughout the project. Visitors were invited to register their interest so that they received email alerts about the particular project of interest, for example, public consultation workshops, and opportunities to provide feedback on draft materials. A links to the project page is provided below.  
<https://www.skillsimpact.com.au/horticulture-conservation-and-land-management/training-package-projects/arboriculture-project/>
- 10 subject matter expert meetings (face-to-face or via webinar/teleconference).
- Public consultation and feedback workshops were held in Launceston, Melbourne, Brisbane, Sydney, Canberra, Darwin, Perth and Adelaide. See table below with attendance data.
- A national public consultation webinar was held to cater for stakeholders that could not attend the face to face workshops.
- Emails and newsletters were sent to state and territory training authorities (STAs/TTAs), VET regulators, industry training advisory bodies (ITABs) and other stakeholders to keep them informed of the project's progress.
- Draft materials were hosted on the Skills Impact website on two separate occasions. The first was a four-week period from 8 February - 11 March 2019, with an additional two-week period from 26 April - 12 May 2019 for validation of final drafts. Stakeholders were able to provide feedback via a feedback hub, online questionnaires, emails or telephone calls.
- Communications were sent out by members on the Industry Reference Committee via their industry networks.
- 151 Registered Training Organisations (RTOs) that have existing arboriculture units on their Scope of Registration were emailed about the project to:
  - invite them to register to receive project updates
  - seek feedback on the draft components
  - invite them to participate in face-to-face consultation workshops and the consultation webinar project updates.
- Stakeholders on Skills Impact's data base for the AHC Training Package were emailed with project updates.
- A presentation was given at the annual Arboriculture Australia conference in Alice Springs on 19 May 2019.
- Industry validation forums were held in Sydney and Alice Springs with a total of 43 participants.

Feedback providers					Consultation workshop	Webinar Participants
State	RTO	Industry	Govt	Total		
ACT					2	
NSW	8	10		18	11	2
NT		3		1	8	
QLD	4	2		6	9	3
SA	2	1		3	12	
TAS		1		1	4	
VIC		4	3	7	12	
WA	3	2	1	6	11	1
<b>Totals</b>	17	24	4	42	69	5

Please refer to **Appendix 2: Industry support** for a detailed list of activities conducted, together with organisations and individuals consulted for each of the above projects.

## State/Territory and key stakeholder engagement

Workshops and webinars were conducted throughout Australia to gain industry feedback on all aspects of the Arboriculture qualifications, skill sets and units of competency, including the components proposed for deletion.

A wide range of stakeholders have been engaged across Australia and from all states and territories. Stakeholders have included national and state-based industry associations, government departments, enterprises, key training providers and a range of individuals who are considered to be subject matter experts.

Please refer to **Appendix 2: Industry support** for a list of activities conducted, together with organisations and individuals consulted.

## Reports by exception

There are two reports by exception concerning specifically the references to the Minimum Industry Standards (MIS) that occur in 12 of the 39 Arboriculture units that have been submitted for endorsement. Concerns regarding the MIS were raised by the State Training Authority (STA) in New South Wales and Victoria.

As stated on page 7 within this Case for Endorsement, the main industry association, Arboriculture Australia Ltd has worked with industry organisations and experts to create and maintain Minimum Industry Standards (MISs) for the arboriculture industry work tasks and/or processes. These MISs have been reviewed and validated by the industry nationally and with all major arboriculture associations in each state and territory. The MISs are an accurate representation of the Minimum Standard expected for a task; however, it should be noted that they are not a comprehensive list of methods and/or equipment to use. As part of the consultation processes with the SME working groups, a reference to the Minimum Industry Standards has been added in 12 of the units of competency (two level 2 and 10 level 3) being put forward for endorsement. These references are within the unit Application and the Assessment Requirements (i.e. - Performance Evidence, Knowledge Evidence and Assessment Conditions). Below is an example taken from the Application of the revised AHCARB317 Dismantle Trees:

*AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0*

'The arboriculture industry requires that all tree dismantling work is undertaken according to current industry standards, including Minimum Industry Standard MIS303 Tree Dismantling and other relevant Minimum Industry Standards.'

There has been wide consultation regarding the reference to the MIS in selected units and there is overwhelming support for their use in the units. Please refer to the letters of support in Appendix 3 for examples.

The STA in Victoria wrote to Skills Impact on 4 September 2019 with the following comments -

It has come to my attention that there are a number of units within the Arboriculture Case for Endorsement that include a requirement to assess against "Minimum Industry Standards" developed and administered by Arboriculture Australia. Unfortunately, this was overlooked in our response.

The inclusion of these standards within Units of Competency is not supported by Victoria as the endorsed units of competency determine the industry standard of performance outcomes, skills and knowledge.

It seems that:

- The Minimum Industry Standards that are mandated in units of competency proposed for endorsement in Release 4 are 'owned by industry and administered by Arboriculture Australia', according to the Arboriculture Australia website
- Arboriculture Australia is a membership organisation with no statutory or legislative authority.
- While it refers to itself as a peak body it is one of several arboriculture organisations
- These standards are not publicly available.

Any essential components of these "Minimum Industry Standards" need to be written into the Units of Competency – the nationally agreed industry standard of performance.

The STA in New South Wales wrote to Skills Impact on 9 September 2019 with the following comments -

NSW does not support the case for endorsement.

We are concerned about the inclusion of references to the 'Minimum Industry Standards' (MIS), which are administered by Arboriculture Australia, in eleven (11) of the units of competency (UoCs) in the case for endorsement.

The central concern is that external standards (the MIS) are being drawn upon extensively in the UoCs. A UoC should contain all the relevant guidance/requirements around occupational standards. NSW does not support a UoC referring to an external set of standards, particularly where: (1) there is no regulatory or legislative standing for them (as is the case here); and (2) those standards are privately developed, not freely accessible and are owned by a private organisation. We note that the owners of these standards is Arboriculture Australia, which is represented on the Industry Reference Committee (IRC) by Mr Craig Hallam.

There is also a lack of visibility on the MIS, as NSW has not seen them, and they have not been shared as part of the case for endorsement. As such, NSW is unable to fully assess the UoCs which include reference to the MIS and is therefore unable to support the case for endorsement in its current form.

The process by which those standards are being incorporated into the UoCs is also not appropriate (that is, by a separate commercial product with no formal oversight from government or regulators and which is owned and controlled by an independent, private organisation).

If the MIS are of benefit to training products and the delivery of those training products, then we recommend that the SSO 'Skills Impact' explores how it could incorporate relevant content from the MIS into the UoCs themselves.

In response to the STAs concerns.

- Arboriculture Australia Ltd is a not for profit national organisation recognised as the peak industry body by each of the eight state and territory industry bodies. The following industry bodies recognise Arboriculture Australia as the peak industry body:

Queensland	Queensland Arboricultural Association
New South Wales	NSW Arb
Victoria	Victorian Tree Industry Organisation
ACT	Australian Capital Tree Community
Tasmania	Tasmanian Arboricultural Organisation
South Australia	South Australian Society of Arboriculture
Northern Territory	Northern Territory Arboricultural Association
Western Australia	Tree Guild of Western Australia

- Representatives from all of these organisations have worked with Arboriculture Australia to produce the MISs, primarily to promote safe work practices for arborists due to the high-risk nature of their work. The MISs are endorsed by all of the above organisations, and the documents carry their logo as a mark of that ratification.
- 17 of the 19 RTOs that currently have the Certificate III in Arboriculture on their scope of Registration have already purchased and use the MISs and will receive free updates of the MISs they have purchased as and when MISs are upgraded and released.
- Arboriculture Australia Ltd is striving to make the MIS as affordable as possible to all that want to purchase them and are aiming to have the MIS referenced in the units available as a PDF for approximately \$4 per MIS per year, something it believes all prospective learners can afford.
- The MISs are widely used in industry so it is likely the employer of most apprentices already has the MISs.
- The MISs are available from Arboriculture Australia in hard copy, as well as from other retailers. (e.g. from [Vermeer Australia](#)). Arboriculture Australia has commissioned an electronic platform to enable easier and cheaper access and to allow regular updating when equipment or regulations are improved. This platform will allow for electronic access to the MISs from early 2020.
- Skills Point (TAFE NSW) has purchased licences for the MIS that enable the NSW TAFE system to provide the MIS to their learners without any cost to the learner
- Arboriculture Australia Ltd will provide electronic access to the MISs at no charge to any RTO that has not purchased a license, to enable the RTO to develop their own training and assessment resources to the Minimum Industry Standards, without having to provide their learners copies of the MIS.
- There are precedents of endorsed units of competency that reference standards such as Australian Standards. For example, the current endorsed *AHCARB303 Perform pruning operations* references *AS 4373 Pruning of amenity trees* in the Application, Performance Criteria, Performance Evidence and Knowledge Evidence.
- The reference to the MIS does not breach any of the Standards for Training Packages 2012 and quality assurance advice from two independent QA panel members did not raise any concerns with the reference to the MIS in the units of competency and deemed them compliant as well as supporting **Quality Principle 2: Support portability of skills and competencies including reflecting licensing and regulatory requirements**, see page 75 of this document.

- 29 respondents provided feedback on the reference to the MIS in the units of competency. 22 respondents, most of whom represent industry support the MIS. The other 7 (mostly private RTOs) do not support the MIS.

- The negative comments are from

Private RTOs	3
TAFE	1
Gov	3
<b>Total</b>	<b>7</b>

**The positive comments are from**

Industry	17
RTOs	5
<b>Total</b>	<b>22</b>

- The reference to the MIS in the units of competency was well publicised during all of the consultations throughout the project and is overwhelmingly supported by industry, and industry will not be accepting of their removal on the basis of the reasons stipulated by the two STAs for not supporting this body of work.
- The Minimum Industry Standards allow the arboricultural industry to describe, in detailed industry terminology, how to perform arboricultural tasks. These are written to a level of technical detail that it would not be possible to replicate within the units of competency.
- The SMEWG for the arboriculture project included members of the Tree Contractors Association Australia, TAFE NSW, The Arborist Network, Tree Wise Men and Institute of Australian Consulting Arboriculturist and three industry and one RTO representative from Victoria. These SME members totally support the reference to the MIS in the units.

## D. Industry expectations about training delivery

This section explains the advice provided in the Companion Volume Implementation Guide for the *AHC Agriculture, Horticulture and Conservation, and Land Management Training Package Version 4.0*, together with recommendations for delivery of qualifications as traineeships/apprenticeships.

### Companion Volume Implementation Guide

The companion volume details information that covers key industry expectations about:

- qualifications suitable for vocational education and training delivered to secondary students
- qualifications suitable for delivery as apprenticeships or traineeships
- amount of training/volume of learning requirements to ensure that the individual can gain the necessary skills and knowledge
- key legislative requirements
- essential knowledge requirements.

In addition to the Implementation Guide, a **Companion Volume User Guide: Arboriculture** has been created to provide further advice for users of the Arboriculture sector components.

The advice in the User Guide includes many recommendations from industry regarding best practice for training and assessment of the Arboriculture qualifications and units, with information on accessing industry supported resources to assist RTOs and learner, including information on:

- Selecting specialisations in the Certificate III in Arboriculture
- Sequencing for the delivery and assessment of units in the Certificate III in Arboriculture
- Entry requirements in the post trade qualifications
- Health and safety
- Professional development for Arboriculture trainers and assessor
- Industry expectations for volume of learning
- Industry engagement
- Suggestions for Integrated/holistic delivery of some units of competency
- Prerequisite units
- Australian Standards and Minimum Industry Standards (MIS)
- Definitions
- Links to Arboriculture industry associations

### Delivery as apprenticeship/traineeship

AHC30819 Certificate III in Arboriculture is suitable and recommended for delivery as either a traineeship or apprenticeship.

AHC20519 Certificate II in Arboriculture may be suitable for delivery as a pre-apprenticeship.



## E. Implementation of the training package components

This section explains how the training package meet occupational and/or licensing requirements and identifies particular implementation issues and strategies to manage these issues.

### Meeting occupational and licensing requirements

The arboriculture industry is affected by a range of legislative requirements for the ownership and impact of trees in our society and may involve state, territory or local government regulations involving the tree for their heritage, cultural, environmental, conservation and aesthetic values. It is important that when implementing training and assessment in different environments that the individuals are made aware of the significance and regulatory compliance requirements for the trees on which they are working.

In the revised Arboriculture units that relate to physical tree work, the following statement has been added to the unit's application: "Legislation, regulations and by-laws relating to the treatment and removal of trees apply in some states and territories."

There are also imported units in the revised Certificate III of Arboriculture that that include chemical use, and RTOs will need to check their local regulatory requirements when storing, handling and applying chemicals related to tree treatments.

### Implementation issues and management strategies

The training and assessment of the Certificate II and the Certificate III in Arboriculture requires a great deal of applied knowledge and practical demonstration, which can only be achieved through exposure to and use of hand and power tools, specialist equipment and machinery operation in a real tree work environment that includes access to trees for shaping and felling. RTO's wishing to deliver this training must consider the size and complexity of such an undertaking, and especially the health and safety requirements for learners. It is envisaged the secondary schools that offer the Certificate II will likely auspice or partner with RTOs that specialise in arboriculture, thereby ensuring that best practice in training and assessment is achieved, as well as safety for all concerned.

### Further implementation advice

A few stakeholders have questioned the rationale for adding the Arborist Works Coordinator as a specialisation within the revised Certificate III in Arboriculture, detailing that it may be too early in the development of a tradesperson to offer such a specialisation. The majority of industry stakeholders stated that the specialisation fits well within the Certificate III but recommended it be trained and assessed only after the apprentice has completed the nine core units in the qualification. This approach will allow the individual to attain 1 – 2 years of practical experience and development of critical skills before taking on the Arborist Works Coordinator specialisation. The same logic applies to the sequencing of learning before attempting the units in the Crane Arborist specialisation. More advice on this is provided in the *Companion Volume Implementation Guide* and *Companion Volume User Guide: Arboriculture*.

## F. Quality assurance reports

Skills Impact declares that the proposed components of *AHC Agriculture, Horticulture and Conservation and Land Management Training Package V4.0* meets the requirements of the *Standards for Training Packages 2012* and the *Training Package Development and Endorsement Process Policy*.

The table provides a statement of evidence that the components meet the Training Package Quality Principles.

Principle	Evidenced by:
1. Reflect identified workforce outcomes	<ul style="list-style-type: none"> <li>• Changes demonstrate a clear link back to relevant AISC decisions commissioning the work, the IRC Skills Forecast and/or Case for Change, or demonstrate other evidence of industry needs.</li> <li>• Training package components are compliant with the <i>Standards for Training Packages 2012</i>, the <i>Training Package Products Policy</i> and the <i>Training Package Development and Endorsement Process Policy</i></li> <li>• Evidence that the training package components respond to Ministers' policy initiatives, in particular the CISC 2015 training package reforms</li> <li>• Open and inclusive consultation and validation commensurate with scope and impact has been conducted</li> </ul>
2. Support portability of skills and competencies including reflecting licensing and regulatory requirements	<ul style="list-style-type: none"> <li>• Packaging rules, qualifications framework, and pathways support movement within and across sectors</li> <li>• Identification of skill sets that respond to client needs</li> <li>• Other national and international standards for skills are considered</li> <li>• Solutions to incorporate licensing and regulatory requirements are brokered and there is clear evidence of support from licensing and industry regulatory bodies</li> </ul>
3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry	<ul style="list-style-type: none"> <li>• Active engagement across industry has sought to achieve a national consensus about the advice being provided to the AISC.</li> </ul>
4. Be flexible to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces	<ul style="list-style-type: none"> <li>• Qualifications can be applied in a range of contexts, such as vocational education and training delivered to secondary students, apprenticeships and traineeships.</li> <li>• Provide multiple entry and exit points</li> <li>• Pre-requisite units of competency are used only when required</li> </ul>
5. Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors	<ul style="list-style-type: none"> <li>• Qualifications in this training package support the progression of an individual through school and vocational education sectors, and information about progression is provided in the Implementation Guide</li> <li>• Provide 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</li> </ul>

<p>6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements</p>	<ul style="list-style-type: none"> <li>• Industry advice about delivery is provided via a Companion Volume Implementation Guide ready for publication at the same time as the Training Package</li> <li>• Units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth</li> <li>• Compliance with the TGA/National Register requirements for publication</li> </ul>
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The declaration and statement of evidence is confirmed by the independent Quality Report which is provided in Appendix 4: **Quality Report**.

The *AHC Agriculture, Horticulture and Conservation and Land Management Companion Volume Implementation Guide* and *Companion Volume User Guide: Arboriculture* has been quality assured through Skills Impact's quality processes and is available.

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

The decision being sought from the AISC would support the COAG Industry and Skills Council reforms to training packages.

The existing *AHC41916 Certificate IV in Arboriculture* is proposed for deletion as industry advised it is no longer required. The following three units are proposed for deletion as they are no longer needed by industry.

- *AHCARB209 Assist with aerial rescue from the ground*
- *AHCARB210 Work effectively in the arboriculture industry*
- *AHCARB405 Perform geospatial data collection.*

The following two units have been removed from the system. Some of their content embedded into other revised units as part of this project.

- *AHCARB310 Perform aerial rigging*
- *AHCARB311 Tie, dress, set and finish arborist knots.*

The revised five Arboricultural qualifications cover AQF levels 2 to 8 allowing for the development of skills that reflect real job roles and work tasks. These qualifications work together to support a person to enter the industry and to develop a career at the highest level.

The revised Certificate II is smaller and more focussed on practical skills to create a simpler pathway into the industry and the revised Certificate III is also smaller and has three new specialisations added that reflect new and emerging trade skills. Three new skill sets have been created and these have been designed to create employment pathways into the industry, to upskill existing arborists or as pathways into full qualifications within the industry.

The listed units in the revised Arboriculture qualifications include:

- several electives from other sectors of the AHC Training Package that will enable learners to gain credit into other AHC qualifications
- core or elective units from the BSB, CPC, CPP, FWP, LGA, UET and RII Training Packages that will enable learners to gain credits into other qualifications contained within these Training Packages.

## H. Evidence of completion

Skills Impact confirms that the proposed components of the *AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0* has been completed according to the work assigned by the AISC in the Case for Change and the subsequent Activity Order.

### **Evidence that training package component(s) are prepared for publication.**

The Quality Report provides confirmation that the draft components meet the *Standards for Training Packages 2012*.

All components have been created to comply with the National Register requirements for publication. The **Mapping Summary** and **Training Package Modification History** provided in **Appendix 1 Components for endorsement** provide details of the changes to the training package components that are required to allow them to be published on the National Register.

## I. IRC support

The Agriculture and Production Horticulture IRC and the Amenity Horticulture, Landscaping, Conservation and Land Management IRC support the submission of the training package components detailed in this Case for Endorsement.

Signed for and on behalf of the Amenity Horticulture, Landscaping, Conservation and Land Management IRC by its appointed Chair.

Name of Chair: Esther Ngang

Signature of Chair:



Date: 09/09/2019

## Appendix 1: Components for endorsement

### a. List of qualification titles and codes

Qualifications in the AHC - Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0	
Code	Title
AHC20519	Certificate II in Arboriculture
AHC30819	Certificate III in Arboriculture
AHC50519	Diploma of Arboriculture
AHC60519	Advanced Diploma of Arboriculture
AHC80119	Graduate Diploma of Arboriculture

### b. List of unit titles and codes and associated assessment requirements

Units of competency in the AHC - Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0	
Code	Title
AHCARB211	Apply treatments to trees
AHCARB212	Operate and maintain stump grinding machines
AHCARB213	Perform ground-based rigging
AHCARB214	Recognise trees
AHCARB314	Implement a tree maintenance program
AHCARB315	Inspect trees for access and work
AHCARB316	Perform pruning operations
AHCARB317	Dismantle trees
AHCARB318	Undertake aerial rescue
AHCARB319	Use arborist climbing techniques
AHCARB320	Install tree support systems
AHCARB321	Implement a tree protection program
AHCARB322	Access trees for inspection
AHCARB323	Identify trees
AHCARB324	Use cranes to access and dismantle trees
AHCARB327	Manage trees to create and maintain habitat refuges
AHCARB406	Verify pruning specifications
AHCARB407	Supervise and audit tree operations
AHCARB408	Perform a ground-based tree defect evaluation
AHCARB409	Conduct a safety audit
AHCARB508	Identify, select and specify trees
AHCARB509	Develop an arboricultural impact assessment report
AHCARB510	Specify and audit tree work

<b>Units of competency in the AHC - Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0</b>	
<b>Code</b>	<b>Title</b>
AHCARB511	Prepare arborist reports
AHCARB512	Generate tree plans using computer-aided design software
AHCARB513	Examine and assess trees
AHCARB514	Diagnose tree diseases
AHCARB608	Interpret diagnostic test results
AHCARB609	Measure and improve the performance of urban forests
AHCARB610	Provide consultation in a legal framework
AHCARB611	Develop an operational tree management plan
AHCARB612	Review and develop strategic tree policy
AHCARB804	Analyse tree structure and biomechanics
AHCARB805	Perform mycology assays
AHCARB806	Research urban forest performance
AHCARB807	Conduct an entomology research project
AHCARB808	Contextualise diagnostic tests
AHCARB809	Develop an urban forest management framework
AHCARB810	Analyse edaphic interactions of trees and structures

### c. Skill sets (not for endorsement)

<b>Skill sets in the AHC - Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0</b>	
<b>Code</b>	<b>Title</b>
AHCSS00103	Basic Tree Worker Skill Set
AHCSS00104	Introduction to Arboriculture Skill Set
AHCSS00105	Arborist Works Coordinator Skill Set

### c. Mapping information

#### Qualifications

<b>Mapping of qualifications for AHC Agriculture, Horticulture, Landscaping, Conservation and Land Management Training Package Version 4.0</b>			
<b>Code and title (previous version)</b>	<b>Code and title (current version)</b>	<b>Comments</b>	<b>Equivalence statement</b>
AHC20516 Certificate II in Arboriculture	AHC20519 Certificate II in Arboriculture	Total number of units required to achieve the qualification decreased from 20 to 11, all of which are core	No equivalent qualification
AHC30816 Certificate III in Arboriculture	AHC30819 Certificate III in Arboriculture	Total number of units required to achieve the qualification decreased from 23 to 18	No equivalent qualification



<b>Mapping of qualifications for AHC Agriculture, Horticulture, Landscaping, Conservation and Land Management Training Package Version 4.0</b>			
<b>Code and title (previous version)</b>	<b>Code and title (current version)</b>	<b>Comments</b>	<b>Equivalence statement</b>
		Changes to packaging rules, core and elective units New specialisations added	
AHC41916 Certificate IV in Arboriculture Release 1	Not applicable	Deleted	Not applicable
AHC50516 Diploma of Arboriculture	AHC50519 Diploma of Arboriculture	Entry requirements added Changes to the units listed in the core and electives Changes to packaging rules, with the core increased from 7 to 8 units and the electives reduced from 3 to 2 units.	No equivalent qualification
AHC60516 Advanced Diploma of Arboriculture	AHC60519 Advanced Diploma of Arboriculture	Entry requirements changed Packaging rules, core and electives units changed	No equivalent qualification
AHC80116 Graduate Diploma of Arboriculture Release 2	AHC80119 Graduate Diploma of Arboriculture Release 3	Changes to packaging rules, core and elective units	Equivalent qualification

### Skill Sets

<b>Skill sets Mapping of skill sets for AHC Agriculture, Horticulture, Landscaping, Conservation and Land Management Training Package Version 4.0</b>			
<b>Code and title (previous version)</b>	<b>Code and title (current version)</b>	<b>Comments</b>	<b>Equivalence statement</b>
Not applicable	AHCSS00103 Basic Tree Worker Skill Set	New skill set	Not applicable
Not applicable	AHCSS00104 Introduction to Arboriculture Skill Set	New skill set	Not applicable
Not applicable	AHCSS00105 Arborist Works Coordinator Skill Set	New skill set	Not applicable

## Units of competency

<b>Mapping of units of competency for AHC Agricultural, Horticulture and Conservation and Land Management Training Package Version 4.0</b>			
<b>Code and title (previous version)</b>	<b>Code and title (current version)</b>	<b>Comments</b>	<b>Equivalence statement</b>
AHCARB201 Apply a range of treatments to trees	AHCARB211 Apply treatments to trees	Title changed Prerequisite unit removed Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB206 Operate and maintain stump grinding machines	AHCARB212 Operate and maintain stump grinding machines	Prerequisite units removed Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB207 Perform ground based rigging	AHCARB213 Perform ground-based rigging	Prerequisite unit removed Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB208 Recognise trees	AHCARB214 Recognise trees	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB209 Assist with aerial rescue from the ground		Deleted	Not applicable
AHCARB210 Work effectively in the arboriculture industry		Deleted	Not applicable
AHCARB301 Implement a tree maintenance program	AHCARB314 Implement a tree maintenance program	Prerequisite units removed Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB302 Inspect trees for access and work	AHCARB315 Inspect trees for access and work	Prerequisite unit removed Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB303 Perform pruning operations	AHCARB316 Perform pruning operations	Prerequisite units removed	Equivalent unit

<b>Mapping of units of competency for AHC Agricultural, Horticulture and Conservation and Land Management Training Package Version 4.0</b>			
<b>Code and title (previous version)</b>	<b>Code and title (current version)</b>	<b>Comments</b>	<b>Equivalence statement</b>
		Elements and performance criteria clarified Foundation skills added Assessment requirements updated	
AHCARB305 Dismantle trees	AHCARB317 Dismantle trees	Redesigned unit that includes content from AHCARB305 Dismantle trees and AHCARB310 Perform aerial rigging	No equivalent unit
AHCARB306 Undertake aerial rescue	AHCARB318 Undertake aerial rescue	Prerequisite units changed Element added Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB307 Undertake advanced tree climbing	AHCARB319 Use arborist climbing techniques	Title changed Prerequisite units removed Elements and performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB308 Install cable and bracing	AHCARB320 Install tree support systems	Title changed Element added Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB309 Implement a tree protection program	AHCARB321 Implement a tree protection program	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB310 Perform aerial rigging	AHCARB317 Dismantle trees	Some content included in AHCARB317 Dismantle trees	No equivalent unit
AHCARB311 Tie, dress, set and finish arborist knots	AHCARB213 Perform ground-based rigging	Content included in the following units: <ul style="list-style-type: none"> <li>▪ AHCARB213 Perform ground-based rigging,</li> </ul>	No equivalent unit

**Mapping of units of competency for AHC Agricultural, Horticulture and Conservation and Land Management Training Package Version 4.0**

<b>Code and title (previous version)</b>	<b>Code and title (current version)</b>	<b>Comments</b>	<b>Equivalence statement</b>
		<ul style="list-style-type: none"> <li>▪ AHCARB317 Dismantle trees</li> <li>▪ AHCARB318 Undertake aerial rescue</li> <li>▪ AHCARB319 Use arborist climbing techniques</li> </ul>	
AHCARB311 Tie, dress, set and finish arborist knots	AHCARB317 Dismantle trees	<p>Content included in the following units:</p> <ul style="list-style-type: none"> <li>▪ AHCARB213 Perform ground-based rigging,</li> <li>▪ AHCARB317 Dismantle trees</li> <li>▪ AHCARB318 Undertake aerial rescue</li> <li>▪ AHCARB319 Use arborist climbing techniques</li> </ul>	No equivalent unit
AHCARB311 Tie, dress, set and finish arborist knots	AHCARB318 Undertake aerial rescue	<p>Content included in the following units:</p> <ul style="list-style-type: none"> <li>▪ AHCARB213 Perform ground-based rigging,</li> <li>▪ AHCARB317 Dismantle trees</li> <li>▪ AHCARB318 Undertake aerial rescue</li> <li>▪ AHCARB319 Use arborist climbing techniques</li> </ul>	No equivalent unit
AHCARB311 Tie, dress, set and finish arborist knots	AHCARB319 Use arborist climbing techniques	<p>Content included in the following units:</p> <ul style="list-style-type: none"> <li>▪ AHCARB213 Perform ground-based rigging,</li> <li>▪ AHCARB317 Dismantle trees</li> <li>▪ AHCARB318 Undertake aerial rescue</li> <li>▪ AHCARB319 Use arborist climbing techniques</li> </ul>	No equivalent unit

<b>Mapping of units of competency for AHC Agricultural, Horticulture and Conservation and Land Management Training Package Version 4.0</b>			
<b>Code and title (previous version)</b>	<b>Code and title (current version)</b>	<b>Comments</b>	<b>Equivalence statement</b>
AHCARB312 Use Standard climbing techniques	AHCARB322 Access trees for inspection	Title changed Prerequisite unit removed Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB313 Identify trees	AHCARB323 Identify trees	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
Not Applicable	AHCARB324 Use cranes to access and dismantle trees	New Unit	Not applicable
Not Applicable	AHCARB327 Manage trees to create and maintain habitat refuges	New Unit	Not applicable
AHCARB401 Verify pruning specifications	AHCARB406 Verify pruning specifications	Elements and performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB402 Supervise and audit tree operations	AHCARB407 Supervise and audit tree operations	Prerequisite units removed Elements and performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB403 Perform a ground-based tree defect evaluation	AHCARB408 Perform a ground-based tree defect evaluation	Prerequisite units removed Elements and performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB404 Conduct a safety audit	AHCARB409 Conduct a safety audit	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit

<b>Mapping of units of competency for AHC Agricultural, Horticulture and Conservation and Land Management Training Package Version 4.0</b>			
<b>Code and title (previous version)</b>	<b>Code and title (current version)</b>	<b>Comments</b>	<b>Equivalence statement</b>
AHCARB405 Perform geospatial data collection		Deleted	Not applicable
AHCARB502 Identify, select and specify trees	AHCARB508 Identify, select and specify trees	Elements and performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB504 Develop an arboricultural impact assessment report	AHCARB509 Develop an arboricultural impact assessment report	Prerequisite unit removed Element added Elements and performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB505 Document and audit tree work	AHCARB510 Specify and audit tree work	Element added Performance criteria clarified Foundation skills added Assessment requirements updated	No equivalent unit
AHCARB506 Prepare arborist reports	AHCARB511 Prepare arborist reports	Elements and performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB507 Generate tree plans using computer-aided design software	AHCARB512 Generate tree plans using computer-aided design software	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB601 Examine and assess trees	AHCARB513 Examine and assess trees	Code changed to reflect AQF alignment Prerequisite units removed Elements and performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB602 Diagnose tree diseases	AHCARB514 Diagnose tree diseases	Code changed to reflect AQF alignment Performance criteria clarified	Equivalent unit

<b>Mapping of units of competency for AHC Agricultural, Horticulture and Conservation and Land Management Training Package Version 4.0</b>			
<b>Code and title (previous version)</b>	<b>Code and title (current version)</b>	<b>Comments</b>	<b>Equivalence statement</b>
		Foundation skills added Assessment requirements updated	
AHCARB603 Interpret diagnostic test results	AHCARB608 Interpret diagnostic test results	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB604 Measure and improve the performance of urban forests	AHCARB609 Measure and improve the performance of urban forests	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB605 Provide consultation in a legal framework	AHCARB610 Provide consultation in a legal framework	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB606 Develop an operational tree management plan	AHCARB611 Develop an operational tree management plan	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB607 Review and develop strategic tree policy	AHCARB612 Review and develop strategic tree policy	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB701 Analyse tree biomechanics	AHCARB804 Analyse tree structure and biomechanics	Code changed to reflect AQF alignment Title changed Elements and performance criteria for clarified Foundation skills added Assessment requirements updated	No equivalent unit
AHCARB702 Analyse mycology cultures	AHCARB805 Perform mycology assays	Code changed to reflect AQF alignment Elements and performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB703 Research urban forest performance	AHCARB806 Research urban forest performance	Code changed to reflect AQF alignment Elements and performance criteria for clarified	Equivalent unit

<b>Mapping of units of competency for AHC Agricultural, Horticulture and Conservation and Land Management Training Package Version 4.0</b>			
<b>Code and title (previous version)</b>	<b>Code and title (current version)</b>	<b>Comments</b>	<b>Equivalence statement</b>
		Foundation skills added Assessment requirements updated	
AHCARB704 Conduct an entomology research project	AHCARB807 Conduct an entomology research project	Code changed to reflect AQF alignment Elements and performance criteria modified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB801 Contextualise diagnostic tests	AHCARB808 Contextualise diagnostic tests	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB802 Develop an urban forest management framework	AHCARB809 Develop an urban forest management framework	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit
AHCARB803 Analyse edaphic interactions of trees and structures	AHCARB810 Analyse edaphic interactions of trees and structures	Performance criteria clarified Foundation skills added Assessment requirements updated	Equivalent unit

#### **d. Credit arrangements**

<b>Credit arrangements for AHC Agriculture, Horticulture, Landscaping, Conservation and Land Management Training PackageV3.0</b>		
<b>Qualification Code</b>	<b>Qualification Title</b>	<b>Credit Arrangement Details</b>
AHC20519	Certificate II in Arboriculture	At the time of endorsement of this training package, no national credit arrangements exist.
AHC30819	Certificate III in Arboriculture	At the time of endorsement of this training package, no national credit arrangements exist.
AHC50519	Diploma of Arboriculture	At the time of endorsement of this training package, no national credit arrangements exist.
AHC60519	Advanced Diploma of Arboriculture	At the time of endorsement of this training package, no national credit arrangements exist.



**Credit arrangements for AHC Agriculture, Horticulture, Landscaping, Conservation and Land Management Training PackageV3.0**

<b>Qualification Code</b>	<b>Qualification Title</b>	<b>Credit Arrangement Details</b>
AHC80119	Graduate Diploma of Arboriculture	At the time of endorsement of this training package, no national credit arrangements exist.

## Appendix 2: Industry support

### Industry Feedback – Arboriculture

Arboriculture Subject Matter Expert Working Group (six meetings between October 2018 and May 2019)

Name	Position	Organisation
Anthony van Zeeventer	Urban forest management team leader	Darwin City Council, NT
Bill Sullivan	Consulting Arborist	Bill Sullivan Consulting Arborist, NT
Craig Hallam	Managing Director and Chair of Arboriculture Australia Ltd.	Arboriculture Australia, National / VIC
Damian Torre	State Manager Western Australia	Eastern Tree Services, WA
Dan Mcardle	Consulting Arborist	McArdle & Sons Pro Tree Service and the Tree Contractors Association Australia, NSW
Dr. Greg Moore	Lecturer	The University of Melbourne, VIC
Henk Morgan	Arborist	Evergreen Tree Care Brisbane, QLD
Jim Mcardle	Consulting Arborist and President	Tree Contractors Association Australia, National/NSW
Joe Harris	Arborist	Into Trees, TAS
John Douglas	Teacher	TAFE NSW
Karl Morrow	Teacher	Melbourne Polytechnic, VIC
Kiah Martin	Arborist	TreeStyle Pty Ltd, VIC
Mark Hartley	Consulting Arborist	The Arborist Network, NSW and Arboriculture Australia
Michael Palamountain	Consulting Arborist	Tree Environs, SA
Peter Castor	Director and Consulting Arborist	Tree Wise Men and Institute of Australian Consulting Arboriculturists, NSW
Rodney Fraser	Senior Arborist / Operations Manager	Citiwide, VIC
Russell Shepherd*	Arborist and Vice President	Assured Tree Care and Victorian Tree Industry Association, VIC

Name	Position	Organisation
Tony Cockram	Senior Arboricultural Planning Officer	City of Gold Coast, QLD
Tom Vassallo	Industry Skills Standards Manager	Skills Impact
Ron Barrow	Contractor for Skills Impact	Nestor Consulting contracted by Skills Impact

\* Only attended the first meeting

#### Arboriculture Consultation Workshop – Launceston 8 February 2019

Participants	Organisation
Joe Harris	Into Trees
Paul Suidgeest	VFT4C
Paul Denholm	Island Veg
James Hugget	TAS TAFE

#### Arboriculture Consultation Workshop – Melbourne 11 February 2019

Participants	Organisation
Fiona Brown	City of Melbourne
Craig Hallam	Enspec
Ryan O'Mara	Energy Safe Victoria
Christian Knipp	Energy Safe Victoria
Martha Esparon	Active Tree Services
Graeme Hughes	Melbourne Polytechnic
George Costaras	AAT Tree Services
Stewart Detez	Swinburne University
Lynda Green	Australian Apprenticeships and traineeships Information Service
Adam Tozer	Holmesglen
Frank Somerville	Swinburne
Tim Michau	Tag Consulting

**Arboriculture Consultation Workshop – Brisbane 12 February 2019**

<b>Participants</b>	<b>Organisation</b>
Heidi Chaffin	Training For Trees
Peter Chaffin	Training For Trees
Craig Hallam	Enspec
Ben Inman	Trees are Cool
Tony Jansen	City Tree Services
Craig Reid	The Tree Advisory Centre
Leslie Soos	MTO Group & HS Business Sector School
Jamie Boston	Treescape
Roger Rankine	Independent Arb
Paul Jave	Queensland Arboricultural Association

**Arboriculture Consultation Workshop – Sydney 13 February 2019**

<b>Participants</b>	<b>Organisation</b>
Tony Momi	Padstow TAFE NSW
David Lovell	Padstow TAFE NSW
John Douglas	Padstow TAFE NSW
Craig Hallam	Enspec
Michael Roach	Trained Up. Pty Ltd
Cliff Lee-Leong	Trained Up. Pty Ltd
Wayne Hooper	TAFE NSW
Greg Penkow	TAFE NSW
John Atkins	TAFE NSW – North Region
Andrew Hendy	TAFE NSW
Geoff Nugent	TAFE NSW
Hugh Millington	Private Contractor

**Arboriculture Consultation Workshop – Canberra 14 February 2019**

<b>Participants</b>	<b>Organisation</b>
Rod Hall	Wodonga TAFE

<b>Participants</b>	<b>Organisation</b>
Andre Sneyers	ACT Government

#### **Arboriculture Consultation Workshop – Darwin 19 February 2019**

Debbie Knight	ISACNT
Daniel Wilson	Sully Pty Ltd
Bill Sullivan	Sully Pty Ltd
Richard Kensan	NTAA
Jamie Moseley	COD
Amy Griesbach	City of Darwin
Anthony Van Zee Venter	City of Darwin
Pauline Halse	ISACNT

#### **Arboriculture Consultation Workshop – Perth 20 February 2019**

<b>Participants</b>	<b>Organisation</b>
Beth Moir	Arbor Guy
Mick Bryne	CPD Trees
Robert Bodenstaff	Arbor Centre
Mark Short	City of Baywater
Alex Isaac	City of Canning
Damian Torre	Eastern Tree Services
Thomas Smith	Classic Tree Services
Guy Gadge	Arbor Guy
Paul Etheredge	Food, Fibre & Timber Industries Training Council
Pascaline Owers	SM TAFE
Brett Bain	SM TAFE

#### **Arboriculture Consultation Workshop – Adelaide 21 February 2019**

<b>Participants</b>	<b>Organisation</b>
Michael Palamountain	Tree Environs

<b>Participants</b>	<b>Organisation</b>
Tom Stevens	Bushwood Training Academy
Tom Flemming	Embark Arb Services
Silvia Zola-Coulson	Arb Educational Services
Timothy Spurling	TAFE SA
Jason Williams	Arborman
Marcus Lodge	Arborman
Michael Ramsden	Treesystems
Kevin Knowles	Aro Educational Services
Colin Thornton	Treevolution
Louise Bennett	Arboriculture Australia
Roxanne Price	Arboriculture Australia

#### **Arboriculture Consultation Webinar – 1pm - 2pm 25 February 2018**

<b>Participant</b>	<b>Organisation</b>
Frances Parnell	State Training Authority, WA
David Priem	TAFE NSW
Hans Porada	TAFE NSW
Ian McLeod	Industry Training, RTO QLD
Jonathan Hobbs	Arborist QLD
Peter Taylor	Cairns City Council, QLD

#### **Arboriculture Consultation Draft Feedback Hub Contributors**

<b>Name</b>	<b>Organisation</b>	<b>State</b>
Andrew Hendy	TAFE NSW	NSW
Brett Bain	South Metropolitan TAFE	WA
Chris Morris	Arborist	VIC
Chris O'Connor	Nursery & Garden Industry Australia	NSW
David Gowenlock	Seasoned Trees	NSW
Geoff Nugent	Department of Education - TAFE Northern Sydney Institute	NSW

<b>Name</b>	<b>Organisation</b>	<b>State</b>
Heidi Chaffin	Training for Trees	QLD
Hugh Millington	Hugh The Arborist	NSW
Ivana Stravs	TAFE NSW	NSW
Michael Byrne	CPD Tree Services	WA
Nick Juniper	Food & Primary Skills Victoria	VIC
Pascaline Owers	South Metropolitan TAFE	WA
Paul Etheredge	Food, Fibre & Timber Industries Training Council, WA	WA
Peter Chaffin	Training For Trees	QLD
Peter Tutt	A Plus Training Solutions	WA
Tom Stevens	Bushwood Training Academy	SA
Wayne Hooper	TAFE NSW	NSW

#### **Arboriculture Consultation Draft Email Feedback Contributors**

<b>Name</b>	<b>Organisation</b>	<b>State</b>
Richard Kenyon	Remote Trees	NT
"Sam Sweeney	Supervisor - Cardinia Open Space"	VIC
Terry Hall	Terry Hall Tree Services	NSW
Wayne Back	Above All Tree Services	NSW
Will Dunn	Master Tree Care	SA
Damian Harbrow\	Rockhampton Regional Council	QLD

#### **Arboriculture Consultation Validation Survey respondents**

<b>Name</b>	<b>Organisation</b>	<b>State</b>
Heidi Chaffin	Training for Trees	QLD
Robert Hall	Box Hill Institute	VIC

### Arboriculture Consultation Validation email respondents

Name	Organisation	State
Anne Wiltshire and Belinda Watson-Noblet	Curriculum Maintenance Manager for the Victorian STA	VIC
Shane Eeles	Utilities, Engineering, Electrical & Automotive Training Council	WA
Frances Parnell	State Training Authority	WA
Paul Etheridge	Food, Fibre & Timber Industries Training Council	WA
Stephen Weatherley	Arbortrim	VIC
Dan Mcardle	Tree contractors Association of Australia	NSW
Debbie Knight	Industry Skills Advisory Council	NT

### Arboriculture Validation Forum Participants, Sydney – 15 May 2019

Name	Position	Organisation
Jim Mcardle	President	Tree Contractors Association of Australia (TCAA)
Gregor Van Emmerik	Director and Board Member	Agile Arbor and TCCA
Glen Dwyer	A & A Arbor Tree Services and Executive committee member	Agile Arbor and TCCA
Wayne Hooper	Teacher	TAFE NSW (Ryde)
Andrew Hendy	Teacher	TAFE NSW (Richmond)
Geoff Nugent	Teacher	TAFE NSW (Ryde)
John Douglas	Head Teacher	TAFE NSW (Ryde)

### Arboriculture Validation Forum Participants, Alice Springs – 19 May 2019

Name	Position	Organisation
Emma Barr	Senior Consulting Arborist/Project Manager	Homewood Consulting
Anthony Randall	GEMCO Arborist Mentor	South 32
Tim Spurling	Coordinator Arboriculture & Horticulture	TAFE SA
Dan Tulen	Advisor Line Clearance Assurance	Energy Safe Victoria
James Maund	CEO	Arbortrim



<b>Name</b>	<b>Position</b>	<b>Organisation</b>
Robert Buick	Business Development Manager	Arbortrim
Ian McKenzie	President	Institute of Australian Consulting Arboriculturists (IACA)
Glenyss Laws	Consulting Arborist	Glenyss Laws Consulting and IACA
Gary Wright	Manager Line Clearance Assurance	Energy Safe Victoria
Lloyd Hetrick	Consulting Arborist	
Michael Jones	Managing Director	Urban Forest Training and Consultancy
Trevor Gardiner	CEO	Thoughtplanters (Australia) Pty Ltd
Dane Pickering	Director	Aussie Tree Services
Shane Cavanagh	Managing Director	Tree Care Machinery
Peter Chaffin	Director of Training	Training For Trees Pty Ltd
Brett Moir	General Manager	Arbor Guy
Guy Badger	Director	Arbor Guy
Tristan Bradshaw	Owner	Bradshaw Consulting Arborists
Kiah Martin	Arborist	TreeStyle
Joe Harris	Arborist	Into Trees
Karl Morrow	Trainer/Assessor	Melbourne Polytechnic
Mark Hartley	Senior Consultant	Arborist Network
Craig Hallam	Chair	Arboriculture Australia
Greg Moore	Lecturer	University of Melbourne
Thomas Stevens	Trainer/Assessor	BTA
Michael Sullings	Tree Management Officer	City of Sydney
Michael Ramsden	CEO/Trainer	Tree Systems
Penny Houben	Business Development Manager	Arbortrim
Jamie Boston	Trainer	Treescape
James Gigliotti	Arborist Trainer	Arboessence
Adelina Carnevale	Managing Director	DNA Training Solutions
Alexandra Parratt	Training Manager	DNA Training Solutions
Graham Parsons	Arboricultural Supervisor	Brisbane City Council
Nicholas Ford	Business Owner/Consultant	Canopy Tree Pty Ltd
Rod Fraser	Operations Manager	Citywide Service Solutions

Name	Position	Organisation
Sam Sweeney	Operations Supervisor	Citywide Service Solutions

## Letters of support



24<sup>th</sup> June 2019

To: **Tom Vassallo**  
Industry Skills Standards Manager  
Skills Impact  
559A Queensberry Street  
North Melbourne  
VIC 3051

Dear Tom,

**Re: Review of the Arboriculture Qualification  
Letter of Support**

Arboriculture Australia Ltd is absolutely delighted that Skills Impact, following many months of the most stringent due process, has reached the completion of its review of the Arboriculture qualifications.

As a result, we fully endorse and support the findings of the review and the updated Arboriculture qualifications. We believe it safeguards those who aspire to be practicing or consulting arborists.

Arboriculture Australia Ltd wholeheartedly supports the proposed qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by Skills Impact and are satisfied that the revised qualifications adequately reflect real job roles.

We have faith that a redesigned Certificate III in Arboriculture (including the new Crane, Environmental and Leading hand specialisations) reflects both current and emerging trade level arborist roles.

Arboriculture Australia Ltd has been consulted directly, through extensive briefings and consultations; and is particularly proud that reference has been made to Minimum Industry Standards (MIS) in the appropriate units of competency. The MIS are currently being used to underpin best practice and workplace health and safety in the industry, a critical part of our shared mission.

PO Box 80, Marleston SA 5033 | 1300 664 374 | [arboriculture.org.au](http://arboriculture.org.au)  
ABN: 77 090 873 644



Furthermore, that our national membership base was invited to play such an important role in influencing the future of this qualification is a testament of the national inclusion that Skills Impact have brought to the entire review process and demonstrates their value and credibility to the industry.

Arboriculture Australia Ltd highly appreciates the significant investment made by Skills Impact and its leadership throughout this process to drive a legacy that guarantees the next generation of highly skilled arborists.

On behalf of the association, Board of Directors, staff and the entire Arboriculture Australia membership, we applaud the work of Skills Impact and we look forward to the Industry Reference Committee endorsement of our industry qualifications later in the year.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "April Hobbs", with a long horizontal line extending to the right.

**April Hobbs**  
**General Manager**  
**Arboriculture Australia Ltd**

PO Box 80, Marleston SA 5033 | 1300 664 374 | [arboriculture.org.au](http://arboriculture.org.au)  
ABN: 77 090 873 644



## Queensland Arboricultural Association

PO Box 327  
Cleveland QLD 4163  
P I 07 3821 1488 F I 07 3821 1788 E I [accounts@qaa.net.au](mailto:accounts@qaa.net.au)  
[www.qaa.net.au](http://www.qaa.net.au)

---

28 June 2019

Mr. Tom Vassallo  
Industry Skills Standards Manager  
559A Queensberry Street (PO Box 466)  
North Melbourne VIC 3051

Dear Tom,

We are writing to confirm that the Queensland Arboricultural Association (QAA) supports the proposed qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by Skills Impact.

The Queensland Arboricultural Association (QAA) believes that the review and development of the training packages is essential to improving knowledge and standards in the Arboricultural Industry. Further, the development and adoption of the Minimum Industry Standards (MIS) as reference documents will assist in promoting best practice and most importantly promoting both safe working practices and operating in a safe environment for all staff.

The QAA would like to thank Skills Impact for the time and effort taken along with all industry partners and participants in the process of reviewing and updating the qualifications.

If you would like to discuss this in any further detail, please do not hesitate to contact myself.

Yours sincerely,

Mr Roger Rankine  
President - QAA

Page 1 of 1

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## South Australian Society of Arboriculture

Chairperson: Thomas Stevens  
0439 840 287  
southaustralianarb@gmail.com



25 June 2019

Skills Impact  
Attn: Tom Vassallo  
Industry Skills Manager  
559A Queensberry Street (PO Box 466)  
North Melbourne VIC 3051

Dear Tom,

Re: Arboriculture Qualification Review

The South Australian Society of Arboriculture (SASA) completely backs and supports the proposed changes/updates to the qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by "Skills Impact" and its SME's.

Chairman (Thomas Stevens) and Public Officer (Michael Palamountain) were approached and involved throughout the extensive consultation processes that have taken place during the project from and were given many opportunities to provide feedback during the project.

We feel that the revised qualifications are true to industry and will, as well as possible, reflect proper industry practices carried out throughout Australia within the Arboriculture industry. The Minimum Industry Standards (M.I.S) are a great to have referenced within the qualifications as they have been very well written and extensively reviewed by industry, and as a result reflect best industry practices and correct health and safety.

The changes made to the Certificate III are very well designed and thought-out. The new specialisation paths give a greater variety of choice to students and creates more potential pathways. All specialisations included in the Cert III reflect industry job roles very well and give way to create a wider variety of abilities and roles to those in industry.

SASA supports the creation and inclusion of the entry requirements to the Diploma of Arboriculture as it ensures that those who may go on to be "Consulting" arborists have the correct background and underpinning knowledge necessary.

We very much appreciate the great amount of time and effort from everyone involved in developing the new qualification structures, as this will lead to a betterment of the Arboriculture industry and those within it.

SASA would also like to express gratefulness to Skills Impact for the many opportunities given to us and others to be involved, review and give feedback. Especially the industry validation forum at the Arboriculture Australia Conference in Alice Springs.

Yours sincerely

Thomas Stevens  
Chairperson  
South Australian Society of Arboriculture



Northern Territory Arboriculture  
Association

Richard Kenyon

Mobile: 0411 581 545

Email: richard@remotetrees.com.au

25 June 2019

To: Tom Vassallo  
Industry Skills Standards Manager  
559A Queensberry Street (PO Box 466)  
North Melbourne VIC 3051  
tvassallo@skillsimpact.com.au

Dear Tom

**RE: LETTER OF SUPPORT – ARBORICULTURE INDUSTRY QUALIFICATIONS**

I wish to confirm that the Northern Territory Arboriculture Association (NTAA) supports the proposed qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by Skills Impact.

We are satisfied that the revised qualifications are a good reflection of the industry, and the current roles available out there in the job market.

NTAA appreciates the huge time and effort our associations and people from all over the country have invested in the project, in order to create our next generation of highly skilled Arborists.

NTAA is also very pleased with the reference to Minimum Industry Standards in selected units of competency as well as their assessment requirements.

Thank you, we were offered the opportunity to provide advice and feedback throughout the entire process.

Feel free to contact us should you have any queries.

Kind regards,

Richard Kenyon

0411 581 545





P.O. Box 1332, Mona Vale NSW 2103  
PHONE (02) 9997 4422 FAX (02) 9997 6788  
EMAIL [info@activetreeservices.com.au](mailto:info@activetreeservices.com.au)  
[www.activetreeservices.com.au](http://www.activetreeservices.com.au)  
ABN 56 002 919 299

26 June 2019

Mr Tom Vassallo  
Industry Skills Standards Manager  
Skills Impact  
Via Email: [tvassallo@skillsimpact.com.au](mailto:tvassallo@skillsimpact.com.au)

Dear Tom

**Re – Arboriculture Industry Qualifications**

Our company employs approximately 900 employees nationally, with 500 directly involved with tree work in the field. As the largest vegetation management company in Australia, we provide services to all facets of the arboriculture and vegetation management industry and can confirm that there is a shortage of new entrants into our field. We believe that this project is critical in encouraging new and well-trained people into our industry, confirming that arborist is an occupation with a future.

With this in mind, we are writing to convey our support for the proposed qualifications, units and skill sets developed as part of the AHC Arboriculture Project undertaken by Skills Impact. Active Tree Services is satisfied that the revised qualifications reflect real job roles and the revised units reflect real work functions carried out within our business and across the industry.

Active Tree Services considers the redesigned Cert III in Arboriculture to accurately reflect current and emerging trade level arborist roles. We support the inclusion of entry requirements for the Dip of Arboriculture to ensure that anyone wanting to become a consulting arborist understands the fundamentals of arboriculture.

As we support and endorse the new Arboriculture Minimum Industry Standards (MIS), we are pleased that they are referenced in selected units of competency and their assessment requirements. We believe that they are rapidly being adopted by our industry to support best practice and workplace health and safety.

We appreciate the considerable time and effort our Association and practitioners nationally have invested in this project and believe that this effort will be critical to support the training of the next generation of highly skilled arborists. Active Tree Services were pleased to be consulted during this project and will continue to provide feedback on progress and results when appropriate.

Please do not hesitate to contact me if you need any further details or if you have any questions.

Yours sincerely

Jim Roberts  
Chief Executive Officer





Tom Vassallo  
Industry Skills Standards Manager  
559A Queensberry Street (PO Box 466)  
North Melbourne VIC 3051  
[tvassallo@skillsimpact.com.au](mailto:tvassallo@skillsimpact.com.au)

Tom

I writing to you in support of the new Certificate 3 Arboriculture Industry Qualifications and related units of competency. I have been following the process from a number of different perspectives, as Chair of the Arboriculture Australia Safety Committee, National Health Safety and Environment Manager at ETS and as an involved and concerned member of the arboriculture industry having my own Arborist company as well.

Having a supportive and well structured framework for training new members to the industry is vital for us to grow the industry in standards, skills and knowledge and to also attract the right people. It is necessary if we are to provide a career path for people rather than just being a “customer needs” based service provider.

Arboriculture is an extremely important industry that is not well understood amongst the public and it is imperative that we share knowledge within and without the industry as a social responsibility – especially in the current time we are living where the natural environment is under such pressure and scrutiny with changes to climate and evolving city scapes.

From the sessions I have attended, and the information that I have seen and reviewed as part of my roles I am really excited to see the direction that it is heading with the new qualifications. I have played a ~~strong~~ role in editing the new Minimum Industry Standards being rolled out through Arboriculture and am thrilled to see them referenced in some parts of the new units. I feel that these are by far the best, most accessible and easily read and understood documents our industry has seen in a very long time.

I am pleased with the level information and knowledge that the new qualifications contain and believe that they are what is needed to help people gain a good understanding of the industry. It also has a clear pathway to the Diploma level which ensures that people wanting to become consultants actually know what they are talking about. I feel that it is an indicative representation of what the industry needs and is relevant to people entering the workforce.

There has been clear communication throughout the process and plenty of opportunity for feedback and I have felt included during the process and am grateful for the opportunity to provide feedback and input into the process. I wholeheartedly endorse the industry qualifications and would expect a speedy endorsement from the Industry Reference Committee. Please give me a call if you require any further support

Regards

Daniel Heyburn



Citywide Service Solutions Pty Ltd  
ABN 94 066 960 085  
294 Arden Street  
North Melbourne VIC 3051  
GPO Box 4969  
Melbourne VIC 3001  
E [citywide@citywide.com.au](mailto:citywide@citywide.com.au)  
[www.citywide.com.au](http://www.citywide.com.au)  
P 1300 136 234

25 June 2019  
Tom Vassallo  
Industry Skills Standards Manager  
559A Queensberry Street (PO Box 466)  
North Melbourne VIC 3051  
[tvassallo@skillsimpact.com.au](mailto:tvassallo@skillsimpact.com.au)

Dear Tom,

Re: **Review of Arboriculture Qualifications**

Citywide has been actively engaged throughout this review process. Our Senior Arborist Rod Fraser has been a representative on the review panel and has been providing feedback to Citywide through our Arb Leaders forum. We were also a proud sponsor at the recent Arb Australia conference where Rod and his colleagues participated in further discussion regarding the competency review for the cert 3 qualification.

Citywide supports the proposed qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by Skills Impact and is satisfied that the revised qualifications reflect real job roles; and that the revised units reflect real work functions carried out across the arboriculture industry.

Citywide supports the reference to Minimum Industry Standards in selected units of competency and their assessment requirements, as they are rapidly being adopted by our industry to support best practice and workplace health and safety.

Citywide supports and appreciates the immense time and effort our arboriculture associations and practitioners from all over the country have invested in the project to create training that will ensure the next generation of arborists is highly skilled.

Finally Citywide is grateful for the many opportunities to provide advice and feedback, especially the industry validation forum undertaken alongside Arboriculture Australia's recent national conference.





A handwritten signature in black ink, appearing to read "Matthew Williams", with a long horizontal line extending to the right.

Regards,

Matthew Williams  
General Manager  
M: 0499 301 208  
E: matwil@citywide.com.au

Customer ID: 501401



THE CITYWIDE GROUP

20<sup>th</sup> June 2019

**Tom Vassallo**  
Industry Skills Standards Manager  
559A Queensberry Street (PO Box 466)  
North Melbourne VIC 3051

Dear Tom

**Re - Letter of Endorsement for Arboriculture Qualification Review 2018-19**

I am writing on behalf of ENSPEC to show our support of the review process Skills Impact has followed to review and improve the arboriculture qualification.

- ENSPEC supports the proposed qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by Skills Impact especially including the removal of Certificate 4.
- ENSPEC and our employees representatives were directly consulted during extensive consultation processes that have occurred during the project from and were given opportunities to provide feedback during the project
- We believe the revised qualifications reflect real job roles and the revised units reflect real work functions carried out across the industry
- Over whelming support the reference to Minimum Industry Standards in selected units of competency and their assessment requirements, as they are widely used in the industry to support best practice and work place health and safety. We are disappointed they have not been adopted in the higher levels (6 and 8) of the qualifications.
- The redesigned Certificate III in Arboriculture (including the new Crane, Environmental and Leading hand specialisations) reflect current and emerging trade level arborist roles
- ENSPEC supports the inclusion of entry requirements for the Diploma of Arboriculture to ensure people that want to become consulting arborists understand the fundamentals of arboriculture
- Respect and appreciate the immense time and effort leading arboriculture organisations and practitioners from all over the country have invested in the project to create training products that will ensure the next generation of arborists is highly skilled
- We were grateful for the many opportunities to provide advice and review draft documents and provide feedback, especially the industry validation forum undertaken alongside Arboriculture Australia's national conference which some of our employees attended.

If you require any further information please do not hesitate to contact me at your earliest convenience via email or 0417027152.

Yours sincerely



Craig Hallam  
Managing Director

Commercial in Confidence

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ABN 92062909255

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MARLESTON.

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22-24 MCCALLUM STREET  
SWAN HILL.

TASMANIA  
BRISBANE STREET  
LAUNCESTON.

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ROOM 605 PARK TOWER  
15 AUSTEN ROAD  
KOWLOON. HONG KONG

28 June 2019

Mr. Tom Vassallo  
Industry Skills Standards Manager  
PO Box 446  
North Melbourne VIC 3051

Dear Sir

RE: REVIEW OF ARBORICULTURAL QUALIFICATIONS

The Institute of Australian Consulting Arboriculturists (IACA) is happy to support the proposed new qualifications, units and skill sets for the AHC Arboriculture project coordinated by Skills Impact, particularly with respect to the AQF Levels 5, 6 and 8 qualifications. The entry requirements for higher level qualifications is considered necessary and is strongly supported.

IACA acknowledges the immense amount of effort contributed by many individuals and organisations to ensure that future training provision is appropriate and suits ongoing improvement in the arboricultural industry.

IACA appreciates the consultation that has been provided and the opportunities to participate in this important project.

Yours sincerely

Ian McKenzie  
President  
Institute of Australian Consulting Arboriculturists (IACA)

Michael Sullings  
7 Jocelyn Avenue  
Marrickville NSW 2204  
sullings@yahoo.com

Tom Vassallo  
Industry Skills Standards Manager  
559A Queensberry Street (PO Box 466)  
North Melbourne VIC 3051

Dear Tom,

I wish to express my support for the revised qualifications package that has been developed by Skills Impact.

I attended the revision session run by Skills Impact at this year's Arboriculture Australia conference in Alice Springs, and was impressed by the thoroughness of the consideration that has been put into the revised package.

The improvements to the training packages offered to up-and-coming arborists will improve the quality of works undertaken across the industry.

Warm regards,



Michael Sullings  
Consulting Arborist



## Remote Area Tree Services

**Janet Kenyon**

**Mobile: 0427 700 729**

Email: [accounts@remotetrees.com.au](mailto:accounts@remotetrees.com.au)

ABN: 48 113 850 848

25 June 2019

To: Tom Vassallo  
Industry Skills Standards Manager  
559A Queensberry Street (PO Box 466)  
North Melbourne VIC 3051  
[tvassallo@skillsimpact.com.au](mailto:tvassallo@skillsimpact.com.au)

Dear Tom

**RE: LETTER OF SUPPORT – ARBORICULTURE INDUSTRY QUALIFICATIONS**

I wish to confirm that Remote Area Tree Services Pty Ltd supports the proposed qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by Skills Impact.

We are satisfied that the revised qualifications are a good reflection of the industry, and the current roles available out there in the job market.

Thank you, we were offered the opportunity to provide advice and feedback on the entire process. Feel free to contact us should you have any queries.

Kind regards,

---

Janet Kenyon  
0427700729





20 June 2019

Tom Vassallo  
Skills Impact  
Industry Skills Standards Manager  
559A Queensberry Street (PO BOX 466) North Melbourne, VIC, 3051

To whom it may concern,

My name is Karl Morrow, I am employed as an ongoing arboriculture trainer for Melbourne Polytechnic. As an arboriculture specialist I support the qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by Skills Impact.

I can confirm I have been openly and transparently been consulted throughout the entire process that has occurred. I have continuously been provided with the opportunity and encouraged to provide feedback during the entire project.

I am satisfied the revised qualifications reflect the job roles and the units describe the real work functions carried out across the industry. The redesign is far superior to the current package.

I am extremely pleased with the reference to Minimum Industry Standards in selected units of competency and their assessment requirements. The MIS documents are rapidly gaining popularity and becoming widely used in the industry to support best practice and work place health and safety

I support the redesigned Certificate III in Arboriculture (including the new Crane, Environmental and Leading hand specialisations) reflect current and emerging trade level arborist roles.

I support the inclusion of entry requirements for the Diploma of Arboriculture to ensure people that want to become consulting arborists understand the fundamentals of arboriculture.

I am privileged to be a contributor on the SMEWG and appreciate the immense time and effort leading arboriculture organisations and practitioners from all over the country have invested in the project to create training products that will ensure the next generation of arborists is highly skilled. The input has been immeasurable, and a great experience.

I am extremely grateful for the many opportunities to provide advice and review draft documents and provide feedback, especially the industry validation forum undertaken alongside Arboriculture Australia's national conference. The effort, work ethic and professionalism on display from the Skills Impact team has been second to none. Tom Vassallo and Ron Barrow Nester in particular have been exceptional professionals.

Yours sincerely

Karl Morrow  
Melbourne Polytechnic  
Teacher (Arboriculture)  
92691941  
[karlmorrow@melbournepolytechnic.edu.au](mailto:karlmorrow@melbournepolytechnic.edu.au)

p: 03 9269 3200 / [melbournepolytechnic.edu.au](http://melbournepolytechnic.edu.au) / ABN 50 230 165 243 / Higher Education Provider No. PRV12142 / CRICOS CODE 007240 / RTO Provider No. 3075

POSTAL ADDRESS	PRESTON	PRAHRAN	HEIDELBERG	FAIRFIELD	EPPING	COLLINGWOOD	GREENSBOROUGH
Locked Bag 5	77 St Georges Rd	344 High St	Cnr Waterdale Rd and	Yarra Bend Rd	Cnr Cooper St and	20 Otter St	Civic Drive
Preston VIC	Preston VIC	Prahran VIC	Bell St, Heidelberg West	Fairfield VIC	Dalton Rd, Epping	Collingwood VIC	Greensborough VIC
Australia 3072	Australia 3072	Australia 3161	VIC Australia 3181	Australia 3078	VIC Australia 3076	Australia 3066	Australia 3088



26 June 2019

Tom Vassallo  
Industry Skills Standards Manager  
PO Box 466  
North Melbourne VIC 3051

sent via email: [tvassallo@skillsimpact.com.au](mailto:tvassallo@skillsimpact.com.au)

Dear Tom



L#1867

P O Box 357  
Everton Park Qld 4053

t: 07 3855 2855

e: [trees@thetreedoc.com](mailto:trees@thetreedoc.com)

[www.thetreedoc.com](http://www.thetreedoc.com)

ABN 26 463 758 351

**re: Review of the Arboriculture Qualification**

Myself and the staff at The Tree Doctor are pleased to see that Skills Impact has completed its review of the Arboriculture Qualification after a thorough assessment of the package. I fully endorse and support the inclusion of entry requirements for the Diploma of Arboriculture and believe it safeguards that those who wish to the career path to becoming arboricultural consultants and fully understanding the fundamental science of arboriculture. I believe there is no better way to maintain and promote the increasing professionalism of our industry.

As such The Tree Doctor unreservedly supports the revised and improved proposed qualifications, units and skill sets developed as part of the revision of the AHC-Arboriculture project undertaken by Skills Impact. We are entirely satisfied that the revised qualifications adequately and more realistically reflect the job roles encountered in the industry throughout the country. We believe that the redesigned Certificate III in Arboriculture which includes the new competencies of Cranes, Environmental and Leading Hand, reflects both existing and emerging trade level arborist roles.

As an industry participant with an ongoing interest in the outcome of this review, The Tree Doctor was involved directly through not only consultation but also through our involvement with the compilation of the Minimum Industry Standards (MIS) and the addition of such in selected units of competency. The assessment requirements will be widely used in the industry to determine and strengthen best practice and also workplace health and safety. These are critical and often ignored parts of industry.

That not only The Tree Doctor, but our industry membership in general, was invited to partake in influencing the future of the qualification is proof of the dedication and forethought that Skills Impact have utilised during review process and demonstrates a dedication to the industry.

The Tree Doctor is most appreciative of the significant investment made by Skills Impact team throughout this review to create a package that will produce well trained, highly skilled and most importantly, safe arborists.

All at The Tree Doctor wish to thank yourself and the Skills Impact team for their commitment and effort in this project and we anticipate official endorsement of this qualification by the Industry Reference Committee in due course.

Yours sincerely  
The Tree Doctor

**Adam Tom** BSc Grad Dip Hort Sc Dip Arb MISA MAA MQAA  
Director and Principal Consultant  
ISA Certified Arborist AU-0101A  
Licensed QTRA Assessor #848  
ISA TRAQ Certified  
VALiD Certified



**From:** tao@arboriculture.org.au  
**To:** [Tom Vassallo](#)  
**Subject:** Review of Arboricultural Qualifications  
**Date:** Thursday, June 27, 2019 1:13:26 PM

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Hi Tom please see my notes below regarding the recent review of Arboricultural qualifications.

I support the recent review and amendments of the units proposed by Skills Impact. I understand that a lot of work and consulting has gone into the recent review and my focus was mainly on the level 2-4 units.

I have been in the Arboricultural industry for 20 years being a working arborist, TAFE teacher to now director of a private tree business. I especially like the new addition of incorporating habitat refuge into arboriculture.

Another stand out for me was the unit of crane use. Both in the level 3 areas.

Further to the above I support the booklets of the minimum industry standard.

From my reading of the review I believe the revised qualifications reflect jobs in the Arb industry.

Regards,  
Adam Djatschenko, 27/06/2019  
Chairman of Tasmanian Arboricultural Organisation (TAO)



**Adam Djatschenko**  
Chairman, Tasmanian Arboricultural Organisation  
0407007843 | [TAO@arboriculture.org.au](mailto:TAO@arboriculture.org.au)



Tel 08 9755 4361  
Email [info@arborguy.com.au](mailto:info@arborguy.com.au)  
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ABN 21 497 061 582  
Finebrand Pty Ltd A/FT Guy Badger Family Trust T/A Arbor Guy



26 June 2019

To Whom It May Concern:

We appreciate being involved in the new build of the qualification review. As most of us in the industry we have a vested interest to ensure our industry is sustainable and the people we employ get the knowledge and training they deserve. I was very pleased at the Arboriculture Australia conference to assist in being a subject matter expert and it drove home the importance of getting this right.

Although we are a small company (30 employees) we would like to offer our full support the units and skill set developed as part of the AHC Arboriculture Project, undertaken by Skills Impact. It is duly noted the revised qualifications reflect real job roles, within the Arboriculture field and I personally think that they would accurately function to any size company who are looking to invest in their employees.

The revised Cert III in Arboriculture excites me personally as I carry out this ticket 20+ years ago and had Arborist. It is a fantastic opportunity now that Cert III employees have the ability to select different fields of expertise that would like their career path to go down i.e. crane, environmental and leading hand specialisations.

For me personally, a non-negotiable would be to include the new Minimum Industry Standards in selected units of competency and their assessment requirements as they are widely used in the industry to support best practice and health and safety and have been designed from what does and what does not work, by industry experts.

Please include me in the any future involvement on the pursuit of expanding our industry.

Kind regards

Guy Badger  
Director  
Arbor Guy  
[guy@arborguy.com.au](mailto:guy@arborguy.com.au)



26/06/2019

Mr Tom Vassallo

Industry Skills Standards Manager

Skills Impact

559A Queensbury Street, North Melbourne  
Victoria, 3051

Dear Tom

Subject: Revised Arboriculture Qualifications.

I, John Douglas, represent TAFE NSW, as the Chair of the TAFE NSW Arboriculture Community of Practice (COP), with respect to the revision of Arboriculture qualifications.

Arboriculture COP members were directly consulted and have provided extensive feedback during the various consultation stages of the process, and TAFE NSW strongly supports the proposed qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by Skills Impact.

TAFE NSW is fully supportive of the reference to Minimum Industry Standards in selected units of competency and their assessment requirements, as these extremely comprehensive, well written documents are likely to contribute to improved quality, consistency between RTOs and safety for students.

We are also delighted with the clearly defined and expanded arborist specialisations in the Certificate III in Arboriculture, as they reflect current and emerging real job roles, and the revised units reflect real work functions carried out across the industry. It is also clear that careful consideration has been applied to ensuring that all courses have integrity, by removing 'unintended' easy completion paths.

In the Diploma qualification, TAFE NSW support the inclusion of entry requirements, to ensure people that want to become consulting arborists understand the fundamentals of arboriculture. The absence of this has been an ongoing problem over recent years.

Our Arboriculture COP members grateful for the many opportunities to provide advice, review draft documents and provide feedback, including through the industry validation forums undertaken in Sydney and in Alice Springs, alongside Arboriculture Australia's national conference. appreciate the immense time and effort leading arboriculture organisations and practitioners from all over the country have invested in the project to create training products that will assist in improving industry safety, and ensure the next generation of arborists is highly skilled.

As a result of our in the revision process, we confidently await the release of these new Arboriculture qualifications later in the year.

Yours sincerely



John Douglas  
Head Teacher, Arboriculture  
TAFE NSW

28/06/2019

Mr Tom Vassallo

Industry Skills Standards Manager

Skills Impact

559A Queensbury Street, North Melbourne  
Victoria, 3051

Dear Tom

Subject: Revised Arboriculture Qualifications.

I, Dianne Werden, represent TAFE NSW, as the Team Leader of Horticulture and Environment, with respect to the revision of Arboriculture qualifications.

TAFE NSW fully supports the proposed qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by Skills Impact. John Douglas, Head Teacher of Arboriculture (TAFE NSW) and Arboriculture COP member was directly consulted and has provided extensive feedback during the various stages of the consultation process.

The reference to Minimum Industry Standards in selected units of competency and their assessment requirements is strongly supported by TAFE NSW, as these comprehensive documents will contribute to improved quality, consistency between RTOs and enhanced student outcomes with a work health and safety focus.

TAFE NSW supports the redesigned specialisations for the Certificate III in Arboriculture as they reflect the emerging job roles in this industry. In addition, the inclusion of entry requirements for the Diploma qualification will ensure consistent foundational knowledge and understanding is in place for all students undertaking this course.

Thank you for the opportunity to provide feedback to support the Case for Endorsement.

Yours sincerely



Dianne Werden

**Team Leader, Horticulture and Environment  
TAFE NSW**



DNA Training Solutions  
Norwood House - Office 4, Level 1  
6 Wedgewood Road HALLAM VIC 3803  
Ph: 0418 730 409  
E: [alexandra.p@dnatraining.com.au](mailto:alexandra.p@dnatraining.com.au)

Attn: Tom Vassallo  
Industry Skills Standards Manager  
559A Queensberry Street (PO Box 466)  
North Melbourne VIC 3051  
[tvassallo@skillsimpact.com.au](mailto:tvassallo@skillsimpact.com.au)

28<sup>th</sup> June 2019

**Re: Arboriculture Industry Qualifications - Industry Letter of Support**

DNA Training Solutions were extremely grateful to be able to participate in the industry validation forum conducted at Arboriculture Australia's national conference in May 2019.

Our organization supports the draft qualifications, unit amendments and we were thrilled to see the new skill sets proposed by Skills Impact for the new AHC19 Training Package. We believe the new units proposed within the Certificate III qualification reflect a better representation of the units required to become a skilled arborist than the current qualification.

In addition to the above, DNA Training Solutions were pleased with the development of Minimum Industry Standards in specific units of competency and their assessment requirements. We look forward to the MIS being implemented within industry organisations/companies across the country to support workplace health and safety and best practice.

Thank you to Skills Impact for your hard work with the revision of the Arboriculture training package, certainly not an easy task. By hosting the validation session at the Arboriculture Australia National Conference was the best platform possible to obtain the feedback required.

We look forward to seeing Skills Impact and Arboriculture Australia continuing to work closely together to ensure our industry and RTO training are able to provide the next generation of Arborists who have developed valuable skills for the workplace through training and assessment.

Kind regards,

A handwritten signature in black ink, appearing to read 'Alexandra Parratt', is written over a horizontal line.

Alexandra Parratt  
DNA Training Solutions

DNA Training Solutions - Norwood House - Office 4, Level 1, 6 Wedgewood Road HALLAM VIC 3803  
Ph: 03 9070 1111 Email: [admin@dnatraining.com.au](mailto:admin@dnatraining.com.au)

## **Letter of Support – The Future of our Arboriculture Industry Qualifications**

As one of the two key major suppliers of machinery, arborist equipment and maintenance in the South Australian Arboriculture industry, Tree Care Machinery (TCM) is passionate about helping improve the standard of education and safety for all industry employees. Over time, TCM staff have developed close working relationships with customers and as a result, have an understanding of what they would like to see from an academic and regulatory standpoint. Therefore, Tree Care Machinery supports Skills Impact with the proposed qualifications/new units developed as a part of the AHC Arboriculture project. TCM is also partnered with Bushwood Training Academy (BTA) and together the companies and their staff appreciate the importance of keeping the curriculum relevant to field work, which is reflected in the revised qualifications. Tree care professionals in Australia are continuing to grow in efficiency, knowledge and specialisation, which means it is imperative that major qualifications such as the Certificate III in Arboriculture adapt to ensure students are given the best chance to succeed once employed.

In order to develop, protect and maintain a positive influence on the industry's youth and the general public, we need to ensure those providing the advice properly understand the fundamentals of Arboriculture. Hence, TCM are in full support of including entry level requirements for the Diploma of Arboriculture.

Tree Care Machinery share a desire with their customers to raise the bar of safety and education which will help create pathways for the next generation of tree care professionals to excel. Trainers can deliver content to the best of their ability but it all starts with the correct training material. These proposed qualifications and actions such as the referencing to Minimum Industry Standards in particular units of competency and their assessment requirements are significant steps in the right direction.

Regards,

Shane Cavanagh

Managing Director of Tree Care Machinery





**Tom Vassallo**

Industry Skills Standards Manager  
559A Queensberry Street (PO Box 466)  
North Melbourne VIC 3051

Dear Tom,

treesystems organisation supports the proposed qualifications, units and skill sets developed as part of the AHC Arboriculture project undertaken by Skills Impact.

A treesystems representative were given opportunities to provide feedback during the project, satisfied the revised qualifications better reflects real job roles and the revised units better reflect real work tasks carried out across the industry.

I agree with the reference to Minimum Industry Standards in selected units of competency and their assessment requirements, as they are widely used in the industry to support best practice and workplace health and safety.

The redesigned Certificate III in Arboriculture (including the new Crane, Environmental and Leading hand specialisations) appears to reflect current and emerging trade level arborist roles and treesystems support's the inclusion of entry requirements for the Diploma of Arboriculture to ensure people that want to become consulting arborists understand the fundamentals of arboriculture.

I appreciate the immense time and effort leading arboriculture organisations and practitioners from all over the country have invested in the project to create training products that will ensure the next generation of arborists is highly skilled and grateful for the opportunities to provide advice and review draft documents and provide feedback, especially the industry validation forum undertaken alongside Arboriculture Australia's national conference.

Kind Regards

A handwritten signature in black ink, appearing to read "m.ramsden", is positioned below the "Kind Regards" text.

Chief Executive Officer  
Michael Ramsden  
T: 0499 777 515  
E: [mike@treesystems.com.au](mailto:mike@treesystems.com.au)  
W: <http://treesystems.com.au/>





Tree Contractors Association of Australia  
PO Box 207  
Galston  
NSW 2159  
ABN 68 557 786 672

**RE: Skills Impact 'Case for Endorsement'**  
**15<sup>th</sup> August 2019**

Dear Tom Vassallo and Industry associates,

The TCAA executive has worked extensively with Skills Impact , participating in the SME working group. The TCAA represents and sets the platform for its members with Worksafe Australia, Industry Skills Councils, Department of Education, Safe Work NSW, QLD Worksafe, NT Worksafe, Australia Standards, Commonwealth, State local Government departments, Environment Protection Authority and Australian Workers Union.

Representing our members and assisting the SME to revise the training units for the Arboriculture industry.

Consultation with our members and representatives has been adequately undertaken to give all industry stakeholders the opportunities to be part of this review.

The role of the TCAA committee is to assist all departments with the development of policies, regulations standards, training and legislation and direct all information to our members to assist them with making decisions to adhere to regulation and legislation changes, training requirements that best suit the needs of the employer.

The TCAA is supporting the case for endorsement and the SME input to bring about these changes.

We thank Tom Vassallo and the Team for the huge effort required and more importantly every SME participating members for their input.

Your sincerely  
Jim McArdle  
TCAA president  
[www.tcaa.com.au](http://www.tcaa.com.au)  
0449228788

## Appendix 3: Minor updates

The IRC approved the following changes as minor updates. These components are not submitted for endorsement but will be released as part of the *AHC Agriculture, Horticulture and Conservation and Land Management Training Package V4.0*.

### Qualification

<b>Mapping of qualifications from <i>AHC Agriculture, Horticulture and Conservation and Land Management Training Package V4.0</i></b>			
<b>Code and title previous version</b>	<b>Code and title current version Code</b>	<b>Comments</b>	<b>Equivalence statement</b>
AHC20416 Certificate II in Horticulture Release 3	AHC20416 Certificate II in Horticulture Release 4	Updated elective unit codes	Equivalent qualification
AHC21616 Certificate II in Landscaping Release 1	AHC21616 Certificate II in Landscaping Release 2	Updated elective unit codes	Equivalent qualification
AHC50416 Diploma of Horticulture Release 2	AHC50416 Diploma of Horticulture Release 3	Updated elective unit codes	Equivalent qualification
AHC50616 Diploma of Landscape Design Release 1	AHC50616 Diploma of Landscape Design Release 2	Updated elective unit codes	Equivalent qualification
AHC51316 Diploma of Pest Management Release 5	AHC51316 Diploma of Pest Management Release 4	Duplicated business units removed  Elective unit codes and titles updated	Equivalent qualification

## Appendix 4: Quality assurance report

### Section 1 – Cover page

Information required	Detail
Training Package title and code	<b>AHC Agriculture, Horticulture, Conservation and Land Management Training Package V4.0</b>
Number of new qualifications and their titles <sup>1</sup>	<b>0</b>
Number of revised qualifications and their titles	5 AHC20519 Certificate II in Arboriculture AHC30819 Certificate III in Arboriculture AHC50519 Diploma of Arboriculture AHC60519 Advanced Diploma of Arboriculture AHC80119 Graduate Diploma of Arboriculture
Number of new units of competency and their titles	2 AHCARB324 Use cranes to access and dismantle trees AHCARB327 Manage trees to create and maintain habitat refuges
Number of revised units of competency and their titles	37 (See Attachment 1)
Confirmation that the panel member is independent of: <ul style="list-style-type: none"> <li>the Training Package or Training Package components review ('Yes' or 'No')</li> <li>development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No')</li> <li>undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No')</li> </ul>	I confirm that I, Maree Thorne, am independent of: <ul style="list-style-type: none"> <li>the Training Package or Training Package components review (YES)</li> <li>development and/or validation activities associated with the Case for Endorsement (YES)</li> <li>undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report (YES)</li> </ul>
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	The Training Package components in the Case for Endorsement comprising five revised qualifications, two new and 37 revised units of competency and their associated assessment requirements as part of the <i>AHC Agriculture, Horticulture, Conservation and Land Management Training Package 4.0</i> are compliant with the <i>Standards for Training Packages 2012</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	The Training Package components in the Case for Endorsement are compliant with the <i>Training Package Products Policy</i> .

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

Information required	Detail
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	The Training Package components in the Case for Endorsement are compliant with the <i>Training Package Development and Endorsement Process Policy</i> .
Panel member's view about whether: <ul style="list-style-type: none"> <li>the evidence of consultation and validation process being fit for purpose and commensurate with the scope</li> <li>estimated impact of the proposed changes is sufficient and convincing</li> </ul>	It is the panel member's view that evidence of the consultation and validation processes undertaken by the developer are fit for purpose and commensurate with the scope of the Case for Endorsement (CfE). The estimated impact of the proposed changes is sufficiently outlined in the CfE.
Name of panel member completing Quality Report	<b>Maree Thorne</b>
Date of completion of the Quality Report	<b>11 August 2019</b>

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

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> <li>1. AISC endorsed components: <ul style="list-style-type: none"> <li>• qualifications</li> <li>• units of competency</li> <li>• assessment requirements (associated with each unit of competency)</li> <li>• credit arrangements</li> </ul> </li> <li>2. One or more quality assured companion volumes</li> </ol>	<p><b>Yes</b></p>	<p>The proposed components of the AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0 meet the requirements of Standard 1.</p> <p>The Training Package components in the Case for Endorsement (CfE) include:</p> <ul style="list-style-type: none"> <li>• five revised qualifications, and</li> <li>• two new and 37 revised units of competency, each with associated assessment requirements.</li> </ul> <p>The CfE specifies that no credit arrangements exist for the <i>Agriculture, Horticulture and Conservation and Land Management Training Package</i> (AHC) qualifications at the time of development.</p> <p>The AHC Training Package V4.0 Companion Volume Implementation Guide (CVIG) Parts 1 and 2, provide implementation advice including mapping of equivalency and changes and have been quality assured in this process. An additional companion volume <i>User Guide: Arboriculture</i> has also been quality assured.</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 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	<p><b>Yes</b></p>	<p>Skills Impact has complied with the requirements of the <i>Standards for Training Packages 2012</i> for the five revised qualifications, as well as the two new and 37 revised units of competency.</p> <p>Supporting evidence includes:</p> <ul style="list-style-type: none"> <li>• Compliance with coding and titling of qualifications and units of competency. Where units of competency have undergone review with changes to performance criteria, knowledge or performance evidence or assessment conditions, codes have been changed to reflect</li> <li>• Three of the AHC qualifications reviewed specify an entry requirement, with information in the CVIG and Arboriculture specific user guide providing a rationale for the requirement and clarity around 'associated qualifications'</li> <li>• Where prerequisite units apply to elective units in qualifications, the packaging rules enable these and the prerequisites are listed in the qualifications</li> <li>• The AHC CVIG V 4.0 includes guidance to ensure that learners are not discriminated against and guidance around reasonable adjustment to accommodate learners with disabilities or particular needs. Reference has been made to Disability Standards for Education, 2005.</li> <li>• The CVIGs outlines how Foundation Skills have been addressed in units of competency and emphasises that RTOs must consider them as part of the training and assessment for each unit.</li> <li>• Pathway advice is included in the Companion Volume Implementation Guide (CVIG), as is clear information about qualification and unit mapping to inform users of changes to both equivalent and not equivalent qualifications and units.</li> <li>• The availability of three new skill sets provides additional flexibility and pathway options for individuals and learners.</li> </ul>

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><b>Yes</b></p>	<p>The CfE provides detailed information about Skills Impact’s development and endorsement processes of the draft components, including alignment to and compliance with ASIC’s Activity Order.</p> <p>The CfE outlines details of consultation undertaken and communication strategies. Evidence of contributing personnel, listed in Appendices, supports evidence of consultation undertaken throughout the development process with stakeholders, including:</p> <ul style="list-style-type: none"> <li>• engagement via Subject Matter Experts (SME) working groups,</li> <li>• undertaking workforce functional analyses (WFA),</li> <li>• public consultation and feedback workshops and webinars,</li> <li>• email and newsletter communication with a range of industry stakeholders and training organisations,</li> <li>• participation at and presentation of project information at industry events and</li> <li>• with the relevant Industry Reference Committees.</li> </ul> <p>Consultation and validation strategies inclusive of online project information and online feedback platforms support provision of range of opportunities for engagement with industry and other relevant stakeholders in the development and validation processes.</p> <p>Project(s) information on the Skills Impact website supports invitations to contribute to and assist in development, as well as provide updates of changes made throughout the development and validation processes.</p> <p>Summaries of feedback, responses and actions for both projects are available on the Skills Impact website and were referred to in the quality assurance process to validate stakeholder agreement.</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 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	<b>Yes</b>	<p>All units of competency have been reviewed to ensure they 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>	<b>Yes</b>	<p>The structure of all 39 (two new and 37 revised) units of competency comply with the unit of competency template.</p>
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	<b>Yes</b>	<p>All Assessment requirements associated with the units of competency specify the performance evidence and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment.</p> <p>Detailed reference to volume and or frequency of Performance Evidence is stated. Assessment Conditions in relation to how evidence may be gathered, provision of necessary resources for meeting assessment requirements and assessor requirements have been included within the units of competency.</p> <p>A number of units of competency, due to the performance to be demonstrated, require access to real tree or arborist work environments. Information in the CfE advises that:</p> <p><i>RTO's wishing to deliver this training must consider the size and complexity of such an undertaking, and especially the health and safety requirements for learners</i></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>	<b>Yes</b>	<p>All units of competency have associated assessment requirements, the structures of which comply with the assessment requirements template and the <i>Standards for Training Packages 2012</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 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	<p><b>Yes</b></p>	<p>The QA process confirmed qualification packaging rules specified requirements to ensure AQF outcomes for qualifications are met with the wording:</p> <p><i>Elective units must ensure the integrity of the qualification's Australian Qualification Framework (AQF) alignment and contribute to a valid, industry-supported vocational outcome.</i></p> <p>The CfE details work undertaken in development 'included carrying out a detailed workforce functional analysis (WFA) with the SMEs to identify the current roles and work functions in arboriculture' and alignment of the outcomes to the qualification types.</p>
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	<p><b>Yes</b></p>	<p>The structure of the information for the five qualifications complies with the qualification template.</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><b>Yes</b></p>	<p>The CfE and AHC CVIG indicate that no national credit arrangements exist at this time for any of the proposed qualifications.</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><b>Yes</b></p>	<p>The training package components in this submission are accompanied by the AHC Agriculture, Horticulture and Conservation and Land Management Training Package Companion Volume Implementation Guide Version 4.0 (Parts 1 and 2)</p> <p>The AHC CVIG complies with the companion volume implementation guide template included in the 2012 Standards and was reviewed in this QA process, including for alignment to the CfE and to the proposed endorsed components.</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><b>Yes</b></p>	<p>An additional companion volume <i>User Guide: Arboriculture</i> is produced to provide additional information specifically about the arboriculture components.</p>

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

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

### Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs	Yes	<p>The CfE resulting from the Case for Change clearly specifies industry rationales and imperatives for the resulting changes, which are reflected in the revised components for endorsement.</p> <p>Letters of support included in the CfE from arboriculture associations, employers and RTOs indicate that the changes made (inclusion of industry minimum standards, review of entry requirements into higher level qualifications, specialisation options for Certificate III) as well as the level of consultation throughout the development are strongly supported by industry.</p>
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> <li>ensure obsolete and superfluous qualifications are removed from the system</li> <li>ensure that more information about industry's expectations of training delivery is available</li> </ul>	Yes	<p>The endorsed components respond to the COAG Industry and Skills Council's (CISC) training package reforms, specifically:</p> <ul style="list-style-type: none"> <li><b>foster greater recognition of skill sets</b></li> </ul> <p>The endorsed components will be supported by three new skill sets.</p> <ul style="list-style-type: none"> <li><b>ensure obsolete and superfluous qualifications are removed from the system</b></li> </ul> <p>The Case for Endorsement proposes deletion of one qualification (AHC41916 Certificate IV in Arboriculture) and the deletion and or removal from the system of five units of competency, which are considered either obsolete or where skills and knowledge have been incorporated into other revised units.</p> <ul style="list-style-type: none"> <li><b>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</b></li> </ul>

<p>to training providers to improve their delivery and to consumers to enable more informed course choices</p> <ul style="list-style-type: none"> <li>• ensure that the training system better supports individuals to move easily from one related occupation to another</li> <li>• improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors</li> <li>• foster greater recognition of skill sets</li> </ul>		<p><i>The endorsed components are supported by an additional Companion Volume: User Guide - Arboriculture to support industry expectations of training delivery and assessment including use of Arboriculture Australia's Minimum Industry Standards in training and assessment, the application of entry requirements and industry recommendations regarding the sequencing of specialist skills and knowledge.</i></p>
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p>Yes</p>	<p>The CfE identifies that a significant focus of the development project was to align qualifications and performance requirements of the workforce with the training package components, through workforce analysis. Feedback in the Letters of Support in the CfE support the specialisations for specific industry roles within the Certificate III in Arboriculture.</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>
<p>Support movement of skills within and across organisations and sectors</p>	<p>Yes</p>	<p>Three new skill sets including a skill set that provides foundation skills as an entry requirement to the Diploma of Arboriculture for non-arboriculture entrants, broadening of entry requirements into higher level qualifications to include 'associated' industry qualifications and a range of elective options, including imported units in most qualifications support movement of skills.</p>
<p>Promote national and international portability</p>	<p>Yes</p>	<p>Proposed endorsed components and the accompanying companion volumes promote and reference industry standards, national standards (Australian Standards) and codes of practice where applicable.</p>

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect regulatory requirements and licensing	Yes	The CfE and companion volumes identifies, with statements in qualifications and individual units of competency where relevant, that varying 'legislation, regulations and by-laws relating to the treatment and removal of trees apply in some States and Territories', as well as the use of cranes and chemicals and users are required to check requirements in their jurisdictions for the work being undertaken.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	Yes	The CfE evidences a national consultation process providing stakeholders with opportunities to participate via a number of communication channels (SMEs, email and online feedback channels, direct engagement via workshops and consultation forums in eight locations, and face to face validation sessions) to capture feedback on the endorsed components throughout the duration of the review. Reference is made in the CfE (and confirmed on the project website) to components being published for periods of time at each stage, including validation to confirm draft components.  The CfE Appendix 2 reflects a range of respondent stakeholders.
Recognise convergence and connectivity of skills	Yes	Units listed in the qualifications include imported units from FWP and other nationally endorsed training packages where appropriate (HLT, CPC, TLI, UET, RII, BSB, CPP and LGA)

**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	Four of the five revised qualifications enable a broad range of elective options, with the Certificate III enabling specialisations to meet individual and employer needs. The developer has confirmed industry's determination that the core units of the Certificate II meet the broad and consistent job requirements for an individual at this level and are applicable to the range of employment contexts for an entry level ground-based tree worker across the industry.
Support equitable access and progression of learners	Yes	Two of the five reviewed qualification have no entry requirements. Of the three which do, a skill set comprised of units of competency from the Certificate III in Arboriculture has been developed to meet foundation arboriculture skills to enable pathway from the Certificate III and or entry to non-arboriculture entrants, and other 'arboriculture' related higher-level qualifications have been incorporated as permissible entry requirements in the higher-level qualifications. Prerequisite units of competency have been minimised in the AHCARB units, and where necessary are achievable in the packaging rules.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	Yes	As stated in the Equity Report: <i>The implementation guide outlines the multiple pathways to gain qualifications including training and assessment pathway, recognition of prior learning pathway or combinations of each pathway to complete a qualification. The AHC20519 Certificate II in Arboriculture allows for VET delivery to secondary school students and the AHC30819 Certificate III in Arboriculture is recommended for delivery as either a traineeship or apprenticeship. The AHC80119 Graduate Diploma of Arboriculture may provide a pathway [from, or] to higher education programs although the CfE indicates that no formal national credit arrangements exist at this time for any of the proposed qualifications.</i>

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle  Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	Yes	<p>Industry advice about delivery is provided via the AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 4.0 Companion Volume Implementation Guide (CVIG) in two parts, which has been quality assured and is ready for publication at the same time as the Training Package. An additional companion volume <i>User Guide: Arboriculture</i> further supports implementation.</p> <p>The CVIGs provide comprehensive advice about delivery requirements including reasonable adjustments, foundation skills, and progressions and pathways between qualifications.</p>
Support sound assessment practice	Yes	<p>The draft Units of Competency and associated Assessment Requirements include references to volume and frequency of Performance Evidence and include Assessment Conditions specifying necessary resources, equipment and allowable contexts for assessment.</p>
Support implementation	Yes	<p>The developer has confirmed that recommendations for changes made in the QA process have been considered and that all components are ready for publication in compliance with the TGA requirements for publication.</p>

AHCARB211 Apply treatments to trees

AHCARB212 Operate and maintain stump grinding machines

AHCARB213 Perform ground-based rigging

AHCARB214 Recognise trees

AHCARB314 Implement a tree maintenance program

AHCARB315 Inspect trees for access and work

AHCARB316 Perform pruning operations

AHCARB317 Dismantle trees

AHCARB318 Undertake aerial rescue

AHCARB309 Implement a tree protection program

AHCARB321 Install tree support systems

AHCARB323 Identify trees

AHCARB319 Use arborist climbing techniques

AHCARB322 Access trees for inspection

AHCARB406 Verify pruning specifications

AHCARB407 Supervise and audit tree operations

AHCARB408 Perform a ground-based tree defect evaluation

AHCARB409 Conduct a safety audit

AHCARB508 Identify, select and specify trees

AHCARB509 Develop an arboricultural impact assessment report

AHCARB511 Prepare arborist reports

AHCARB512 Generate tree plans using computer-aided design software

AHCARB510 Specify and audit tree work

AHCARB513 Examine and assess trees

AHCARB514 Diagnose tree diseases

AHCARB608 Interpret diagnostic test results

AHCARB609 Measure and improve the performance of urban forests

AHCARB610 Provide consultation in a legal framework

AHCARB611 Develop an operational tree management plan

AHCARB612 Review and develop strategic tree policy



AHCARB808 Contextualise diagnostic tests

AHCARB809 Develop an urban forest management framework

AHCARB810 Analyse edaphic interactions of trees and structures

AHCARB807 Conduct an entomology research project

AHCARB804 Analyse tree structure and biomechanics

AHCARB805 Perform mycology assays

AHCARB806 Research urban forest performance