

Urban Pest Management
Training Package Upgrade Project
Updated Certificate III
New Certificate IV

Author: John Murray
Flick Anticimex Pty Ltd

Presentation Structure

- Urban Pest Management Training Package Upgrade Project
- Review and Upgrade Process
- Technical Advisory Group members
- Draft Cert III & Cert IV - Consultation & Validation
- New training package structure
- Certificate III changes (Licensing Units)
- New Certificate IV introduction
- Summary & The future.....?

What is a training package?

Training packages are developed by Service Skills Organisations (formerly by Industry Skills Councils) to meet the training needs of an industry, or a group of industries.

Training packages do not suggest how a learner should be trained, rather, they specify the skills and knowledge required to perform effectively in the workplace.

Source: <https://www.asqa.gov.au/about/australias-vet-sector/training-packages>

Why the PM training package upgrade?

Part of the 4 year work plan of Artibus Innovation (SSO) to review Property Services Training Packages

Industry insight suggested the need to review unit content and assessment practices

Drivers of Change

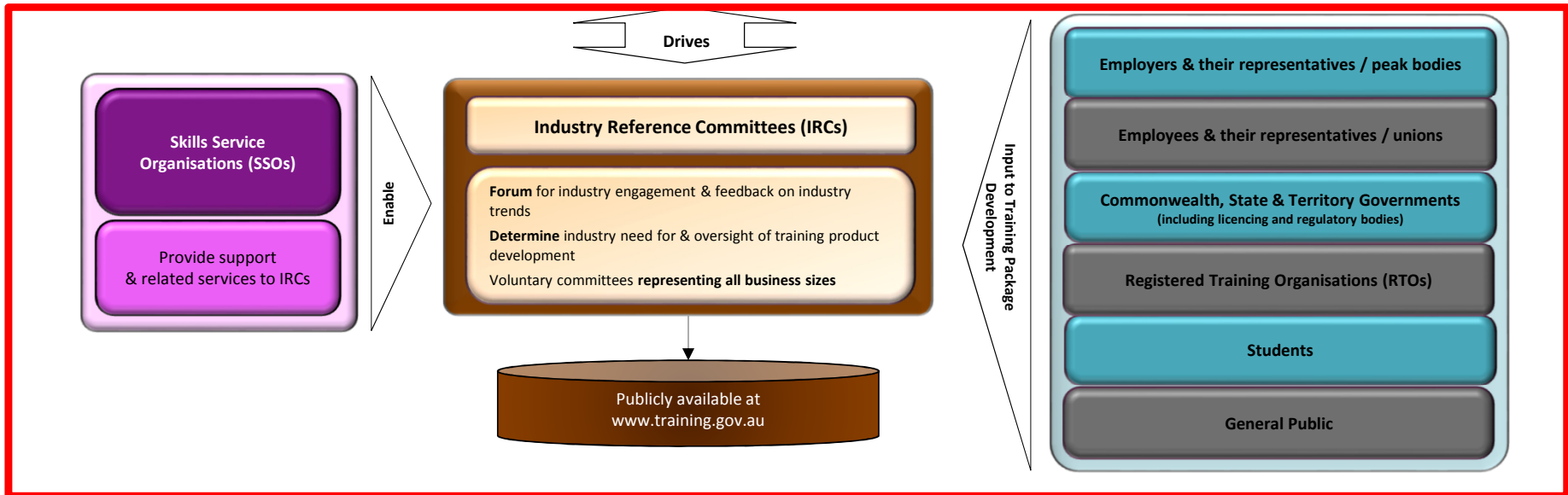
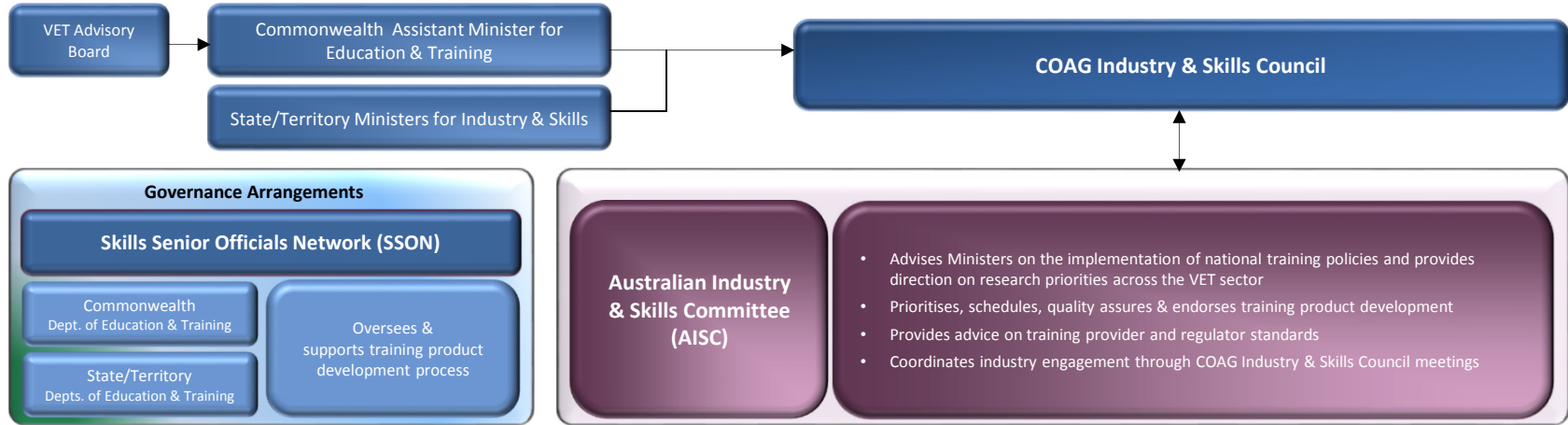
This project was undertaken to address the following areas of industry need:

- eliminate ambiguity around qualification outcomes
- clearly define skills, roles, and career progression
- ensure qualifications reflect real industry roles
- future proof qualifications by considering technology, industry and social changes.

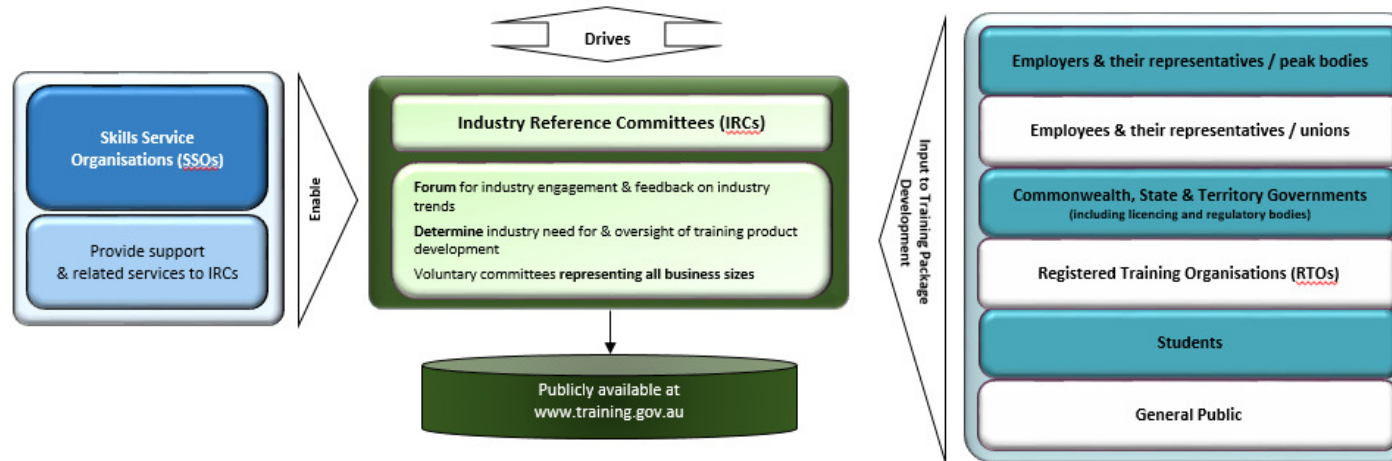


New Arrangements for Training Product Development

From 1 January 2016



Urban Pest Management TP Review



Artibus innovation	PS IRC & PM TAG	Stakeholders
<ul style="list-style-type: none"> • Secretarial Support for IRC • Technical Writing of Units • Curricula review coordinating mechanism of VET Training Packages. 	<ul style="list-style-type: none"> • PS IRC- Approve Unit Structure of VET Training Packages • PM TAG - Collate and Communicate Stakeholder feedback to IRC • Draft UOC's from Feedback 	<ul style="list-style-type: none"> • Provide Feedback on Unit Content, Assessment Criteria & Qualification Design

How was industry involved in the Project?

Process - research, survey, consult, draft, consult, draft, validate, endorse

- Technical Advisory Group
- Consultation/Validation Survey
- Email & website
- Networks
- Direct engagement – Associations, RTOs, Regulators, Suppliers, End Users, State Training Authorities

Support - at all stages of the project

Technical Advisory Group (TAG) members

TAG Member	Jurisdiction	Organisation
John Murray TAG Chair & Property Services IRC Member	QLD	Flick Anticimex
Phil Sayer	QLD	Garrards
Robin Drew	NSW	TAFE NSW
Pat Legey	NSW	Austrapest
Kevin Girard	NSW	Pest Consultant
Keith Farrow	NSW	Keith Farrow Consulting
Troy Dawson	VIC	Dawson's Australia
Craig Sandford	VIC/TAS	Rentokil

- Industry Experts selected through nomination process (Dec. 2018)
- Volunteers - 5 Meetings (F2F & Teleconference)
- Review/draft unit and assessment content, disseminate through networks, review industry feedback, re-draft units

Consultation & Validation Feedback Process

- Ran from Sept 2018 to June 2019
- Promoted through industry channels newsletters, social media, forums and association channels.
- Members of public and industry were offered the chance to:
 - investigate draft qualification outlines and units of competency
 - provide feedback on proposed changes
- Consultation - complete Survey (50) or email project team (12)
- Validation - complete Survey (22) or email project team (5)
- Feedback passed to TAG for review and unit re-drafting

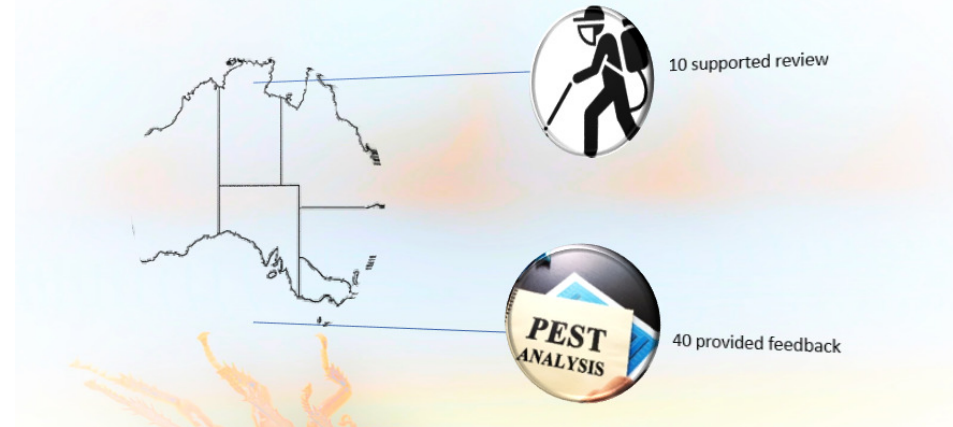
Consultation Statistics

12 stakeholders provided feedback direct to Project team

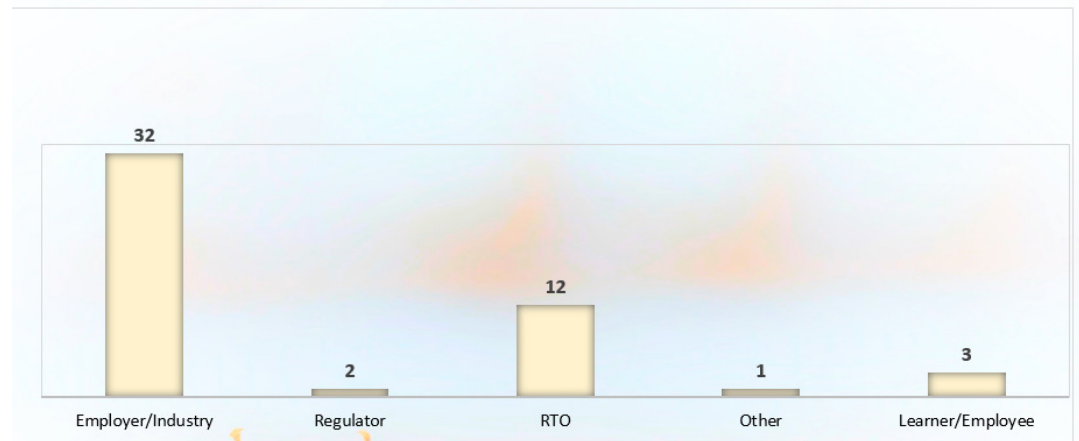
Eastern Seaboard = the most respondents



50 stakeholders ∞ completed survey feedback

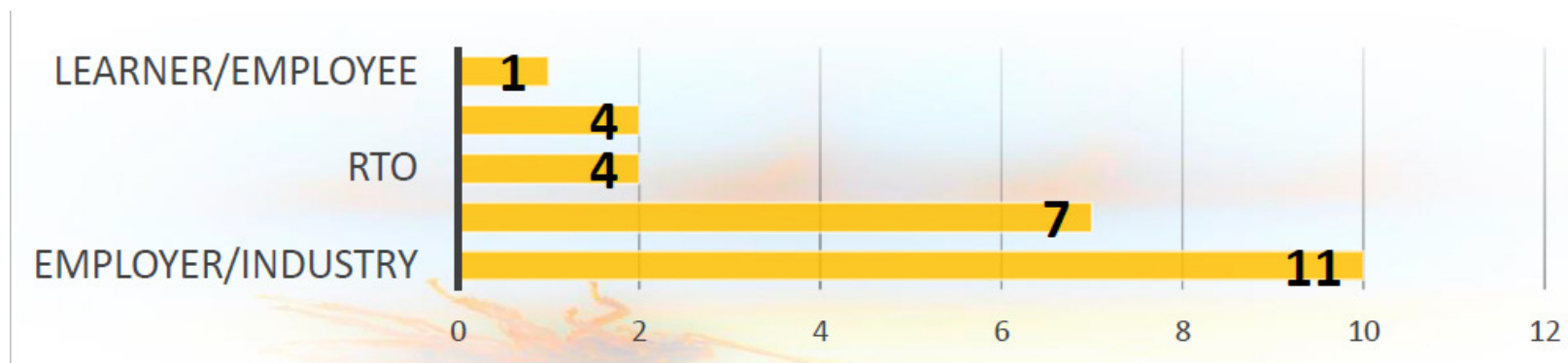


Employer/Industry = the largest stakeholder group (then RTOs)



Validation Statistics

Feedback for Validation was down on the previous stage of industry and public input conducted in April known as Consultation, where there were 50 respondents nationally.



Where is the project now?

August 2019 – Case for Endorsement submitted to Australian Skills Industry Commission

Framework	Qualifications
Existing framework	<ul style="list-style-type: none">• CPP30115 Certificate III in Urban Pest Management
Proposed framework	<ul style="list-style-type: none">• CPP30119 Certificate III in Urban Pest Management• CPP41619 Certificate IV in Urban Pest Management

Key Change (KC)	Description
KC 1	CPP30119 Certificate III in Urban Pest Management supersedes and is equivalent to CPP30115 Certificate III in Urban Pest Management.
KC 2	CPP41619 Certificate IV in Urban Pest Management is a new qualification.
KC 3	12 units of competency updated.
KC 4	Development of 2 new units of competency.

Qualification mapping

CPP Property Services Training Package Release 9.0	CPP Property Services Training Package Release 2.0	Comments	Equivalence statement
CPP30119 Certificate III in Urban Pest Management	CPP30115 Certificate III in Urban Pest Management	Supersedes and is equivalent to CPP30115 Certificate III in Urban Pest Management. Changed packaging arrangements including a reduction in the total number of units and changed core and elective requirements.	E
CPP41619 Certificate IV in Urban Pest Management	N/A	New qualification to meet industry requirements for specialist pest management technicians and supervisors.	N/A

Certificate III & IV Unit Changes (Across all PM units)

- Elements and performance criteria redeveloped to simplify and better articulate unit structure
- Foundation skills section rationalised as redeveloped performance criteria better articulate foundation skills demands
- Range statement removed and built into assessment requirements
- Performance evidence and required knowledge updated to add specificity and relevance
- Performance evidence must be based on documentation and photographic evidence that has been validated by a workplace supervisor.
- Assessment conditions updated to meet current industry requirements
- New unit codes CPPUPMxxxx to Cert 3

CPP30119 Certificate III in Urban Pest Management

Packaging Rules:

- 10 units of competency - 5 core and 5 elective units.
- Up to 2 elective units may be selected from any training package, as long as they contribute to a valid, industry-supported vocational outcome and maintain the AQF level of this qualification.

Target Role:

- Pest technician in the field/vehicle
- Provides scope for Senior Technician skills (align with Certificate IV)

Certificate III is a pre-requisite for Certificate IV

Licensing units 5 & 6 changes – Non Timber Pests

Unit	CPP30115	CPP30119
<p>CPPPMT3005, CPPPMT3006</p>	<p>Satisfy elements, performance criteria, foundation skills, knowledge evidence & performance evidence:</p> <p>Manage pests - 3 Res. or Comm. premises or mix of. Ants, Cockroaches, Rodents, Spiders.</p>	<p>Expanded Knowledge evidence section: ecology, biology, lifecycles, habits and harbourages of urban pests (list of 14 incl, Big 4)</p> <p>Expanded Performance evidence section: Manage pests - 10 Res. or Comm. premises or mix of. Ants, Cockroaches, Rodents, Spiders. + mix of other pests (list of 10) 7 sites with detailed pest management plans for each premises, validated by workplace supervisor</p> <p>Assessment Conditions: 3 sites directly by RTO, physically, photo and video evidence allowed 2 real workplace + 1 simulated</p>

Licensing unit 8 & 10 changes – Timber Pests

Unit	CPP30115	CPP30119
<p>CPPPMT3008 CPPPMT3010</p>	<p>Satisfy elements, performance criteria, foundation skills, knowledge evidence & performance evidence</p> <p>Report & Control TP - 3 Res. or Comm. premises with different construction type/use or mix of.</p> <p>Control using a min. of two different pest control methods.</p>	<p>Expanded knowledge evidence section</p> <p>Expanded performance evidence section: Report on TP - 10 different premises (Sub Term. Min. 5 premises + mix of other pests (list of 4) 7 sites - documentation and photographic evidence validated by workplace supervisor Different construction methods including slab-on-ground and suspended floor</p> <p>Assessment Conditions: 3 sites directly by RTO, physically, photo and video evidence allowed 2 real workplace + 1 simulated Subterranean Termites min. 1 site</p>

Other Unit changes

CPP3015	CPP3019
CPPPMT3011 Manage organisms by applying fumigants to commodities and environments	CPPPMT3011 Manage organisms by applying fumigants to commodities and environments (E) Additional site requirement added to Performance Evidence
CPPPMT3019 Organise and monitor pest management operations	Removed with content incorporated into CPPUPM4002 Schedule, organise and monitor pest management operations (E)
CPPPMT3026 Select pest management vehicle and equipment	Upgraded to AQF4 CPPUPM4001 Assess and select pest management vehicle and equipment (E)
CPPPMT3029 Plan and schedule pest management operations	Upgraded to AQF4 Incorporates content from CPPPMT3019 CPPUPM4002 Schedule, organise and monitor pest management operations (E)
CPPPMT3042 Install Physical Termite Management Systems	CPPPMT3042 Install Termite Management Systems (E) Remove "Physical" from unit title Align with combined systems e.g. impregnated sheet materials and Sentricon Always Active

Other Cert III Unit changes

CPP30115	CPP30119
CPPPMT3043 Prepare and present pest management proposals for complex or high risk operations	Removed with content incorporated into CPPUPM4004 Assess and advise on pest management options for complex operations (E)
CPPPMT3002 Assess, advise on options, and develop pest management plans for complex or high risk operations	Upgraded to AQF4 CPPUPM4003 Assess and advise on pest management options for sensitive operations (E)
CPPPMT3007 Implement pest management plans for complex or high risk operations	Upgraded to AQF4 CPPUPM4005 Implement and monitor pest management plans for sensitive operations (E)

New and upgraded PM Units at Certificate IV level have been included as electives in the Certificate III

Certificate III – Imported Core & Elective Units

CPP30115	CPP30119
<ul style="list-style-type: none">• CPPCMN3004 Respond to enquiries and complaints (C)• BSBSMB407 Manage a small team (E)• HLTAID003 Provide first aid (E)	<ul style="list-style-type: none">• CPPCMN3004 Respond to enquiries and complaints (C)• AHCCHM304 Transport and store chemicals (E)• AHCCHM307 Prepare and apply chemicals to control pest, weeds and diseases (E)• AHCPMG312 Apply poison baits for vertebrate pest control in rural and environmental landscapes (E)• CPCCCM2010B Work safely at heights (E)• CPCWHS1001 Prepare to work safely in the construction industry (E)• CPPCMN4008 Read plans, drawings and specifications for residential buildings (E)• HLTAID003 Provide first aid (E)• MSMSUP301 Apply HACCP to the workplace (E)• TAEDEL404 Mentor in the workplace (E)

CPP41619 Certificate IV in Urban Pest Management

- Pest management technicians seeking deeper specialisation/advanced pest management of complex (e.g., food-orientated) and sensitive (e.g., people-centred) sites.
- Specialist roles require planning, coordinating, managing and completing small to large scale pest management operations.
- Provides occupational specialisations in advanced pest management and business management.
- Provides the opportunity to select combinations of units to achieve the following skill set:
 - TAESS00017 Workplace Supervisor Skill Set.

Certificate IV - Packaging Rules

- 11 units of competency - 6 core and 5 elective units.
- Electives are to be chosen as follows:
 - 3 units from Group A or 3 units from Group B plus
 - 2 units from Groups A, B or C not already selected
 - up to 1 elective unit may be selected from any training package, as long as it contributes to a valid, industry-supported vocational outcome and maintains the AQF level of this qualification.

Certificate IV – Core Units

CPP41619	CPP30115
CPPPMT4001 Assess and select pest management vehicle and equipment	Supersedes CPPPMT3026 Select pest management vehicle and equipment
CPPPMT4002 Schedule, organise and monitor pest management operations	Supersedes CPPPMT3029 Plan and schedule pest management operations
CPPPMT4003 Assess and advise on pest management options for sensitive operations .	Supersedes CPPPMT3002 Assess, advise on options, and develop pest management plans for complex or high risk operations Food and manufacturing sites have been moved to units CPPPMT4004 & CPPPMT4006

Certificate IV – Core Units

CPP41619	CPP30115
CPPPMT4004 Assess and advise on pest management options for complex operations	N/A
CPPPMT4005 Implement and monitor pest management plans for sensitive operations	Supersedes CPPPMT3007 Implement pest management plans for complex or high risk operations Food and manufacturing sites have been moved to unit CPPPMT4004 & CPPPMT4006
CPPPMT4006 Implement and monitor pest management plans for complex operations	N/A

Food Oriented & Sensitive Sites

- **Expanded site practical requirement:** 2 of each
- **Expanded Performance & Knowledge evidence section:** ecology, biology, lifecycles, habits and harbourages of urban pests (list of 14+)
- **Assessment Conditions:** direct observation and assessment by an assessor, must be in a real workplace for a minimum of one site, may be simulated for one site

Certificate IV – Elective Units (PM & Imported)

Group A: Advanced Pest Management	Group B: Business Management	Group C: General
<ul style="list-style-type: none"> • AHCPMG307 Apply animal trapping techniques • AHCPMG312 Apply poison baits for vertebrate pest control in rural and environmental landscapes • AHCPMG413 Define the pest problem • AHCPMG409 Implement a pest management plan • CPPPMT3008 Inspect for and report on timber pests • CPPPMT3010 Control timber pests • CPPPMT3011 Manage organisms by applying fumigants to commodities and environments • CPPPMT3042 Install termite management systems 	<ul style="list-style-type: none"> • AHCPMG413 Define the pest problem • BSBSMB407 Manage a small team • BSBSMB420 Evaluate and develop small business operations • BSBSMB421 Manage small business finances • BSBWRT401 Write complex documents • TAEASS301 Contribute to assessment • TAEDL301 Provide work skill instruction • TAEDL404 Mentor in the workplace 	<ul style="list-style-type: none"> • AHCCHM404 Develop procedures to minimise risks in the use of chemicals • AHCCHM405 Plan and implement a chemical use program • FBPAUD4003 Conduct food safety audits • MSL934005 Contribute to the ongoing development of HACCP plans • HLTAID003 Provide first aid

UPM Project Page:

http://www.artibus.com.au/project/?project_id=5

Project Downloads

- Project Brief - Urban Pest Management
- Qualification Template Certificate III in Urban Pest Management
- Qualification Template Certificate IV in Urban Pest Management
- Updated Units of Competency (Pest Management)

artibus
INNOVATION

Developing industry skills.

[About Us](#) [Committees](#) [National Projects](#) [News](#) [Contact Us](#) [Log In](#)

Enter your search here

SEARCH

Latest news: [ect application and nomination process for the Techn](#) [Read More](#)

Project: Urban Pest Management



On behalf of the Property Services IRC, Artibus Innovation has reviewed and developed the following training package components:

- 2 qualifications:
 - CPP30115 Certificate III in Urban Pest Management
 - CPP41619 Certificate IV in Urban Pest Management
- 14 units of competency.

In conjunction with a Technical Advisory Group (TAG), the Urban Pest Management Project has met on numerous occasions to discuss current and future training needs of industry. Most recently, they met to analyse feedback gathered from recent public and industry consultation.

Summary & The Future.....

- Good start but plenty of work still to do....
- Training package to be reviewed again in 4 years, get involved
- Certificate III targeting technician in the vehicle, strengthened performance & knowledge evidence and assessment conditions
- Certificate IV targeting senior techs/supervisors, pathway opportunity
- AEPMA creating COP for Training in Pest Management
- Continue to mentor your staff (key to success) & invest in training