

# MSS Sustainability Training Package Release 2.0

## Case for Endorsement

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## Required information

### A. Administrative details of the Case for Endorsement

#### Name of allocated IRC

The Sustainability Industry Reference Committee (IRC) is presenting this Case for Endorsement.

#### Name of SSO

IBSA Manufacturing, a Skills Service Organisation (SSO), is submitting this Case for Endorsement on behalf of the Sustainability IRC.

#### Activity Order details

Reference number: IBSA/TPD/2016-2017/005. Details of the activities to be completed as part of this activity order can be found in Appendix B.

The Case for Endorsement, outlines how the new/modified components will support implementation of the November 2015 COAG Industry and Skills Council training package reforms summarised at: [www.education.gov.au/vocational-education-and-training-reform](http://www.education.gov.au/vocational-education-and-training-reform).

### B. Description of work and request for approval

Carbon auditing is a growing business sector, driven by increased awareness of environmental responsibilities in organisations and government policies. It is a service that can be required across all industries and provide significant financial and reputational benefits for enterprises. A growing number of consultants are offering carbon auditing services, however, without a national set of standards businesses cannot be assured of the quality of the services they are paying for. This situation has seen costly programs delivering inconsistent information. It is also important to ensure compliance with national and international standards and requirements to remain competitive.

Work involved:

- Examining and addressing the specialist skill needs of workers in the carbon auditing sector
- reviewing the units and qualifications to ensure they meet:
  - Standards for Training Packages 2012
  - Training Package Products Policy
  - Training Package Development and Endorsement Process Policy
  - industry needs
- creating industry defined and supported national training products
- creating improved career pathways and workforce development opportunities
- supporting the COAG Industry and Skills Council reforms to training packages.

## Decision being sought by the AISC

### Training Package components submitted for approval

This submission covers the MSS Sustainability Training Package Release 2.0.

The following components are submitted for endorsement:

- one new unit of competency:
  - MSS015020 Facilitate an energy audit
- one new skill set:
  - MSSSS00007 – SS7 Lead energy and greenhouse gas improvements
- 66 existing units of competency:
  - MSS014008 Improve sustainability through readily implementable change
  - MSS014009 Evaluate sustainability impact of a work or process area
  - MSS014010 Optimise sustainability of a process or work area
  - MSS014011 Facilitate team to develop and implement sustainability strategies
  - MSS014012 Apply proactive maintenance strategies to sustainability
  - MSS014013 Contribute to sustainability related audits
  - MSS014014 Implement social sustainability in work practices
  - MSS015021 Measure and report carbon footprint of a product or product class
  - MSS015022 Develop strategies for more sustainable use of resources
  - MSS015023 Design sustainable product or process
  - MSS015024 Develop required sustainability reports
  - MSS015025 Develop a business case for sustainability improvements
  - MSS015026 Develop strategic sustainability plans
  - MSS015027 Implement sustainability plans
  - MSS015028 Conduct a sustainable water use audit
  - MSS015030 Conduct an emissions audit
  - MSS015031 Conduct a sustainability related transport audit
  - MSS015033 Implement and monitor reengineering for sustainability
  - MSS015034 Inform and educate organisation and community representatives on sustainability issues
  - MSS017009 Analyse and determine organisational risk areas in sustainability
  - MSS017010 Determine process loss through mass or energy balancing
  - MSS017011 Identify and respond to external sustainability factors for an organisation
  - MSS017012 Lead sustainable strategy deployment
  - MSS017013 Manage a major sustainability non-conformance
  - MSS017014 Identify and improve sustainability interactions with the community
  - MSS017015 Design for sustainability
  - MSS017016 Develop a proactive social sustainability strategy
  - MSS024013 Work and communicate effectively as an environmental technician
  - MSS024014 Implement environmental management plans and procedures
  - MSS024015 Apply an understanding of environmental principles to a site
  - MSS024016 Process and present environmental data
  - MSS024017 Collect spatial and discrete environmental data
  - MSS024018 Perform sampling and testing of water
  - MSS024019 Collect and evaluate meteorological data
  - MSS024020 Recognise common geological landforms and samples
  - MSS024021 Assist with assessing and monitoring stormwater systems
  - MSS024022 Perform environmental biological techniques
  - MSS024023 Navigate in urban, regional and remote areas
  - MSS024024 Undertake simple environmental project activities

- MSS025017 Assist with assessing site environmental indicators
- MSS025018 Assess the environmental risk and impact of a project activity or process
- MSS025019 Report environmental data
- MSS025020 Provide environmental information to customers
- MSS025021 Collect and evaluate groundwater data
- MSS025022 Perform sampling and testing of soils
- MSS025023 Plan and conduct environmental project work
- MSS027013 Coordinate environmental management activities
- MSS027014 Apply environmental legislation, codes and standards
- MSS027015 Provide environmental advice to clients
- MSS027016 Contribute to improving environmental performance
- MSS027017 Contribute to environmental decision making
- MSS027018 Undertake complex environmental project work
- MSS027019 Implement and maintain the site health and safety management system
- MSS402082 Apply cost factors to work practices
- MSS402083 Use planning software systems in operations
- MSS403085 Ensure process improvements are sustained
- MSS403086 Improve cost factors in work practices
- MSS403087 Mistake proof an operational process
- MSS404084 Undertake process capability improvements
- MSS405084 Manage people relationships
- MSS405085 Develop a documentation control strategy for an organisation
- MSS405086 Develop sustainable energy practices
- MSS407014 Prepare for and implement change
- MSS407015 Build relationships between teams in an operations environment
- MSS407016 Lead a process to determine and solve root cause for a complex problem
- MSS407017 Review continuous improvement processes
- 6 qualifications:
  - MSS40118 Certificate IV in Sustainable Operations
  - MSS50118 Diploma of Sustainable Operations
  - MSS80118 Graduate Certificate in Sustainable Operations
  - MSS40218 Certificate IV in Environmental Monitoring and Technology
  - MSS50218 Diploma of Environmental Monitoring and Technology
  - MSS80218 Graduate Certificate in Environmental Management

This submission also includes the proposed deletion of two (2) units of competency, to reduce duplication and remove obsolete units:

- MSS015003 Analyse product lifecycle for sustainability
- MSS015015 Evaluate sustainability impact of a process

Please refer to Appendix A for a complete list and mapping of the components submitted for endorsement, credit arrangements and modification history. The final draft qualifications and units of competency have been transferred to the Training Package Content Management System.

### C. Evidence of Industry support

Details about the project were made available on the IBSA website at <https://ibsa.org.au/consultation-project/sustainability-2017-project/> for the life of the project. Stakeholder engagement was achieved through a variety of methods, including:

- the Sustainability IRC to ensure appropriate and adequate industry consultation occurred, monitoring project progress and validating outcomes and draft training package components
- formation of a Technical Advisory Committee (TAC) to provide technical advice and sector expertise around the detail of the training package components developed and reviewed
- specific technical advice was sought from highly skilled and experienced industry specialists on the TAC as a group and on an individual basis to target specific areas of expertise
- two rounds of broader public consultation (total of 9 weeks) where materials were uploaded to the IBSA website and all relevant stakeholders alerted, this included:
  - a distribution list of key industry organisations (Appendix C & D)
  - State/Territory Training Authorities and Industry Training Advisory Bodies (ITABs)
  - all RTO's with qualifications on scope of delivery.

The IBSA website included an option for interested parties to sign up for project updates and 221 email addresses were subscribed by the end of the project.

All interested parties were emailed to alert them when drafts were available for public review. Key stakeholders were contacted by phone to alert them of the opportunity to provide input and discuss particular issues. Further evidence of consultation with all relevant stakeholders is detailed below.

### Research Findings

The research stage included desktop investigation and analysis into the jobs and training available in sustainability. The TAC advised of current Australian and New Zealand (AS/NZS) Standards for Energy Audits and these were purchased by IBSA to provide a framework for role analysis and subsequently the skill set and unit development. The Standards outlined the processes and standards for conducting audits as well as expectations for working with auditors and energy auditor competency requirements.

It was determined by the TAC and the IRC that the priority for industry was to create a cross sector skill set for facilitating the energy audit and procuring specialists. Industry confirmed, as highlighted in the MSA Business Case (30 November 2016) an imperative for change, businesses cannot be assured of the quality of audit services because there is no national training standard for auditors. However, according to the TAC and the IRC, the skill gap related more to skills in accessing and interpreting standards, developing a case for change, project management, procuring specialist services and facilitating the audit team.

Australian and international standards were examined as well as international trends, protocols, guidelines and training in sustainability. It was determined that some international standards, protocols and guidelines are relevant but that AS/NZS should inform skill set and unit development.

It was also determined that members of the TAC were currently involved in projects relating to a National Greenhouse and Energy Auditor Registration Scheme. IBSA Manufacturing received feedback that a VET skill set would not be sufficient to meet registration requirements and that more work was being done to determine educational pathways and accreditation in this area. It was further noted that additional requirements on top of education would most likely be required, such as, experience with the audit type, the energy type and energy audits in general. More information on this work can be



obtained from Energy Efficiency Council <http://www.eec.org.au/> Clean Energy Regulator <http://www.cleanenergyregulator.gov.au>.

### Technical Advisory Committee (TAC)

The **Sustainability TAC** was established, under the direction of the IRC, to provide advice around the detail of the components developed and reviewed. The TAC provided advice for the components which focussed on auditing skills, current global and Australian best practice, guidelines and standards.

TAC members were selected based on one or more of the following criteria:

- technical experience working in the job role
- technical experience directly supervising those in the job role
- specific expertise in subject through experience with the sector or service provision.

The TAC worked under the direction of the IRC. The IRC ensured adequate industry consultation occurred, monitored the TAC's progress, and validated outcomes and draft Training Package components.

The final membership of the TAC included industry representatives currently involved in the sustainability sector to provide significant breadth and depth of technical knowledge and expertise.

Broader industry engagement was achieved through regular contact with identified stakeholders across relevant industry sectors. They were regularly kept informed of project work and notified of opportunities to inform training package development and review.

This training package development project followed the standard IBSA Manufacturing Training Package Development and Endorsement Process Policy and used a five-phase methodology. The approach to all training package development work is to consider industry skills needs, Council of Australian Governments (COAG) Industry and Skills Council (CISC) priorities and 2012 Standards for Training Package Development. Any opportunities to remove obsolete products, minimise duplication, provide more information on industry's expectations of training delivery and support individuals to move more easily across occupations are investigated.



#### Phase 1 – Initial research and analysis

Establishment of a TAC to validate project scope and undertake a job role functional analysis.

#### Phase 2 – Draft 1 and public consultation

Develop first draft of training package components for feedback.

#### Phase 3 – Draft 2 and public consultation

Respond to feedback and develop second draft of training package components.

#### Phase 4 – Approval process

Adjust training package components in response to further feedback and seek approval from respective committees and endorsement from state training authorities.

#### Phase 5 – Submission to Department

Submit to the Department of Education and Training for AISC approval.

Consultation is driven by the standards and principles for training product development, in an effort to provide an outcome which is industry-led and guided by broad and transparent stakeholder consultation.

Responsiveness to industry skills needs and priorities, and speed to market are key to our training product development. Internal processes and practices are established to support efficient and cost-effective delivery of high quality and independently validated training products.

Appendices C and D list organisations consulted throughout the project, with many organisations circulating project information to their networks/members.

TAC members met via a teleconference on 29 August 2017. Members discussed the content of the current Training Package and the skill requirements for carbon auditing. They determined priorities for the needs of workers in the carbon auditing sector and made recommendations for:

- development of a draft skill set that focused on leading energy and greenhouse gas improvements that could be used across all sectors
- development of one new unit focusing on facilitating or project managing the energy audits and procuring experts
- review of 68 units
- skills gaps in the workforce and the subsequent update of the sustainable operations qualifications and the addition of electives to address those gaps.

These units, skill set and qualifications were subsequently reviewed, updated/developed and circulated.

Members agreed that units at Draft 1 stage should focus on removing any superfluous information that is currently included (such as definitions in the Range of Conditions and repetitive information in the Assessment Requirements) and provides greater alignment with the Standards for Training Packages 2012.

It was recommended by the TAC and agreed by the IRC that the proposed skill set and new unit of competency should focus on facilitating an energy audit, and procuring the required technical expertise to manage the process. It was determined that auditors were often tertiary qualified and that there were different types of audits and different types of auditors in this context. It was discussed that the challenge was in engaging auditors due to the need, at times, to procure a range of experts with experience in the various energy types and industries being audited and also the type or level of energy audit being undertaken. It was determined that the sector really needs leaders who could project manage and facilitate audits, recognise the need for specialists, develop skills in procuring experts, and know what is expected of the organisation and the auditor during the process. The TAC initially agreed that the focus for industry should be on:

- Business case development
- Calculating carbon footprint
- Type 1 basic energy audit
- Reporting
- Communicating with stakeholders about energy efficiency
- Procuring the audit team.

The skill set required detailed knowledge of the AS/NZS for Energy Audits. This would ensure that industry and those whose role it is to facilitate the energy audit, can discern that the qualifications, experience and skills of specialists and auditors are sufficient to procure quality audits with cost effective outcomes for industry. This has been a problem in the sector because industry have suffered

ineffective or poor-quality audit outcomes that have been unable to demonstrate a return on investment. The TAC determined that it would be beneficial to create a skill set that aligns with the standards in order to achieve better knowledge of, and skills in, applying the standards to energy audits. It was also noted that the focus should not be limited to carbon and should be expanded to energy and greenhouse gas emissions. It was confirmed that qualifications should support the energy audit roles and include the following competencies required for the role:

- Business case development
- Leadership and management
- Strategic planning
- Continuous improvement
- Project management
- Change management
- Risk management
- Stakeholder management

In this context only one new unit of competency, and 4 existing MSS units were deemed required for the new Skill Set by the TAC and the IRC. It was also determined that additional electives should be identified and added to the Sustainable Operations qualifications to meet the above requirements. These additional electives were identified from existing cross sector units to address gaps.

### *Summary of changes made in Draft 1*

#### ***New Unit***

- the development of one new unit: MSS015020 Facilitate an energy audit

#### ***Existing Units***

Existing units were reviewed, and 68 units were modified as follows for Draft 1:

- the addition of a modification table to fulfil training.gov.au requirements
- minor changes to the Application and licensing statement to provide more clarity
- the Range of Conditions removed (because the information included did not meet the intent of the Standards for Training Packages 2012) and retained in a separate Companion Volume – Range of Conditions. Some of this information was also moved to the Knowledge Evidence field of the Assessment Requirements.
- very minor edits to the Elements and Performance Criteria to clarify intent and sequence of activities
- updated Unit Mapping Information
- updated link to Training Package Companion Volumes
- Performance Evidence reduced and key information usually about frequency and volume included. Performance evidence that was merely a repeat of performance criteria was removed and this field was tightened to remove superfluous or ambiguous information.
- Knowledge Evidence updated to include some information that was previously included in the Range of Conditions
- Assessment Conditions reduced to include key conditions that must be in place for assessment.

Repetition between units was proposed to be addressed in draft 2.

#### ***Skill Sets***

Addition of one new skill set: ***SS7 Lead energy and greenhouse gas improvements***

## Qualifications

Updates to the qualifications were minor and included:

MSS40116 Certificate IV in Sustainable Operations	<ul style="list-style-type: none"> <li>• qualification template updated</li> <li>• qualification description simplified.</li> <li>• <i>MSMWHS401 Assess risk</i> removed from electives due to duplication.</li> <li>• BSBPMG417 Apply project life cycle management processes added to electives</li> <li>• BSBPMG416 Apply project procurement procedures added to electives</li> <li>• BSBPMG418 Apply project stakeholder engagement techniques added to electives</li> </ul>
MSS50116 Diploma of Sustainable Operations	<ul style="list-style-type: none"> <li>• qualification template updated</li> <li>• qualification description simplified.</li> <li>• BSBSUS501 Develop workplace policy and procedures for sustainability added to electives</li> <li>• <i>MSMWHS510 Manage risk</i> removed from electives due to duplication</li> <li>• BSBMGT516 Facilitate continuous improvement added to electives</li> <li>• BSBPMG522 Undertake project work added to electives</li> <li>• BSBPMG517 Manage project risk added to electives</li> <li>• BSBPMG518 Manage project procurement added to electives</li> <li>• BSBPMG519 Manage project stakeholder engagement added to electives</li> <li>• BSBWOR502 Lead and manage team effectiveness added to electives</li> <li>• MSS015020 Facilitate an energy audit added to electives (NEW UNIT)</li> </ul>
MSS80116 Graduate Certificate in Sustainable Operations	<ul style="list-style-type: none"> <li>• qualification template updated</li> <li>• entry requirements simplified</li> <li>• BSBPMG609 Direct procurement and contracting for a project program added to electives</li> </ul>
MSS40216 Certificate IV in Environmental Monitoring and Technology	<ul style="list-style-type: none"> <li>• no changes identified for draft 1</li> </ul> <p>N.B. Qualifications to be updated for draft 2 pending any decisions on new units or deletions arising from draft 1</p>
MSS50216 Diploma of Environmental Monitoring and Technology	<ul style="list-style-type: none"> <li>• no changes identified for draft 1</li> </ul> <p>N.B. Qualifications to be updated for draft 2 pending any decisions on new units or deletions arising from draft 1</p>
MSS80216 Graduate Certificate in Environmental Management	<ul style="list-style-type: none"> <li>• No changes identified for draft 1</li> </ul> <p>N.B. Qualifications to be updated for draft 2 pending any decisions on new units or deletions arising from draft 1</p>

### *Draft 1 Public consultation*

Draft 1 components were available for review and comment on the IBSA website for six (6) weeks from 8 November to 21 December 2017. A consultation paper accompanied the draft training package products which provided a summary of key information about proposed changes to the MSS Sustainability Training Package and questions for stakeholders.

An email notification was sent to stakeholders when the draft components were released on the IBSA Manufacturing website to inform them that consultation had commenced. Another email was sent to advise stakeholders consultation had been extended by a further 3 weeks, and a final email when Round 1 consultation had closed. Appendix C includes organisations that were notified of consultation opportunities during the project.

Industry Training Advisory Bodies (ITABs), State/Territory Training Authorities, RTOs with the MSS Sustainability qualifications on scope, and 134 stakeholders who had registered their interest in the project were also notified.

During the consultation period the Project page on the IBSA website received 257 views and IBSA received 34 feedback submissions. Feedback was received on behalf of organisations, collated submissions on behalf of a group of individuals, and individuals themselves. Appendix C includes stakeholders who provided feedback.

The Project issues register that was used to compile feedback throughout this period noted feedback in the following general areas:

- assessment requirement language requiring learners to “achieve” success or outcome was changed because successful implementation in the workplace is not always achievable or mandatory to demonstrate competency.
- feedback about the language used to describe job tasks accompanied by suggestions for more current language
- recommendations for additional performance criteria
- recommendations for additional knowledge requirements
- recommendations for pre-requisites
- 1 recommendation to merge 2 units
- 1 recommendation to remove a core unit from Diploma in Sustainable Operations
- 1 recommendation to reduce the packaging rules for the Diploma in Sustainable Operations
- Recommendation for more development work to develop a stream in the MSS Sustainability Training Package on Occupational Hygiene including specific vocational types of work that include:
  - Asbestos inspection and air monitoring
  - Dust exposure monitoring / real time ambient dust concentration.
  - Fume exposure monitoring (welding and metal spraying)
  - Coal dust exposure monitoring
  - Respirable Silica exposure monitoring
  - Diesel Exhaust exposure monitoring / ambient vehicle exhaust assessments in car parks etc
  - Vapour Exposure monitoring
  - Paint Vapour exposure monitoring
  - Indoor air quality assessments
  - SMF exposure monitoring
  - Hazardous Substances risk assessments

- Vibration assessment (mobile plant and hand tools)
- Ergonomic workplace assessment
- Lead and heavy metal exposure monitoring and surface testing
- Pesticide exposure monitoring
- Feedback relating to new and emerging philosophies and approaches in the context of sustainability and the environment
- Feedback relating to nominal hours which was outside the scope of the project.

### *TAC meetings for Draft 2*

The Sustainability TAC met on 30 January 2018 to discuss the feedback and make recommendations about future development of training package components. It was considered that the limited feedback was most likely due to the low enrolment numbers and lack of activity in the MSS Sustainable Operations stream. Some TAC members mentioned that the qualifications were quite cumbersome and it was felt that industry might be more interested in the workers undertaking the Skill Set as a way of establishing sustainability projects in their organisations.

While repetition across units was acknowledged, the TAC agreed to remove just two units that were both electives and had low enrolment data. It was found that, while enrolment data suggested low and sometimes no usage of MSS Training Package components, some MSS coded units had very high enrolments. It should be noted that during this project significant repetition across units has been identified, as well as, potentially obsolete MSS Training Package components that have not had any enrolment data for some years. However, because the TAC was formed with expertise around the skill set, they deemed it inappropriate for them to approve such significant changes to the MSS Training Package such as the removal of additional units, merging of core units and removal of unused qualifications without wider consultation and within the context of a whole training package review. This approach was supported by the IRC. Normal IBSA Manufacturing practice logs unresolved project feedback e.g. out of scope items and suggestions for improvement in the IBSA Issues Register pending review and further discussion in future Industry Skills Forecast (Schedule of work) deliberations.

Actions for training package development arising from this meeting and other targeted consultation included:

- More detailed clarification of the tasks involved in Facilitating an Energy Audit
- Minor content changes arising from feedback
- Propose the removal of two units based on repetition and lack of enrolments
- Reviewing all units that mandated “planned and implemented change” in the performance evidence to remove ambiguity and ensure consistency in learner outcomes
- Agreement to remove Range of Conditions and retain in a separate Companion Volume.
- The removal of excessive knowledge resulting from incorporating Range of Conditions into the knowledge
- Renaming of proposed new skill set: SS7 Lead energy and GHG improvements.

Draft 2 (validation) components were developed with further advice from TAC members and other highly skilled professionals and subject matter experts (refer Appendix C for breadth of experience and organisations consulted). These additional experts were identified by the TAC members from within their own specialist networks, and are actively providing consulting services and advice to Australian industry including carbon auditing, energy improvement, and greenhouse gas measurement. They were also well placed to provide advice on Australian industries’ capability and resolve to satisfactorily

undertake carbon auditing 'in house' to meet Australian standards. Draft 2 was approved by the TAC and the IRC in February 2018 and made available to the public via the IBSA website for three (3) weeks ending 7 March 2018. A consultation paper accompanied the draft training package products which provided a summary of key information about proposed changes to the MSS Sustainability Training Package. Emails were sent to the same stakeholders as outlined for Draft 1 components, plus any additional stakeholders that registered their interest, one week prior to the draft being released on the IBSA website (to inform them of the upcoming consultation), the day the drafts were released for review, and finally prior to consultation closing. Emails were sent to individuals by IBSA, and the reported numbers do not include emails onforwarded by the TAC and IRC members to their networks for feedback. Appendix D includes all organisations that were notified of consultation opportunities during the project. Appendix C includes stakeholders that provided feedback.

### *Summary of changes made in Draft 2 (validation)*

#### Units

- 68 revised units in line with feedback received from the first round of consultation, this included:
- ambiguity around “achieving” performance evidence of “success” removed from performance evidence to ensure circumstances beyond a learner’s control did not impact on a learner’s ability to demonstrate competence, revised knowledge evidence, and removed Range of Conditions (to be retained in separate Companion Volume)
- proposed deletion of two (2) units of competency, to reduce duplication and remove obsolete units:
  - MSS015003 Analyse product lifecycle for sustainability
  - MSS015015 Evaluate sustainability impact of a process

#### Skill Set

- Name change to proposed new skill set: SS7 Lead energy and Greenhouse gas improvements.

#### Qualifications

MSS40118 Certificate IV in Sustainable Operations	<ul style="list-style-type: none"> <li>• code change</li> <li>• core unit modified</li> </ul>
MSS50118 Diploma of Sustainable Operations	<ul style="list-style-type: none"> <li>• code change</li> <li>• core unit modified</li> </ul>
MSS80118 Graduate Certificate in Sustainable Operations	<ul style="list-style-type: none"> <li>• code change</li> <li>• core unit modified</li> </ul>
MSS40218 Certificate IV in Environmental Monitoring and Technology	<ul style="list-style-type: none"> <li>• code change</li> <li>• core unit modified</li> <li>• qualification template updated</li> <li>• qualification description simplified</li> <li>• MSS025002 Assess the environmental risk or impact of a project activity or process removed from electives.</li> </ul>
MSS50218 Diploma of Environmental Monitoring and Technology	<ul style="list-style-type: none"> <li>• code change</li> <li>• core unit modified</li> </ul>

	<ul style="list-style-type: none"> <li>• qualification template updated</li> <li>• qualification description simplified.</li> </ul>
MSS80218 Graduate Certificate in Environmental Management	<ul style="list-style-type: none"> <li>• code change</li> <li>• core unit modified</li> <li>• qualification template updated.</li> </ul>

### *Draft 2 (validation) public consultation*

During this second consultation period the IBSA website received 163 views, and 18 feedback submissions. Feedback was received on behalf of organisations, with collated submissions on behalf of a group of individuals, and individuals themselves.

The issues register for this stage of the project includes:

- support for changes
- minor content changes to units
- clarification requested regarding why foundations skills needed in new unit.
- clarification requested around performance evidence in new unit
- reduction of knowledge requirements in new unit
- role clarification for new unit in terms of technical tasks
- concern raised over being able to successfully implement and time to implement some units
- potential future development work in relation to waste and water audits
- potential future development work in relation to new unit addressing the use of software to monitor and manage change
- potential future development work to develop skill set on implementation and management of Environmental Management Systems (EMS)
- request to change the approach to 'ecocentric' theories and application

### *TAC meetings for Final Draft*

The Sustainability TAC met again on 27 March to consider feedback from Draft 2. Each piece of feedback was considered, the TAC agreed the following actions:

- minor content changes to existing units
- remove MSS50216 as a pathway from the new skill set
- reject the proposed additional performance criteria in MSS015011 Conduct a sustainability energy audit
- change description and performance criteria of new unit to reduce the scope of the role to that of facilitator of energy audits
- reduce knowledge requirements in new unit.

The TAC also determined that:

- The revised units and qualifications were equivalent. Several units had duplication and superfluous information removed, and clarity improved for a better-defined unit that captures the competency requirements, and strengthens the unit intent. Where there were changes to elements, performance criteria, and assessment requirements, the changes were minor and described the detail of the work task more explicitly, the vocational outcome did not change.
- The changes made to the qualifications had only been updated and that this did not impact the Volume of Learning. They agreed that volume of learning and appropriateness for



traineeship/apprenticeship had not changed since Release 1 of the MSS Training Package. This is detailed in the Companion Volume – Implementation Guide.

- The final version of the units, qualifications and the skill set accurately reflect the recommendations made by the TAC, and validation from highly skilled and well recognised sustainability specialists and experts (refer Appendix C).

### *State/Territory engagement*

IBSA Manufacturing has actively engaged with all State and Territory Training Authorities (STAs) throughout the project, providing an initial briefing, maintaining open dialogue and requesting comments or issues raised on Draft 1 and Draft 2 (validation) components. STAs also had two weeks at the end of the project to review and provide feedback on the final drafts of training package components, as required by the Training Package Development and Endorsement Products Policy.

### **STA Personnel**

<b>Given Name</b>	<b>Family Name</b>	<b>Organisation</b>	<b>State</b>
Jodie Liam	Kafer White	ACT Chief Minister, Treasury and Economic Development Directorate	ACT
Nelson Howard Dianne	Brown Lai Fong	Department of Business	NT
Lee Michael Paul	Carter Segrave Saunders	Department of Education and Training	VIC
Marina Juliana Irina Laura	Borrello Fitzpatrick Ferouleva Dodson	Department of State Development	SA
Lisa Paul Fiona	Barron Muenchow Preston	Department of Training and Workforce Development	WA
Marilyn Susan Catherine	Ng Bearfield Tucker		NSW

Given Name	Family Name	Organisation	State
Robyn Son Gerard Julie	Pemberton Ly Delany Sheridan	NSW Department of Industry	
Guy	Valentine	Strategic Engagement Skills Investment and Market Strategy Department of Education and Training	QLD
Stuart Linda Michael Lesley Bec Ingrid	Hollingsworth Seaborn McGee French Evans Anderson	Skills Tasmania	TAS

Feedback and expressed competing views were dealt with through consultation and the outcomes were approved in IRC meetings.

#### *Reports by exception*

There are no reports by exception.

#### *Support by Industry Reference Committee*

In April 2018, a fully constituted Sustainability IRC approved the draft components for submission to the Australian Industry and Skills Committee for endorsement. See appendix E for letter of support.

#### *Units marked for deletion*

This submission also includes the proposed deletion of two (2) units of competency, to reduce duplication and remove obsolete units:

- MSS015003 Analyse product lifecycle for sustainability
- MSS015015 Evaluate sustainability impact of a process

Both units are electives, are repetitious, and usage analysis indicated very low enrolments. The superseded units identified adequately cover the required elements and performance criteria. The Consultation Paper provided with R1 components specifically mentioned that repetitious units would be identified and listed in R2 consultation for comment, along with a request for feedback on units that could be removed. The R2 Consultation Paper specifically referenced the units that had been earmarked for removal, along with a request for specific feedback. No feedback on the two units earmarked for

removal was received. The TAC approved the removal of the 2 units based on the similarity of the superseded units.

#### **D. Industry expectations about training delivery**

##### **Training delivery**

The *Companion Volume Implementation Guide* includes advice about industry's expectations of training delivery. Duration of training, delivery modes and pathways, work-based learning strategies, assessment and learner characteristics are included in the Implementation Guide.

The *Companion Volume Range of Conditions* includes all Range of Condition that were in the original units. As more MSS units are revised, this Guide will also be revised. Range of condition were deemed as useful information for training implementation and industry wanted them to be retained.

##### **Delivery as an Australian Apprenticeship**

The Sustainability IRC and Sustainability TAC agree that there have been no changes since MSS Training Package Release 1.0 in terms of suitability of qualifications for delivery as apprenticeships/traineeships. That is, the Sustainable Operations and Competitive Systems streams in the MSS Sustainability TAC are not recommended for a traineeship or apprenticeship. The Certificate IV and Diploma in Environmental Monitoring and Technology are suitable to be undertaken as part of a formal training contract with an employer under an Australian Apprenticeship arrangement.

##### **Entry requirements**

There were no changes made to the entry requirements. The following qualifications have no entry requirements:

- MSS40118 Certificate IV in Sustainable Operations
- MSS40218 Certificate IV in Environmental Monitoring and Technology
- MSS50118 Diploma of Sustainable Operations
- MSS50218 Diploma of Environmental Monitoring and Technology

The wording of the entry requirements for the following qualifications was simplified:

- MSS80118 Graduate Certificate in Sustainable Operations:

Entrants to the MSS80118 Graduate Certificate in Sustainable Operations should have one or more of the following:

- Diploma or higher in a sustainability related discipline or equivalent industry experience
- Certificate III or higher together with work experience at a senior or advanced level in a related technical field

Entrants for the qualification should also possess operational or technical skills related to the organisation seeking sustainability improvements either through prior experience or previous study.

- MSS80218 Graduate Certificate in Environmental Management:

Entrants to the MSS80218 Graduate Certificate in Environmental Management are required to have one of the following:

- relevant higher education qualification or equivalent industry experience
- MSS50218 Diploma of Environmental Monitoring and Technology together with work experience at a senior or advance level in environmental monitoring and technology or relevant technical field
- extensive work experience at a senior or advance level in environmental monitoring and technology or relevant field.

## **E. Implementation of the new training packages**

### **Occupation and licensing requirements**

No licensing or certification requirements apply to the units or qualifications included in this submission. There are regulations, standards and/or external accreditation requirements that may apply to the various sectors using this training package. Because the requirements vary between jurisdictions, the following statement has been added to all units of competency:

No licensing or certification requirements exist at the time of publication. Relevant legislation, industry standards and codes of practice within Australia must be applied.

The qualifications include the following statement:

No licensing, legislative, regulatory or certification requirements apply to this qualification at the time of publication.

### **Implementation issues and management strategy**

All units of competency have been analysed, the range of conditions removed, and assessment requirements clarified and made more succinct.

These changes will not require RTOs to update their scope of delivery, however it will be essential for them to review and update training and assessment plans, and review and update training and assessment materials.

The transition period for MSS Sustainability Training Package Release 1.0 and Release 2.0 versions of the qualifications will be 12 months, in line with the Standards for RTOs (2015), and new learners must not commence training in a unit of competency that has been removed or deleted from the National Register.

Learners currently enrolled in units that are proposed to be deleted will have two years to finalise completion. According to available enrolment data the two units proposed for deletion have not had enrolments for more than two (2) years.

Funding arrangements will need to be reviewed by states and territories.

## **F. Quality assurance reports**

IBSA Manufacturing declares that the proposed components of the MSS Sustainability Training Package Release 2.0 meet the requirements of the Standards for Training Packages 2012, Training Package Products Policy and Training Package Development and Endorsement Process Policy.

This declaration is confirmed by the independent Quality Assurance report, included at Appendix F.

The Companion Volume Implementation Guide has been quality assured through the IBSA Manufacturing internal process, and through the independent quality assurance process. It is available with this submission and will be available on the VETNet website <https://vetnet.education.gov.au/Pages/TrainingPackages.aspx> at endorsement.

#### Statement of evidence against the Training Package Quality Principles

Training Package Quality Principles	Evidenced by:
1. Reflect identified workforce outcomes	<p>Changes made demonstrate a link back to relevant AISC decisions commissioning the work, the IRC Skills Forecast and Proposed Schedule of Work, National Review Schedule and the Case for Change and include:</p> <ul style="list-style-type: none"> <li>• development of one new unit of competency to address the skill needs of workers facilitating energy audits</li> <li>• development of a new skill set to address the skill needs of workers leading energy and greenhouse gas improvements</li> <li>• consequential modification and update of 66 units of competency and update of six qualifications to include the new components listed above and refine the work tasks to better align with real industry outcomes.</li> </ul>
	<ul style="list-style-type: none"> <li>• Training package components are compliant with the Standards for Training Packages 2012, the Training Package Products Policy and the Training Package Development and Endorsement Process Policy, as evidenced by the following Quality Assurance report</li> <li>• Evidence that the training package components respond to Ministers' policy initiatives, in particular the 2015 training package reforms, including the removal of duplication and obsolete components where two units have been deleted.</li> </ul>
	<ul style="list-style-type: none"> <li>• Open and inclusive consultation and validation commensurate with scope and impact has been conducted, as described in the Case for Endorsement.</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, as described in the MSS Companion Volume Implementation Guide, Release 2.0</li> <li>• Identification of skill sets that respond to client needs, including the development of the <i>MSSSS00007 – SS7 Lead energy and greenhouse gas improvements Skill Set</i>.</li> </ul>
	<ul style="list-style-type: none"> <li>• Other national and international standards for skills are considered.</li> </ul>
	<ul style="list-style-type: none"> <li>• No licensing or certification requirements exist at the time of publication.</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, as described in this Case for Endorsement.</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>Provide flexible qualifications that enable application in different contexts.</li> </ul>
	<ul style="list-style-type: none"> <li>Provide multiple entry and exit points, as described in the MSS Companion Volume Implementation Guide, Release 2.0</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>Provide pathways from entry level into work, and between VET and higher education qualifications, as described in the MSS Companion Volume Implementation Guide, Release 2.0.</li> </ul>
6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements	<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. A Companion Volume Range of Conditions will also be available.</li> </ul>
	<ul style="list-style-type: none"> <li>Units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth.</li> </ul>
	<ul style="list-style-type: none"> <li>Components comply with the TGA/National Register requirements for publication.</li> <li>Implementation advice is provided in a Companion Volume Implementation Guide that is ready for publication at the same time as the Training Package.</li> </ul>

### Declaration

IBSA Manufacturing, the SSO for the Sustainability IRC, declares that the proposed training package component(s) meet the requirements of the *Standards for Training Packages 2012*, *Training Package Products Policy* and *Training Package Development and Endorsement Process Policy*.

Furthermore, IBSA Manufacturing, the SSO for the Sustainability IRC, declares that the Companion Volume Implementation Guide is available and has been quality assured.

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

The decision being sought from the AISC will support the COAG Industry and Skills Council reforms to training packages. Completion of the training package development work outlined in the Case for Change, together with industry consultation confirms that this work.

Significant desktop research was undertaken alongside consultation to ensure where units had duplicated and ambiguous performance evidence and knowledge evidence, it was removed. Assessment conditions simplified, and superfluous information removed.

### **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**

A Companion Volume Implementation Guide will accompany the Training Package, helping to support implementation of training across a range of settings. An additional Companion Volume – Range of Conditions has been created to retain all 'Range of Conditions' that were in the original units.

### **Ensure that the training system better supports individuals to move easily from one related occupation to another**

No prerequisite units have been added and the skills required in industry have been clearly articulated and these skills are transferable between occupations.

### **Improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors**

Training package components have been developed so they are applicable across job roles and across industries given the multi sectorial nature of the Sustainability training package. For example, it is expected that the new unit and skill set which have been developed will apply across in multiple industry sectors and be relevant to a large variety of professional settings.

### **Foster greater recognition of skill sets**

Based on feedback collected during industry consultation, stakeholders identified the need for a skill set in managing carbon audits which could be used to readily upskill a range of job roles to meet cross industry requirements and multiple industry sectors regarding carbon emissions measurements and improvement. This review ensured that industry is provided with critical skills to be able to manage, audit and report on carbon management schemes, comply with National and International agreements and standards, fulfil community expectations regarding good corporate citizenship including responsible consumption and production, whilst remaining a viable and competitive entity.

The skill set and associated units support long term global initiatives, emerging expectations and industry best practice around 'sustainability' as it relates to corporate responsibility, community expectations, and process compliance and improvement.

## **H. A copy of the full content of the proposed training package component(s)**

The AISC will be provided with a copy of the developed training package components to be approved under the Case for Endorsement.

All components have been developed to comply with the requirements of the National Register and include a modification history.

## I. Continuous Improvement

The following issues/errors from IBSA's ongoing Continuous Improvement Register have also been actioned and will be uploaded on training.gov.au as part of this review.

NEW Unit / Qualification	EXISTING Unit / Qualification	Issue	How Resolved
MSS404084	MSS404050	Incorrectly listed in MSS40316, MSS50316, and MSS60316 Qualification Guides as requiring a pre-requisite.	There is no pre-requisite. Error corrected in Qualification Guides and uploaded to TGA.
N/A	MSS404053	Incorrectly listed in MSS40316 Qualification Guide as requiring a pre-requisite. Incorrect unit title used in MSS50316 Qualification Guide.	There is no pre-requisite. Error and incorrect title corrected in Qualification Guide and uploaded to TGA.
N/A	MSS405082	Incorrectly listed in MSS40316 Qualification Guide as requiring a pre-requisite.	There is no pre-requisite. Error corrected in Qualification Guide and uploaded to TGA.
N/A	MSS405083	Incorrectly listed in MSS40316 Qualification Guide as requiring a pre-requisite.	There is no pre-requisite. Error corrected in Qualification Guide and uploaded to TGA.
N/A	MSS402040	Duplicated performance criteria - 5.1 and 5.5	Duplicated performance criteria removed from Unit Guide and uploaded to TGA.
N/A	MSS403001	Incorrect title in MSS30316, MSS50316 Qualification Guides - <i>"Implement competitive systems and practices"</i> .	Title corrected to read <b>"Review competitive systems and practices"</b> in Qualification Guides and uploaded to TGA.
MSS40118 & MSS50118	MSS403001	Incorrect title in MSS40116 and MSS50116 Qualification Guides - <i>"Implement competitive systems and practices"</i> .	Title corrected to read <b>"Review competitive systems and practices"</b> in Qualification Guides and uploaded to TGA.



## Appendix A: MSS components

### Draft components requiring endorsement

The following components require AISC endorsement:

#### New MSS skill set

Code	Title
MSSSS00007	SS7 Lead energy and greenhouse gas improvements

#### NEW MSS unit of competency

Unit code	Unit title	modification history
MSS015020	Facilitate an energy audit	New Unit.

#### Deleted MSS units of competency

Unit code	Unit title	Reason
MSS015003	Analyse product lifecycle for sustainability	Duplication of content. Unit removed. Superseded by <i>MSS015004 Design sustainable product or process</i>
MSS015015	Evaluate sustainability impact of a process	Duplication of content. Unit removed. Superseded by <i>MSS014002 Evaluate sustainability impact of a work or process area</i>

## Draft components requiring endorsement – QUALIFICATIONS

The following table lists the changes made to MSS Sustainability qualifications. These components are required for endorsement by the AISC.

### MSS Training Package Release 1.0 qualifications – mapped to MSS Release 2.0 qualifications

MSS Sustainability Training Package Release 1	MSS Sustainability Training Package Release 2	Comments	E: Equivalent N: Not Equivalent
MSS40116 Certificate IV in Sustainable Operations	MSS40118 Certificate IV in Sustainable Operations	<ul style="list-style-type: none"> <li>code updated</li> <li>core unit updated</li> <li>qualification template updated</li> <li>qualification description simplified.</li> <li>changes to electives</li> <li><i>MSMWHS401 Assess risk</i> removed from electives due to duplication.</li> <li><i>BSBPMG417 Apply project life cycle management processes</i> added to electives</li> <li><i>BSBPMG416 Apply project procurement procedures</i> added to electives</li> <li><i>BSBPMG418 Apply project stakeholder engagement techniques</i> added to electives</li> </ul>	E
MSS40216 Certificate IV in Environmental Monitoring and Technology	MSS40218 Certificate IV in Environmental Monitoring and Technology	<ul style="list-style-type: none"> <li>code updated</li> <li>core unit updated</li> <li>qualification template updated</li> <li>qualification description simplified.</li> <li>changes to electives</li> <li><i>MSS025002 Assess the environmental risk or impact of a project activity or process</i> removed from electives.</li> </ul>	E
MSS50116 Diploma of Sustainable Operations	MSS50118 Diploma of Sustainable Operations	<ul style="list-style-type: none"> <li>code updated</li> <li>core unit updated</li> <li>qualification template updated</li> <li>qualification description simplified.</li> <li>changes to electives</li> </ul>	E

		<ul style="list-style-type: none"> <li>• <i>MSMWHS510 Manage risk</i> removed from electives due to duplication</li> <li>• <i>BSBMGT516 Facilitate continuous improvement</i> added to electives</li> <li>• <i>BSBPMG522 Undertake project work</i> added to electives</li> <li>• <i>BSBPMG517 Manage project risk</i> added to electives</li> <li>• <i>BSBPMG518 Manage project procurement</i> added to electives</li> <li>• <i>BSBPMG519 Manage project stakeholder engagement</i> added to electives</li> <li>• <i>BSBWOR502 Lead and manage team effectiveness</i> added to electives</li> <li>• <i>MSS015020 Facilitate an energy audit</i> added to electives (NEW UNIT)</li> <li>• <i>MSS015003 Analyse product lifecycle for sustainability</i> removed from Group A electives</li> <li>• <i>MSS015015 Evaluate sustainability impact of a process</i> removed from Group A electives</li> </ul>	
MSS50216 Diploma of Environmental Monitoring and Technology	MSS50218 Diploma of Environmental Monitoring and Technology	<ul style="list-style-type: none"> <li>• code updated</li> <li>• core unit updated</li> <li>• qualification template updated</li> <li>• qualification description simplified.</li> </ul>	E
MSS80116 Graduate Certificate in Sustainable Operations	MSS80118 Graduate Certificate in Sustainable Operations	<ul style="list-style-type: none"> <li>• code updated</li> <li>• core unit updated</li> <li>• qualification template updated</li> <li>• qualification description changed</li> <li>• entry requirements simplified</li> <li>• changes to electives</li> <li>• <i>BSBPMG609 Direct procurement and contracting for a project program</i> added to electives</li> </ul>	E
MSS80216 Graduate Certificate in Environmental Management	MSS80218 Graduate Certificate in Environmental Management	<ul style="list-style-type: none"> <li>• code updated</li> <li>• core unit updated</li> <li>• qualification template updated</li> <li>• qualification description changed</li> </ul>	E

## Credit arrangements

Credit Arrangements for MSS Sustainability Training Package Release 2.0		
Qualification Code	Qualification Title	Credit Arrangement Details
MSS40118	Certificate IV in Sustainable Operations	At the time of endorsement of this training package, no national credit arrangements exist.
MSS40218	Certificate IV in Environmental Monitoring and Technology	At the time of endorsement of this training package, no national credit arrangements exist.
MSS50118	Diploma of Sustainable Operations	At the time of endorsement of this training package, no national credit arrangements exist.
MSS50218	Diploma of Environmental Monitoring and Technology	At the time of endorsement of this training package, no national credit arrangements exist.
MSS80118	Graduate Certificate in Sustainable Operations	At the time of endorsement of this training package, no national credit arrangements exist.
MSS80218	Graduate Certificate in Environmental Management	At the time of endorsement of this training package, no national credit arrangements exist.
<b>Links</b>	Training Package Companion Volumes are available at <a href="https://vetnet.education.gov.au/Pages/TrainingPackages.aspx">https://vetnet.education.gov.au/Pages/TrainingPackages.aspx</a>	

### Draft components requiring endorsement – UNITS OF COMPETENCY

The following table lists the changes made to MSS Sustainability units of competency. These components are required for endorsement by the AISC.

### MSS Release 1.0 Units of Competency – mapped to MSS Release 2.0 Units of Competency

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
MSS014001	Improve sustainability through readily implementable change	MSS014008	Improve sustainability through readily implementable change	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS014002	Evaluate sustainability impact of a work or process area	MSS014009	Evaluate sustainability impact of a work or process area	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS014003	Optimise sustainability of a process or plant area	MSS014010	Optimise sustainability of a process or work area	No change to vocational outcomes. Code updated. Name changed. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				simplified, and superfluous information removed.	
MSS014004	Develop team strategies for more sustainable use of resources	MSS014011	Facilitate team to develop and implement sustainability strategies	No change to vocational outcomes. Code and name updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS014005	Apply proactive maintenance strategies to sustainability	MSS014012	Apply proactive maintenance strategies to sustainability	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS014006	Contribute to sustainability related audits	MSS014013	Contribute to sustainability related audits	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS014007	Implement social sustainability in work practices	MSS014014	Implement social sustainability in work practices	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	
MSS015001	Measure and report carbon footprint	MSS015021	Measure and report carbon footprint of a product or product class	No change to vocational outcomes. Code and title updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS015002	Develop strategies for more sustainable use of resources	MSS015022	Develop strategies for more sustainable use of resources	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS015004	Design sustainable product or process	MSS015023	Design sustainable product or process	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS015005	Develop required sustainability reports	MSS015024	Develop required sustainability reports	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	
MSS015007	Develop a business case for sustainability improvements	MSS015025	Develop a business case for sustainability improvements	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS015008	Develop strategic sustainability plans	MSS015026	Develop strategic sustainability plans	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS015009	Implement sustainability plans	MSS015027	Implement sustainability plans	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E



MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
MSS015010	Conduct a sustainability water use audit	MSS015028	Conduct a sustainability water use audit	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS015012	Conduct an emissions audit	MSS015030	Conduct an emissions audit	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS015013	Conduct a sustainability related transport audit	MSS015031	Conduct a sustainability related transport audit	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS015016	Implement and monitor reengineering for sustainability	MSS015033	Implement and monitor reengineering for sustainability	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				amended. Assessment conditions simplified, and superfluous information removed.	
MSS015018	Inform and educate organisation and community representatives on sustainability issues	MSS015034	Inform and educate organisation and community representatives on sustainability issues	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
		MSS015020	Facilitate an energy audit	New unit	New
MSS017001	Analyse and determine organisational risk areas in sustainability	MSS017009	Analyse and determine organisational risk areas in sustainability	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS017002	Determine process loss through mass or energy balancing	MSS017010	Determine process loss through mass or energy balancing	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
MSS017003	Identify and respond to external sustainability factors for an organisation	MSS017011	Identify and respond to external sustainability factors for an organisation	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS017004	Lead sustainable strategy deployment	MSS017012	Lead sustainable strategy deployment	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS017005	Manage a major sustainability non-conformance	MSS017013	Manage a major sustainability non-conformance	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS017006	Identify and improve sustainability interactions with the community	MSS017014	Identify and improve sustainability interactions with the community	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				amended. Assessment conditions simplified, and superfluous information removed.	
MSS017007	Design for sustainability	MSS017015	Design for sustainability	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS017008	Develop a proactive social sustainability strategy	MSS017016	Develop a proactive social sustainability strategy	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS024001	Work and communicate effectively as an environmental technician	MSS024013	Work and communicate effectively as an environmental technician	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS024002	Implement environmental management plans and procedures	MSS024014	Implement environmental management plans and procedures	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements.	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	
MSS024003	Apply an understanding of environmental principles to a site	MSS024015	Apply an understanding of environmental principles to a site	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS024004	Process and present environmental data	MSS024016	Process and present environmental data	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS024005	Collect spatial and discrete environmental data	MSS024017	Collect spatial and discrete environmental data	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
MSS024006	Perform sampling and testing of water	MSS024018	Perform sampling and testing of water	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS024007	Collect and evaluate meteorological data	MSS024019	Collect and evaluate meteorological data	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS024008	Recognise common geological landforms and samples	MSS024020	Recognise common geological landforms and samples	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS024009	Assist with assessing and monitoring stormwater systems	MSS024021	Assist with assessing and monitoring stormwater systems	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				amended. Assessment conditions simplified, and superfluous information removed.	
MSS024010	Perform environmental biological techniques	MSS024022	Perform environmental biological techniques	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS024011	Navigate in urban, regional and remote areas	MSS024023	Navigate in urban, regional and remote areas	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS024012	Undertake simple environmental project activities	MSS024024	Undertake simple environmental project activities	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS025001	Assist with assessing site environmental indicators	MSS025017	Assist with assessing site environmental indicators	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements.	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	
MSS025002	Assess the environmental risk or impact of a project activity or process	MSS025018	Assess the environmental risk and impact of a project activity or process	No change to vocational outcomes. Code updated. Name changed. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS025003	Report environmental data	MSS025019	Report environmental data	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS025004	Provide environmental information to customers	MSS025020	Provide environmental information to customers	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E



MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
MSS025006	Collect and evaluate groundwater data	MSS025021	Collect and evaluate groundwater data	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS025007	Perform sampling and testing of soils	MSS025022	Perform sampling and testing of soils	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS025015	Plan and conduct environmental project work	MSS025023	Plan and conduct environmental project work	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS027001	Coordinate environmental management activities	MSS027013	Coordinate environmental management activities	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				requirements amended. Assessment conditions simplified, and superfluous information removed.	
MSS027002	Apply environmental legislation, codes and standards	MSS027014	Apply environmental legislation, codes and standards	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS027003	Provide environmental advice to clients	MSS027015	Provide environmental advice to clients	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS027005	Contribute to improving environmental performance	MSS027016	Contribute to improving environmental performance	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS027004	Contribute to environmental decision making	MSS027017	Contribute to environmental decision making	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements.	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	
MSS027010	Undertake complex environmental project work	MSS027018	Undertake complex environmental project work	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS027012	Implement and maintain the site health and safety management system	MSS027019	Implement and maintain the site health and safety management system	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS402030	Apply cost factors to work practices	MSS402082	Apply cost factors to work practices	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
MSS402060	Use planning software systems in operations	MSS402083	Use planning software systems in operations	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS403002	Ensure process improvements are sustained	MSS403085	Ensure process improvements are sustained	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS403030	Improve cost factors in work practices	MSS403086	Improve cost factors in work practices	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS403051	Mistake proof an operational process	MSS403087	Mistake proof an operational process	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to elements and performance criteria. Range of conditions moved to Companion Volume. Assessment	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				requirements amended. Assessment conditions simplified, and superfluous information removed.	
MSS404050	Undertake process capability improvements	MSS404084	Undertake process capability improvements	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS405011	Manage people relationships	MSS405084	Manage people relationships	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS405062	Develop a documentation control strategy for an organisation	MSS405085	Develop a documentation control strategy for an organisation	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS405070	Develop sustainable energy practices	MSS405086	Develop sustainable energy practices	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
				of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	
MSS407001	Prepare for and implement change	MSS407014	Prepare for and implement change	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS407006	Build relationships between teams in an operations environment	MSS407015	Build relationships between teams in an operations environment	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E
MSS407012	Lead a process to determine and solve root cause for a complex problem	MSS407016	Lead a process to determine and solve root cause for a complex problem	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E

MSS Sustainability Training Package Release 1		MSS Sustainability Training Package Release 2			
Code	Title	Code	Title	Comments	E/ N/ New
MSS407013	Review continuous improvement processes	MSS407017	Review continuous improvement processes	No change to vocational outcomes. Code updated. Application and licensing statement simplified. Unit template updated to meet policy requirements. Changes to performance criteria. Range of conditions moved to Companion Volume. Assessment requirements amended. Assessment conditions simplified, and superfluous information removed.	E

### Imported units of competency

Unit code	Unit title
BSBMGT516	Facilitate continuous improvement
BSBPMG416	Apply project procurement procedures
BSBPMG417	Apply project life cycle management processes
BSBPMG418	Apply project stakeholder engagement technique
BSBPMG517	Manage project risk
BSBPMG518	Manage project procurement
BSBPMG519	Manage project stakeholder engagement
BSBPMG522	Undertake project work
BSBPMG609	Direct procurement and contracting for a project program
BSBRK401	Identify risk and apply risk management processes
BSBSUS501	Develop workplace policy and procedures for sustainability
BSBWHS409	Assist with workplace monitoring processes
BSBWHS608	Assist with applying occupational hygiene to manage WHS risks
BSBWOR502	Lead and manage team effectiveness

Unit code	Unit title
CPPWMT4001A	Plan waste audits
CPPWMT4002A	Carry out waste audits
CUVPHI302	Capture photographic images
HLTAID003	Provide first aid
LGAPLEM506A	Improve community knowledge and skills in environmental management practices
MEM13002B	Undertake occupational health and safety activities in the workplace
MEM30016A	Assist in the analysis of a supply chain
MSFFDT4003	Assess and record the lifecycle of a product
MSFFT4007	Sample, inspect and test products to specifications
MSL904001	Perform standard calibrations
MSL924002	Use laboratory application software
MSL933003	Apply critical control point requirements
MSL934001	Contribute to the ongoing development of HACCP plans
MSL935004	Maintain instruments and equipment
MSL943002	Participate in laboratory or field workplace safety
MSL944001	Maintain laboratory or field workplace safety
MSL952001	Collect routine site samples
MSL954001	Obtain representative samples in accordance with sampling plan
MSL973001	Perform basic tests
MSL973002	Prepare working solutions
MSL973004	Perform aseptic techniques
MSL973007	Perform microscopic examination
MSL973012	Perform site investigation activities
MSL974002	Conduct geotechnical site investigations
MSL974003	Perform chemical tests and procedures
MSL974006	Perform biological procedures



Unit code	Unit title
MSL974007	Undertake environmental field-based monitoring
MSL974009	Undertake field-based, remote sensing monitoring
MSL975011	Design and supervise complex environmental field surveys
MSL975017	Perform laboratory-based ecological techniques
MSL975023	Supervise geotechnical site investigations
MSMENV272	Participate in environmentally sustainable work practices
MSMENV472	Implement and monitor environmentally sustainable work practices
MSMENV672	Develop workplace policy and procedures for environmental sustainability
MSMSUP301	Apply HACCP to the workplace
MSMSUP390	Use structured problem-solving tools
MSMWHS200	Work safely
MSMWHS401	Assess risk
MSMWHS510	Manage risk
MSTGN4002	Participate in product engineering
MSTGN4007	Contribute to the development of products or processes
PMASUP520	Review procedures to minimise environmental impact of process
PMASUP620	Manage environmental management system
PSPRAD003	Perform basic radiation measurements
PSPRAD007	Monitor radiation
PUAWER009B	Participate as a member of a workplace emergency initial response team
PUAWER010B	Lead a workplace emergency initial response team
RIINHB408D	Supervise environmental drilling operations
RIIPRM501D	Implement, monitor, rectify and report on contracts
TAEDEL301	Provide work skill instruction

## Appendix B: Activity Order Reference number: IBSA/TPD/2016-2017/005

Details of the activities to be completed as part of this activity order as follows:

Undertake the necessary training package review and development work for the following:

- 6 qualifications:
  - MSS40116 Certificate IV in Sustainable Operations
  - MSS40216 Certificate IV in Environmental Monitoring and Technology
  - MSS50116 Diploma of Sustainable Operations
  - MSS50216 Diploma of Environmental Monitoring and Technology
  - MSS80116 Graduate Certificate in Sustainable Operations
  - MSS80216 Graduate Certificate in Environmental Management
- 134 units of competency reviewed, 67 modified in consultation with industry
- 6 new units of competency:
  - Create and calculate carbon usage units
  - Absorb or convert carbon units into other forms of matter
  - Use carbon auditing metrics
  - Undertake a carbon audit within a business environment
  - Undertake an energy management audit
  - Produce recommendations to reduce energy use/offset carbon production
- 1 new Skill Set to address the specialist skill needs of workers in the carbon auditing sector.

During the scoping of the project feedback from industry stakeholders and desktop research, TAC members discussed the content of the current Training Package and the skill requirements for carbon auditing. They determined priorities for the needs of workers in the carbon auditing sector and made recommendations for:

- development of a draft skill set that focused on leading energy and greenhouse gas improvements that could be used across all sectors
- development of one new unit focusing on facilitating or project managing the energy audits and procuring experts
- review of 71 units
- skills gaps in the workforce and the subsequent update of the sustainable operations qualifications and the addition of electives to address those gaps.

It was agreed by the TAC and the IRC that the proposed skill set and new unit of competency should focus on facilitating an energy audit, and procuring the required technical expertise to manage the process. It was determined that auditors were often tertiary qualified, and that there were different types of audits and different types of auditors in this context. It was discussed that the challenge was in engaging auditors due to the need, at times, to procure a range of experts with experience in the various energy types and industries being audited, and the type or level of energy audit being undertaken. It was determined that the sector really needs leaders who could project manage and facilitate audits, recognise the need for specialists, develop skills in procuring experts, and know what is expected of the organisation and the auditor during the process. The TAC initially agreed that the focus for industry should be on:

- Business case development
- Calculating carbon footprint

- Type 1 basic energy audit
- Reporting
- Communicating with stakeholders about energy efficiency
- Procuring the audit team.

The skill set required detailed knowledge of the AS/NZS for Energy Audits. This would ensure that industry and those whose role it is to facilitate the energy audit, can discern that the qualifications, experience and skills of specialists and auditors are sufficient to procure quality audits with cost effective outcomes for industry. This has been a problem in the sector because industry have suffered ineffective or poor-quality audit outcomes that have been unable to demonstrate a return on investment. The TAC determined that it would be beneficial to create a skill set that aligns with the standards in order to achieve better knowledge of, and skills in, applying the standards to energy audits. It was also noted that the focus should not be limited to carbon and should be expanded to energy and greenhouse gas emissions. It was confirmed that qualifications should support the energy audit roles and include the following competencies required for the role:

- Business case development
- Leadership and management
- Strategic planning
- Continuous improvement
- Project management
- Change management
- Risk management
- Stakeholder management

In this context, it was deemed that only one new unit of competency was required by the TAC and the IRC. It was also determined that additional electives should be identified and added to the Sustainable Operations qualifications to meet the above requirements. These additional electives were identified from existing cross sector units to address gaps.

### Appendix C: Development process participants

The following individuals and organisations participated in the development process. The excellent value of their expertise and input is gratefully acknowledged.

POSITION	ORGANISATION
Senior Project Officer – Energy Efficient Business	Office of Environment and Heritage
Head of Projects	Energy Efficiency Council
Independent Inspections	Director
CEO	Transport Engineering & Automotive Training Advisory Council NT
Director	Sustainable Advantage Group Australia P/L
Advanced Skills Lecturer	South Metropolitan TAFE Carlisle
Head Teacher Chemical, Forensic, Food and Environment	TAFE NSW Hunter
Principal Lecturer - STEM	North Metropolitan TAFE
Teacher, Allied Health & Life Sciences	TAFE NSW Ultimo
Environmental Consultant	Envirotech Education
Independent Consultant	Luigi Bonario
Chair	A2EP
Owner	8020green
Chief Operating Officer	Energetics
Chief Executive Officer	2XE Pty Ltd
Proprietor	ACT Sustainable Systems
Business Development Manager	Aurecon Australasia Pty Ltd
Director	BCW Carbon & Energy
Principal - Industrial	Beca Pty Ltd
Chief Executive Officer	Carbon Training International Pty Ltd
Senior Mechanical / Energy Services Engineer	Connor Pincus Group

	Energy Action (Australia) Pty Ltd
Associate	Ernst & Young
Technical Business Manager	Global Sustainable Energy Solutions
Change Management Analyst	ITC Australasia Pty Ltd
Consultant	Julien Freed Consulting
Project Consultant	Minus 40 Pty Ltd
Sustainable Urban Development Manager	Moreland Energy Foundation P/L
Sustainability Engineer	MWH Australia Pty Ltd
Director	NDEVR Environmental Pty Ltd
Principal Consultant	Northmore Gordon Pty Ltd
Chief Executive Officer	Out Performers Pty Ltd
Director	Patrick Denvir Consulting
Managing Director	Point Advisory Pty Ltd
	Practical Sustainability Pty Ltd
Senior Energy Advisor	SMEC Australia Pty Ltd
Director	Sustainable Business Consulting
Director	Sustainable Business Pty Ltd
Manager	TAFE NSW - Northern Sydney Institute
Director	Team Catalyst Pty Ltd
Lead, Manufacturing	The Australian Industry Group
Chief Executive Officer	The Australian Sustainability Institute P/L
Manager of Government Programs	Victorian Employers' Chamber of Commerce & Industry (VECCI)
National Manager, Advisory / Sustainability	WT Consulting Pty Ltd

### Technical Advisory Committee participants

This committee comprised the following industry specialists:

First Name	Family Name	Organisation	State
Bradley	Anderson	Office of Environment and Heritage	NSW
Peter	Greenham	Independent Inspections	QLD
Terry	Lawler	Industry Skills Advisory Council NT (ISACNT)	NT
Lesley	Lees	Sustainable Advantage Group Pty Ltd	NSW
Shauna	Coffey	Energy Efficiency Council	Vic

Their key deliberations included various phone calls and emails, and included the following formal TAC meetings:

TAC Meeting	Date	Purpose
1	August 29, 2017	Scoping, development of R1 drafts
2	January 30, 2018	Review R1 feedback, develop R2 drafts
3	March 27, 2018	Review R2 feedback, develop final drafts
4	April 4, 2018	Sign-off final drafts for endorsement

## Appendix D: Key stakeholder engagement

### Industry organisations notified of public consultation

ORGANISATION	SECTOR
ABV Pty Ltd	Education
Aegis Training Services Pty Ltd	Education
Applied Training Solutions Pty Ltd	Education
ASC Training & Development Pty Ltd	Education
ASH Pty Ltd	Education
Australian College of Training Pty Ltd	Education
Australian Industry Group Training Services	Education
Australian Institute of Management - Western Australian Human Resource Development Centre Inc	Education
Australian Institute of Workplace Learning Pty Ltd	Education
Australian Society for Quality Pty Ltd	Education
Bannister Technical Pty Ltd	Education
Bendigo Kangan Institute	Education
Business Planning Services Pty Ltd	Education
Canberra Institute of Technology	Education
CLB Training and Development P/L (Spectra Training)	Education
Complete Lean Solutions Pty Ltd	Education
Corporate Partners Pty Ltd	Education
Cother Consulting P/L	Education
Department of Training and Workforce Development (TAFE WA)	Education
Dynamic Learning Services P/L	Education
Eagle Wing Education & Training Pty Ltd	Education
Education Institute Pty Ltd	Education
Efficiency Works Pty Ltd	Education
Envirotech Education Pty Ltd	Education
FITEC Australia Pty Ltd	Education
Fortunity Training Pty Limited	Education
Franklyn Scholar (Australia) Pty Ltd	Education
Freelance Support Pty Ltd	Education
Glen Charles Knight	Education
Gordon Institute of TAFE	Education
Goulburn Ovens Institute of TAFE	Education
Impact Training Institute Pty Ltd	Education
Incremental Improvements Australia Pty Ltd	Education
Insight Training Group Australia Pty Ltd	Education
Inspirative Training Pty Ltd	Education
Kordon Training Management Systems Pty Ltd	Education
Leadership Management Australia Pty Ltd	Education
National Training Services Pty Ltd	Education
New Mindscape International Pty Ltd	Education
Noise Measurement Services	Education
Orion Training and Performance Management Pty Ltd	Education
Performance Partners Consulting Pty Ltd	Education
Pivotal Training & Development Pty Ltd	Education
PL Lean Training P/L	Education
QTS Education Solutions P/L	Education
Response Consulting Australia P/L	Education
RII - Resource & Infrastructure Skills Centre Pty Ltd	Education
RPL Central Pty Ltd	Education

RTO Solutions Pty Ltd	Education
Safetynet Management Solutions Pty Ltd	Education
South Metropolitan TAFE	Education
Swinburne University of Technology	Education
The Management Edge Pty Ltd	Education
TIME Education and Training Pty Ltd	Education
Train Australia Pty Ltd	Education
Training Practical Solutions Consultancy Pty Ltd	Education
Training Solutions For Life P/L	Education
Triumph Training Academy P/L	Education
University of Tasmania	Education
Victorian Chamber of Commerce & Industry	Education
Vocational Training Australia Pty Ltd	Education
William Angliss Institute of TAFE	Education
Windsor and Williams Pty Ltd	Education
Wiseman Institute Pty Ltd	Education
Yawley Pty Ltd	Education
Chamber of Minerals and Energy of Western Australia	Industry Association
University of New South Wales	Education
Industry Skills Advisory Council NT	Training Council
Individual	Unknown sector
Financial Administrative and Professional Services Training Council	Training Council
Australian Skills Quality Authority	Government body
Department of Corrective Services, WA Government	Government
Department of Justice, WA Government	Government
TAFE SA (Lecturer)	Education
Barwon Consulting	Industry
Department of Education and Training, Victorian Government	Government
Individual	Unknown sector
Skills Impact	Skills Service Organisation
Stylus Group	Industry
Etc Ltd RTO	Education
People Improvers	Education
Productivity Improvers	Education
Individual	Unknown sector
Dampier Island Tourism	Tourism
Contitech	Industry
TAFE NSW (Western Sydney Institute)	Education
TAFE NSW (Ultimo)	Education
Pepsi Co	Industry
TAFE NSW (Hunter)	Education
Department of Education and Training	Government
e-mobility	Education
Site.edu.au	Education
Essteamm Learning	Education
WA STA	Government
Individual	Unknown sector
Bendigo Technical School	Education
Chisholm Institute	Education
TAFE SA (Team Leader)	Education
Focaz	Education
Catholic Education Diocese of Cairns	Education
RMIT (Course Coordinator)	Education
Skill Invest	Education



Skills Impact	Skills Service Organisation
TAFE NSW (South West Sydney Institute)	Education
Pearson	Industry
MP Training and Recruitment	Education
TAFE NSW (South West Sydney Institute – Manufacturing and Transport Faculty)	Education
ESI Racking	Industry
Martyr Training	Education
Bren Closures	Industry
RMIT (Teacher)	Education
TAFE NSW, Manufacturing, Mechanical Engineering, Drafting and Metallurgy	Education
TAFE QLD (South Brisbane)	Education
Federation Training	Education
Adapt RTO	Education
Histotechnology Society of NSW	Industry Association
Manufacturing Skills ITAB	Training Council
Department of Training and Workforce Development, WA Government	Government
Individual	Unknown sector
BFX Furniture	Industry
TAFE Queensland (South West)	Education
Furnishing Industry Association of Australia	Industry Association
Think Perform	Education
Mrael	Education
The Centre for TPM	Education
Individual	Unknown sector
Department of Training & Workforce Development, WA Government	Government
Individual	Unknown sector
Chisholm Institute	Education
Myoora Transformations	Consulting Services
CS Institute Australia	Education
North Metropolitan TAFE	Education
Police Citizens Youth Clubs NSW	Charity
Individual	Unknown sector
TAFE Queensland (Lead Vocational Teacher)	Education
Department of Education and Training, Victorian Government	Government
Department of Education and Training, Federal Government	Government
Australian Apprenticeships and Traineeships Information Service	Government body
Skills Impact	Skills Service Organisation
Oggi Consulting	Consulting Services
Individual	Unknown sector
Lab Tech Training	Education
Envirotech Education Pty Ltd	Education
Individual	Unknown sector
TAFE NSW (Market Research)	Education
Sydney Metro College	Education
Qualify Me	Education
Individual	Unknown sector
Education Queensland	Education
Australian Industry Standards	Skills Service Organisation
TAFE NSW (Coffs Harbour)	Education
Apprenticeships Matter	Government body
First 5000.com.au	Industry Association

Australian Industry Standards	Skills Service Organisation
Individual	Unknown sector
Skills Tasmania	Government
PD Centre	Education
Individual	Unknown sector
Individual	Unknown sector
Distinctive Solutions Group	Education
Individual	Unknown sector
Reviu Group	Marketing Services
Individual	Unknown sector
Individual	Unknown sector
Queensland Department of State Development	Government
The Management Edge Pty Ltd	Education
Youth Futures	Education
Individual	Unknown sector
Holmesglen Institute	Education
Service Skills SA	Government
Chamber of Minerals and Energy of Western Australia	Industry Association
National Institute of Dramatic Arts	Education
Ai Group	Industry Association
Sustainable Business Australia	Industry Association
Energy Efficiency Council	Industry Association
Advanced Manufacturing Growth Centre	Industry Association
Australian Manufacturing Workers Union	Employee Association
The Character Group	Education
Leighton O'Brien	Industry
Tricia Caswell and Associates	Consulting Services
Full Circle Fibres	Industry
Office of Environment & Heritage, NSW Government	Government
Independent Inspections	Consulting Services
Sustainable Advantage Group Australia	Education
Individual	Unknown sector
Industry Skills Advisory Council NT	Training Council
QMI Solutions	Training Council
Chief Minister, Treasury and Economic Development Directorate	Government
Association of Independent Schools of NSW	Industry Association
Forest Works	Skills Service Organisation
Catholic Schools NSW	Industry Association
NSW Department of Education and Communities	Government
NSW Department of Industry - Policy Enablers & Analytics	Government
NSW Department of Industry	Government
Workforce Development, Industry Programs, NSW Govt.	Government
NSW Education Standards Authority	Government body
Workforce NT, Department of Trade, Business and Innovation, Northern Territory Government	Government
Business, NT Government	Government
Department of Employment, Small Business & Training	Government
South Australia State Training Authority	Government
Skills Tasmania	Government
Skills Tasmania	Government
Skills Tasmania	Government
Skills Tasmania	Government
Department of Education and Training, Victorian Government	Government
Box Hill Institute	Education

Chisholm Institute	Education
Holmesglen Institute	Education
Food Fibre and Timber Industry Training Council	Training Council
Logistics Training Council	Training Council
Utilities Electrical and Automotive Training Council	Training Council
HD Training	Consulting Services
Jenni Oldfield Consulting	Consulting Services
Department of Education and Training, Victorian Government	Government
Professional Managers Australia	Industry Association

## Appendix E: Letter of Support

10 April 2018

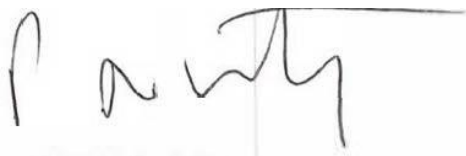
Dear Australian Industry and Skills Committee,

As the Chair of the Sustainability IRC (IRC), I write on behalf of the IRC to support the endorsement of the reviewed MSS Sustainability Training Package components, as completed under the Activity Order IBSA/TPD/2016-2017/005.

The training package components have been significantly strengthened and closely reflect current industry practice.

A fully constituted IRC was present to approve the draft components for submission to the Australian Industry and Skills Committee for endorsement.

Regards

A handwritten signature in black ink, appearing to read 'Peter Nemtsas', with a horizontal line extending from the end of the signature.

Peter Nemtsas

## Appendix F – Quality Report

### SECTION 1 – DETAILS OF DRAFT TRAINING PACKAGE COMPONENTS

Information required	Detail
Training Package title and code	MSS Sustainability Training Package 2.0
Number of new or revised qualifications	Six revised qualifications and 1 new skill set
Number of new or revised units	67 units including 1one new unit plus 66 revised units
Confirmation that the draft endorsed components meet the <i>Standards for Training Packages 2012</i>	The draft endorsed components meet the Standards for Training Packages 2012.
Name of panel member completing Quality Report	Tina Berghella, Oggi Consulting Pty Ltd, Quality Assurance Panel Member.
Statement that the panel member <ul style="list-style-type: none"><li>is independent of development and/or validation activities associated with the <i>Case for Endorsement</i></li><li>has not undertaken the <i>Equity</i> and/or <i>Editorial Report</i></li><li>is independent of the Training Package or Training Package components being reviewed.</li></ul>	Tina Berghella is independent of the Training Package and its components, has not been involved in the development and validation of this Training Package and the Case for Endorsement and has not undertaken the Editorial and Equity Reports.
Date completed	24 <sup>th</sup> May 2018

## SECTION 2 – COMPLIANCE WITH THE STANDARDS FOR TRAINING PACKAGES

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
<p>Standard 1 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>• units of competency</li> <li>• assessment requirements (associated with each unit of competency)</li> <li>• qualifications</li> <li>• credit arrangements.</li> </ul> </li> <li>2. One or more quality assured companion volumes.</li> </ol>	Yes	<p>The MSS Sustainability Training Package 2.0 components for endorsement include:</p> <ul style="list-style-type: none"> <li>• 67 units of competency and their associated assessment requirements</li> <li>• 6 qualifications</li> <li>• 1 skill set</li> <li>• credit arrangements</li> <li>• a Companion Volume Implementation Guide and an additional Companion Volume – Range of Conditions</li> </ul> <p>The developer confirmed that the companion volumes were quality assured.</p>

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
Standard 2 Training Package developers comply with the AISC <i>Training Package Products Policy</i> .	Yes	<p>The MSS Sustainability Training Package 2.0 components for endorsement comply with product policy as evidenced by:</p> <ul style="list-style-type: none"> <li>• The Editorial Report confirms training package, qualification and unit coding and titling are consistent with policy</li> <li>• The Equity Report confirms that training package access and equity requirements are met</li> <li>• Developer feedback confirms that foundation skills are sufficiently explicit and recognisable as appropriate to meet industry needs</li> <li>• Equivalence tables for units and qualifications are provided in the companion volume implementation guide</li> <li>• Qualification packaging rules are clear and align to identified job roles in the industry</li> <li>• Entry requirements are justified in the companion volume implementation guide</li> <li>• Pathways advice is provided in the companion volume implementation guide</li> <li>• A skill set that meets a defined industry need is included</li> </ul>
Standard 3 Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i> .	Yes	The processes described in the Case for Endorsement are consistent with process policy. This is supported by the Editorial Report.
Standard 4 Units of competency specify the standards of performance required in the workplace.	Yes	The units clearly specify the standards of performance required in the workplace. This is supported by the Editorial Report.
Standard 5 The structure of units of competency complies with the unit of competency template.	Yes	The structure of the MSS units complies with the template. This is supported by the Editorial Report.

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
Standard 6 Assessment requirements specify the evidence and required conditions for assessment.	Yes	The assessment requirements specify the performance and knowledge evidence and the conditions of assessment. This is supported by the Editorial Report.
Standard 7 Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template.	Yes	Each unit has associated assessment requirements and the structure complies with the template. This is supported by the Editorial Report.
Standard 8 Qualifications comply with the Australian Qualifications Framework specification for that qualification type.	Yes	The developer's mapping of the revised qualifications against the AQF was examined during this review. Further evidence of the AQF alignment is included in the companion volume implementation guide.
Standard 9 The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template.	Yes	The structure of the qualifications complies with the template. This is supported by the Editorial Report.
Standard 10 Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template.	Yes	Credit arrangements were sighted for all revised qualifications. Currently, no credit arrangements exist.
Standard 11 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.	Yes	<p>The draft companion volume implementation guide sighted in this review complies with the companion volume implementation guide template.</p> <p>The developer confirmed that the companion volume implementation guide was quality assured.</p>



Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
Standard 12 Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.	Yes	<p>An additional companion volume is included in this submission called Companion Volume – Range of Conditions. It contains content relevant to the 66 revised units that were retained following the transition of the MSS11 Sustainability Training Package to the Standards for Training packages 2012.</p> <p>The developer confirmed that the Companion Volume – Range of Conditions was quality assured.</p>

## SECTION 3 – COMMENTS ON HOW THE DRAFT TRAINING PACKAGE COMPONENTS MEET THE QUALITY PRINCIPLES

### 1. Reflect identified workforce outcomes

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Driven by industry's needs	<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 Proposed Schedule of Work, National Review Schedule and/or Case for Change, or demonstrate other evidence of industry needs</li> </ul>	Yes	<p>The changes demonstrate a clear link back to the MSS Sustainability Training Package Industry Reference Committee Skills Forecast and Proposed Schedule of Work 2017-2021 and the National Schedule's Sustainability Carbon Auditing project which describes the work as, 'the Sustainability Industry Reference Committee is updating existing and developing new components of the Sustainability Training Package relating to carbon auditing'.</p> <p>The Skills Service Organisation, IBSA Manufacturing, was contracted to undertake the project on behalf of the Sustainability IRC under Activity Order IBSA/TPD/2016-2017/005.</p> <p>The scope of the activity order was varied during the project in response to industry feedback. The original activity order included the development of six new units of competency and one new skill set and the review of six existing qualifications and 134 existing units of competency consistent with the publicly available information about the Business Case published on the developer's website. In 2017 the scope of the activity order was varied in response to advice from the Technical Advisory Committee to include the development of one new unit of competency and one new skill set and the review of six qualifications and 70 units of competency (including the 66 revised units included in this submission, two removed units and two units transferred to other projects). Details of the activities completed as part of the activity order and the rationale and support for the variation are</p>

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
			provided in Appendix B in the Case for Endorsement.
Compliant and respond to government broad policy initiatives	<ul style="list-style-type: none"> <li>• Training package components are compliant with the Standards for Training Packages 2012, the Training Package Products Policy and the Training Package Development and Endorsement Process Policy</li> <li>• Evidence that the training package components respond to Ministers' policy initiatives, in particular the 2015 training package reforms</li> </ul>	Yes	<p>The training package components are responsive to Ministers' policy initiatives, including the move to the contestable model for the development and maintenance of training packages. This is demonstrated in the Case for Endorsement through adherence to the Training Package Development and Endorsement Process Policy approved by the Australian Industry Skills Council in November 2016.</p> <p>MSS is also responsive to the 2015 training package reforms including:</p> <ul style="list-style-type: none"> <li>- Removing two units from the National Register</li> <li>- Providing guidance about how industry expects training to be delivered in the companion volumes</li> <li>- Designing qualifications that support movement across industry sectors</li> <li>- Designing units that can be used by other industries</li> <li>- Designing a skill set to meet a defined industry need</li> </ul> <p>MSS is also responsive to other broad VET policy initiatives including an industry-led training system and transition to the Standards for Training Packages.</p> <p>In addition, the changes are also responsive to standard AS/NZ 3598: 2014 Energy Audits.</p>
Reflect contemporary work organisation and	<ul style="list-style-type: none"> <li>• Open and inclusive consultation and validation commensurate with scope and</li> </ul>	Yes	The combination of research, consultation and validation activities described in the Case for Endorsement reflect the scope and impact of

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
job profiles incorporating a future orientation	impact has been conducted		<p>the changes and provide evidence of a systematic and robust process for developing training package products that reflect contemporary workforce outcomes.</p> <p>Stakeholders consulted included the members of the Sustainability Industry Reference Committee, members of a Technical Advisory Committee of industry specialists and other key stakeholders. Representatives included employers, employer groups, employee representatives, government, industry advisory bodies, training providers, and state and territory training authorities. A list of stakeholders who participated and stakeholders who were notified, and the consultation and validation methodology, is provided in the Case for Endorsement.</p>

## 2. Support portability of skills and competencies including reflecting licensing and regulatory requirements

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support movement of skills within and across organisations and sectors	Packaging rules, qualifications framework, and pathways support movement within and across sectors Identification of skill sets that respond to client needs	Yes	The companion volume implementation guide provides guidance on pathways in and out of the qualifications.  One skill set is included in this submission. It includes information about its relationship with MSS50118 Diploma of Sustainable Operations.
Promote national and international portability	Other national and international standards for skills are considered	Yes	MSS is designed to support portability across Australian jurisdictions.
Reflect regulatory requirements and licensing	Solutions to incorporate licensing and regulatory requirements are brokered and there is clear evidence of support from licensing and industry regulatory bodies	Yes	No components lead to occupational licensing, regulated or legislated outcomes. This is confirmed in the companion volume implementation guide.

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

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Reflect national consensus	<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>	Yes	<p>A letter of support from the Chair of the Sustainability Industry Reference Committee is provided in Appendix E of the Case for Endorsement.</p> <p>There are no reports by exception.</p>
Recognise convergence and connectivity of skills	<ul style="list-style-type: none"> <li>Best use is made of cross-industry and work and participation bank units</li> </ul>	Yes	<p>The qualifications include ten units of competency imported from other training packages.</p> <p>The developer reported that reducing duplication in training package products was limited as the TAC was focussed more on developing the new skill set. They said they analysed duplication across units but industry agreed only to remove units where there was duplication and no enrolments.</p>

#### 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	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Meet the diversity of individual and employer needs	<ul style="list-style-type: none"> <li>• Provide flexible qualifications that enable application in different contexts</li> </ul>	Yes	The qualification packaging rules provide flexibility in the number and choice of electives. This is supported by the Equity Report.
Support equitable access and progression of learners	<ul style="list-style-type: none"> <li>• Provide multiple entry and exit points</li> <li>• Pre-requisite units of competency are used only when required</li> </ul>	Yes	<p>Qualification pathways include multiple entry and exit points. This is confirmed in the Equity Report.</p> <p>Six of the 67 draft units submitted for endorsement contain pre-requisites which the developer reported would be considered for removal in the future following targeted industry consultation.</p> <p>Two of the six qualifications submitted for endorsement contain entry requirements. The entry requirements, clarified during the review, allow for the flexible combination of work experience and qualifications, and are justified in the companion volume implementation guide.</p>

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

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support learner transition between education sectors	<ul style="list-style-type: none"> <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>	Yes	<p>Qualifications suitable for Australian Apprenticeships and direct entry are clearly identified in the companion volume implantation guide.</p> <p>Pathways between VET and higher education do not appear in the credit arrangements template as there are no national arrangements.</p>



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

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support implementation across a range of settings	<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> </ul>	Yes	The companion volume implementation guide was sighted as part of this review and checked against the mandatory requirements of the template.
Support sound assessment practice	<ul style="list-style-type: none"> <li>Units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth</li> </ul>	Yes	<p>The units and associated assessment requirements are clearly written, logically sequenced and have consistent breadth and depth.</p> <p>A number of editorial queries were raised with the developer during this review including removing ambiguity and making foundation skills explicit. These issues were addressed by the developer during the review.</p>

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support implementation	<ul style="list-style-type: none"> <li>• Compliance with the TGA/National Register requirements for publication</li> <li>• Implementation advice is provided in a Companion Volume Implementation Guide that is ready for publication at the same time as the Training Package</li> </ul>	Yes	<p>The draft components are consistent with the required templates. This is supported by the Editorial Report.</p> <p>A number of code and title errors were identified through spot checking and addressed during the review. The developer committed to a final thorough check of all codes and titles prior to submission.</p> <p>The developer has advised that the updated companion volume implementation guide will be available at the same time as the Training Package.</p> <p>The Case for Endorsement confirms that no implementation issues were identified or raised.</p>