



Pathways, cabinet making and related qualifications: Case for Change

Furnishing Training Package

March 2020

www.ibsa.org.au
manufacturing@ibsa.org.au
(03) 9815 7099
Level 3, 289 Wellington Pde South
East Melbourne, Victoria 3002

Prepared on behalf of the Furnishing IRC for the Australian Industry Skills Committee (AISC)



DRAFT

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.



Contents

Administrative information	4
<i>Furnishing IRC members</i>	4
<i>Skills Service Organisation (SSO)</i>	4
<i>Training package components impacted by the Case for Change proposal</i>	4
<i>Stakeholder consultation method and scale</i>	4
Executive summary	5
<i>Purpose</i>	5
<i>Project scope and objectives</i>	5
<i>Summary of proposed changes</i>	5
<i>Scope of development work</i>	6
The Case for Change	8
<i>Current and emerging developments</i>	8
<i>Certificate III in Cabinet Making and related qualifications</i>	9
<i>Entry-level and pathways qualifications</i>	10
<i>Sector/industry drivers for change</i>	11
<i>Opportunity for development</i>	12
Industry support for change	16
<i>Stakeholder consultation</i>	16
<i>Overview of the issues identified</i>	16
<i>Sensitivities</i>	17
Impact of change	18
<i>Impact on stakeholders</i>	18
<i>Risks of not implementing the changes</i>	18
<i>Estimated timeframes</i>	19
<i>Methodology for training package development</i>	19
Implementing the COAG Industry and Skills Council (CISC) reforms for training packages	20
IRC signoff	21
Schedule A: Training package components impacted by the Case for Change proposal	22
<i>MSF Furnishing Training Package</i>	22
<i>Other training packages</i>	40
Schedule B: Stakeholder consultation method and scale	48
Schedule C: Potential project outcomes	51
Schedule D: Certificate III in Blinds, Awnings, Security Screens and Grilles – mapping table	52
Appendix: Letters of support for a marine fit-out pathway	56

Administrative information

This Case for Change proposal is submitted on behalf of the Furnishing Industry Reference Committee (IRC).

Furnishing IRC members

Names	Organisation
Mr Dean Brakell	Australian Cabinet and Furniture Association
Ms Selina Zwolsman	The Kitchen and Bathroom Designers Institute
Ms Rachel Driessen	Australian Glass and Window Association
Mr Steve Quirk	Blind Manufacturers' Association of Australia
Mr Kristian Stratton (Chair)	Australian Industry Group
Mr Phil Buckley	Australian Flooring Industry Alliance
Mr Keith Phasey	Peak bodies and associations
Mr Sam Bevis	Architectural Metalworks Australia
Mr Matthew Scrimgeour	Fairbrother
Ms Lisa Chapman	Designer Properties Australia

Skills Service Organisation (SSO)

Innovation and Business Skills Australia (IBSA Manufacturing).

Training package components impacted by the Case for Change proposal

The qualifications, skill sets and units that are impacted by the proposals in this Case for Change are listed in [Schedule A](#).

Stakeholder consultation method and scale

Stakeholders involved in the development of this project and preparation of the Case for Change are listed in [Schedule B](#).

Executive summary

Purpose

This Case for Change has been developed to provide the Australian Industry and Skills Committee (AISC) with sound evidence to support the proposed redevelopment of selected Furnishing Industry Certificate III and entry-level pathways qualifications, as identified in the *MSF Furnishing Training Package Proposed Schedule of Work 2019*.

Project scope and objectives

IBSA Manufacturing has undertaken extensive consultation, research and analysis in support of this case for change. A detailed desktop analysis included the review of training package content, content from other training packages and the Training Package Development and Endorsement Process Policy. As a result the key objective of this proposal is to investigate an improved structure for a number of cohesive and flexible qualifications in the MSF Furnishing Training Package that will:

- combine qualifications that recognise skills commonalities across occupations **and** allow for clear identification of specialised occupation-specific skills to support individuals to move easily from one related occupation to another
- address standalone 'low enrolment' qualifications and capture niche outcomes in broadly-based qualifications and skill sets
- reflect current and emerging industry skill needs, including employability and science, technology, engineering and mathematics (STEM) skills fundamental to employment in the industry
- improve identification of, and access to, training in niche areas such as coopering and piano tuning
- update units of competency to reflect current and emerging workplace needs, and remove or consolidate duplicated units
- improve quality in line with the Standards for Training Packages, which will in turn improve clarity for Registered Training Organisations (RTOs), especially around assessment requirements.

The project duration is expected to be 18 months.

Summary of proposed changes

Based on analysis and consultation to date, the project will provide the opportunity to:

- consolidate the number of MSF Furnishing qualifications (potentially by up to half) by either:
 - combining qualifications, or
 - providing for niche outcomes in broader qualifications

Although there is significant potential to merge qualifications, there are some sectors where merging will not be possible due to strongly-held industry views about maintaining individual

sector identity and the differing applications of skills in the workplace. Maintaining a 'pathways' qualification that is suitable for delivery in schools is also considered vital.

- merge, delete or restructure approximately 45 units due to one or more of the following factors:
 - replacement by units from other training packages
 - outcome no longer required in industry
 - clear duplication between units
 - consistently low enrolment activity.

To ensure a cohesive, whole-of-training-package approach that takes into account the large amount of shared content across qualifications, it is vital that all qualifications are reviewed within the same project.

Potential outcomes of the project are shown diagrammatically in [Schedule C](#). This presents a possible new structure for all MSF qualifications. However, it is important to note that this structure would be subject to change, based on more detailed development work during the project.

Scope of development work

1. Review, redevelop and rationalise the following qualifications:
 - Five entry-level pathways qualifications:
 - MSF10113 Certificate I in Furnishing
 - MSF20113 Certificate II in Furnishing
 - MSF20213 Certificate II in Furniture Finishing
 - MSF20313 Certificate II in Furniture Making
 - MSF20516 Certificate II in Furniture Making Pathways
 - MSF20413 Certificate II in Glass and Glazing
 - Seven Certificate III qualifications:
 - MSF30113 Certificate III in Furniture Finishing
 - MSF31113 Certificate III in Cabinet Making
 - MSF30213 Certificate III in Furniture Making
 - MSF30313 Certificate III in Timber and Composites Machining
 - MSF30613 Certificate III in Soft Furnishing
 - MSF30713 Certificate III in Upholstery
 - MSF31213 Certificate III in Piano Technology
2. Review and update 179 MSF Furnishing units to reflect current industry needs and improve quality and clarity, in particular to:

- reflect current industry needs, specifically the following as identified by industry:
 - digital skills, new technologies and materials and mobile technologies, with a specific focus on computer-aided drawing and CNC operations
 - appropriate balance between traditional trade skills and skills to address new technologies
 - the need for multi-skilling
 - customer service skills
 - working with new materials
 - clean, green and sustainable furnishing manufacturing
 - awareness of compliance, regulations and legislation
 - awareness of Australian and international standards
 - installation skills
 - aftercare skills
 - skills described in Release 4 skill sets
 - foundational employability and STEM skills
 - improve clarity and compliance with the Standards for Training Packages 2012:
 - reduce duplication within and across units of competency
 - revise the Performance Evidence section in all units to ensure the volume and frequency of evidence are specified
 - provide greater guidance around scope and depth in the Knowledge Evidence section and ensure all aspects of elements and performance criteria are reflected
 - remove generic information in the Assessment Conditions section to provide information on mandatory requirements only
 - identify units with very low or zero enrolments and investigate whether it is feasible to either restructure or remove them. It may be possible to use units from other training packages where these adequately describe the workplace skills and knowledge required.
3. Confirm the appropriateness of imported units used in all qualifications being reviewed (as listed in Schedule A).

The Case for Change

Current and emerging developments

Skill needs in the furnishing industry

The *Furnishing Industry Reference Committee Skills Forecast and Proposed Schedule of Work 2018–2022* was submitted to the AISC in May 2018 and is a key source of information about current and emerging skill needs. The Industry Skills Forecast identified needs in a number of critical issues driving the training package development work contained in this Case for Change:

- Foundational employability skills and soft STEM skills, including creative thinking, problem solving and design skills, continue to be important.
- Digital skills, new technologies and materials and mobile technologies, with a specific focus on computer-aided drawing and computer numerically controlled (CNC) operations, are vital. The trend toward computerisation has increased the minimum skill level required for workers entering the industry and these skills are highly sought after. We also note that with an ageing workforce and a large number of small businesses, the industry is still largely digitally immature.
- Multi-skilled workers are needed as there will be fewer manual or narrowly focused production roles.
- There is a need to balance traditional trade skills and skills that address new technologies in qualifications. Traditional skills remain important but need to incorporate new technologies, changing workplace structures and contemporary attitudes to work.
- Customer service and sales and aftermarket care skills allow manufacturers to differentiate themselves in the marketplace and provide a means to engage and build customer relationships.
- Clean, green and sustainable furnishing manufacturing needs to be supported through workers having appropriate skills and knowledge.
- An increased focus on compliance and regulation places new demands on workers.

Skills shared across different sectors and industries

With a more mobile workforce the boundaries between different sectors and industries are increasingly blurred in relation to job roles and skills. Stakeholder consultation and desktop analysis of relevant training packages suggest that there are many shared skills and units of competency covering similar content. These occur:

- across occupations covered by MSF Furnishing qualifications
- across occupations covered by qualifications in other training packages and managed by other IRCs.

There are opportunities to reduce duplication by making changes to the MSF Furnishing Training Package and by collaborating with other IRCs in training package development.

The tables below identify areas of shared skills within and beyond MSF:

Skills shared between MSF Furnishing sectors	
Sector:	Areas of shared skills:
Cabinet making	Machinery and tools, computer-aided drawing and design, interpretation of drawings, measurements and calculations, 'hand' skills
Timber and composites/wood machining	
Furniture making	
Kitchens and bathrooms	

Skills shared with other industries	
Industry:	Areas of shared skills:
Aerospace	Surface finishing
Automotive	Upholstery, surface finishing
Building and construction	Joinery, shopfitting
Manufacturing	Surface finishing
Creative industries	Design, drawing, modelling
Textiles, clothing and footwear	Sewing, leatherwork

The scope of any changes to units outside of the MSF Furnishing Training Package will be explored when the project commences.

Engagement with training and implications

In 2018 65% of total VET activity in MSF qualifications was for those aged 24 and younger and was strongly associated with school leavers, entry-level work and trades. Industry feedback suggests that much of the upskilling occurs on the job and that skill sets may provide a means of more formally upskilling existing experienced workers in new technologies.

Certificate III in Cabinet Making and related qualifications

Certificate III in Cabinet Making ranks third in the list of highest-used qualifications in the MSF Furnishing Training Package. It attracts a high number of apprentices and is pivotal in attracting new entrants to the furnishing industry. Since the qualification was last reviewed in 2013, job roles and tasks have been significantly affected by technology and globalisation. It is important to industry to redevelop the cabinet making qualification to better meet industry best practice and emerging skills needs.

Research undertaken by Western Australia's Food, Fibre & Timber Industries Training Council (FFTITC) in 2016 identified an increase in demand for multi-skilled workers in cabinet making and furniture making roles. The research highlighted significant overlap of the furniture making, timber and composites machining, upholstery, and furniture finishing qualifications with the Certificate III in Cabinet Making. In addition the cabinet making qualification is already being used to achieve

multiple related occupational outcomes across Australia. These are some of the reasons why all qualifications need to be reviewed as part of the same project.

More broadly at Certificate III level, multiple individual MSF Furnishing qualifications address niche skill and thin market areas and struggle to attract enrolments despite the need for skills in industry. Merging thin market qualifications into more popular qualifications and increasing flexibility in packaging rules have been suggested as strategies to meet workforce demand in niche skill areas. They would also enable RTOs to improve viability by aggregating learners into bigger cohorts.

Marine fit-out pathway

A significant number of cabinet making apprentices are employed in the marine fit-out sector in Western Australia. The state has secured large and ongoing marine shipbuilding contracts to construct commercial ships, luxury yachts and navy vessels to 2039 and beyond. To support this growing sector employers have requested a marine fit-out pathway be added to the Certificate III in Cabinet Making. This pathway will support boatbuilders to employ cabinet making apprentices.

“The company has contracts over the next 2 and a half years and skilled trades people are imperative to carry out the current work and our work into the future. We need apprentices to make a transition to tradespeople as experienced Cabinet Makers with specific marine industry experience which are becoming harder to find. By tailoring their training closer to our needs we are able to ensure we have a greater depth of talent with less impact on our current tradespeople for specific marine training.”

Mr Adam Carson, Fitout Manager at Silver Yachts (from the letters of support in the Appendix)

The pathway will include the following seven units:

- CPCCCA3014A Construct bulkheads
- CPCCPB3004A Fix wet area sheets
- PCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry
- CPCCWC3004 Install suspended ceilings
- CPCCSH3005 Apply and trim decorative additions to shopfittings and components
- AURVTT021 Select and apply adhesives in automotive and marine service and repair work
- MSFFL2038 Install lay flat vinyl floor covering

A formal ‘pathway’ will demonstrate to a future employer that a cabinet maker has specialist marine fit-out skills. It would also help employers identify any skill gaps that need to be addressed when employing a cabinet maker from another stream.

Feedback from the FFTITC indicates that smaller marine employers do not always identify with the cabinet making trade. As a result, they do not take on apprentices. A clear marine fit-out pathway will clearly associate cabinet making with the industry and will increase apprentice numbers.

Entry-level and pathways qualifications

Industry is keen to attract new entrants to the industry. Options for developing qualifications to achieve this purpose have been discussed over a long period. The table below shows that some of

the entry-level and pathways qualifications attract high numbers of enrolments. A significant proportion of training delivery takes place in a school context and there is huge variation in the approaches taken in different state and territory jurisdictions.

Code	Qualification	2015	2016	2017	2018
MSF10113	Certificate I in Furnishing	3,989	3,087	2,432	1,796
MSF20113	Certificate II in Furnishing	40	81	69	52
MSF20213	Certificate II in Furniture Finishing	31	27	28	32
MSF20313	Certificate II in Furniture Making	4,164	4,196	2,252	871
MSF20516	Certificate II in Furniture Making Pathways	–	49	2,472	9,782

Source: NCVET

The extent to which high enrolment figures lead to improved success in attracting new entrants to the industry is not clear. There are also concerns about the broad and varied requirements in qualifications around experience in the workplace and the relationship between Certificate II qualifications and industrial agreements.

The 2018 Industry Skills Forecast suggested that entry-level and pathways qualifications should be redeveloped to show the breadth of career options. There should be an emphasis on technical skills, employability and STEM skills to better prepare learners for the careers on offer in the furniture industry as well as other manufacturing sectors. Redevelopment work needs to focus on the role and use of all pathway qualifications to ensure they are fit for purpose, with specific reference to the:

- content of qualifications in relation to the needs of a contemporary manufacturing industry
- crossovers between qualifications, and testing that qualifications meet industry need
- success of qualifications in attracting new entrants to the industry
- maintaining a qualification that supports school-based delivery.

Sector/industry drivers for change

This Case for Change is predicated on the following key drivers:

Driver for change	Key focus for change
Technology	<p>Update content to reflect current and emerging technologies as identified in the Industry Skills Forecast.</p> <p>Ensure adequate focus on new and emerging technologies in qualification packaging rules.</p> <p>Investigate the appropriate balance of traditional and technology-based skills and how they work together in the contemporary workplace.</p>
Occupational mobility	<p>Support people to move between related occupations by recognising commonality of skills in qualification design.</p> <p>Maximise development and use of shared content.</p>

Driver for change	Key focus for change
Thin markets	Provide a framework that enhances opportunities for delivery of training in thin market areas.
Clarity of requirements about industry needs	Ensure clarity in relation to standards of performance and assessment requirements. Remove duplication within and across units of competency.

Opportunity for development

This Case for Change provides an opportunity to:

- review Certificate II and III qualifications in the MSF Furnishing Training Package
- consider developing a reduced number of broader qualifications that incorporate common content
- review relationships with specialisations that support occupational mobility and serve thin market niche areas.

These recommended changes are based on detailed desktop analysis and industry consultations, as outlined elsewhere in this Case for Change.

The two tables below (Qualifications and Units of competency) summarise opportunities for changes to qualifications and units of competency in response to key drivers for change, to meet the Standards for Training Packages and to respond to COAG Industry and Skills Council (CISC) priorities.

See Schedule A for detailed outcomes of analysis in relation to changes required.

Qualifications

Qualification	Opportunity and recommended changes
MSF10113 Certificate I in Furnishing	As part of the holistic review of all pathways qualifications, investigate whether industry need is addressed by this qualification in terms of suitability and relevance. Note: Currently learners can achieve this qualification without completing any furnishing units.
MSF20113 Certificate II in Furnishing MSF20213 Certificate II in Furniture Finishing MSF20313 Certificate II in Furniture Making MSF20516 Certificate II in Furniture Making Pathways	Cohesively review and restructure these qualifications to provide: <ul style="list-style-type: none"> • improved clarity about related work roles • entry pathways that meet industry needs • improved alignment with current job requirements. Maintain a pathways qualification that is suitable for delivery in schools.

Qualification	Opportunity and recommended changes
MSF20413 Certificate II in Glass and Glazing	<p>Review and revise the qualification in line with the broader redevelopment of Certificate II and pathways qualifications to:</p> <ul style="list-style-type: none"> incorporate common units updated as part of the redevelopment of Certificate II and pathways qualifications review and update glass and glazing units to reflect new technologies and materials, current business practices and generic skills.
<p>MSF30113 Certificate III in Furniture Finishing</p> <p>MSF30613 Certificate III in Soft Furnishing</p> <p>MSF30713 Certificate III in Upholstery</p> <p>MSF31213 Certificate III in Piano Technology</p>	<p>Consider the potential for one broader qualification to recognise common skills and provide a framework that increases the potential for training delivery in small niche areas currently addressed in separate qualifications where there is low or zero delivery or uptake.</p> <p>This would allow removal of those separate qualifications from the training system while recognising that an industry need does still exist. It would also allow the system to cater for other niche outcomes, such as coopering, where there seems to be a new or re-emerging industry need.</p> <p>Note: This recommendation could be impacted by potential shared work with other IRCs in the areas of upholstery and finishing (automotive, manufacturing, textiles).</p>
<p>MSF31113 Certificate III in Cabinet Making</p> <p>MSF30213 Certificate III in Furniture Making</p> <p>MSF30313 Certificate III in Timber and Composites Machining</p>	<p>Review these qualifications to recognise common skills and support occupational mobility while maintaining the required level of separation between cabinet making and furniture making qualifications.</p> <p>Include named specialisations and requirements to identify particular outcomes (e.g. kitchen and bathrooms, wood machining, Marine cabinetry).</p> <p>Note: This recommendation:</p> <ul style="list-style-type: none"> would reflect the existing common practice in training delivery where one qualification is used to achieve outcomes currently across separate qualifications could be affected by potential shared work with other IRCs in the area of timber and composites, joinery and shopfitting.

Units of competency

Units of competency (by functional area)	Opportunity and recommended changes
	<p><i>Note: For all units the project provides the opportunity to update content to reflect current and emerging technologies</i></p>
Coopering	Investigate the need for units and consider rationalisation where there are no enrolments or pursue opportunities to merge units if industry need is identified during the course of this project.
Furniture finishing	Investigate opportunities to reduce the number of units by merging those with similar content.

Units of competency (by functional area)	Opportunity and recommended changes <i>Note: For all units the project provides the opportunity to update content to reflect current and emerging technologies</i>
Furniture making/ kitchen and bathroom	<ul style="list-style-type: none"> • investigate opportunities to clarify relationships between ‘machinery’ units in the context of new and emerging technologies • consider making machinery units more outcomes-focused • confirm relationships between units (e.g. kitchen and bathroom and furniture making) • reduce the number of units by merging those with similar content • investigate opportunities to improve the relevance of elective units in elective group E incorporating stair and window units from the CPC Construction, Plumbing and Services. The following CPC units will be considered for inclusion: <ul style="list-style-type: none"> • CPCCJS3002A Manufacture stair components for straight flighted stairs • CPCCJS3003A Assemble and install stairs • CPCCJS3004A Manufacture and install continuous handrailing and special stair components • CPCCJS3006A Construct fabricated stairs • CPCCJS3011A Design and set out stairs • CPCCJN3003A Manufacture components for door and window frames and doors
Mattress and bed making	Investigate the need for units and consider rationalisation where there are no enrolments or investigate opportunities to merge units if industry need is identified during the course of this project.
Piano technology	Reduce the number of piano technology units to reflect essential piano tuning skills already identified by industry.
Soft furnishing Upholstery	Investigate opportunities to reduce the number of units by merging those with similar content, removing those where no enrolments have ever been recorded and using units from the MST Textiles, Clothing and Footwear Training Package.
Pathways units in Certificate I and II qualifications	Review the qualifications in the context of the proposed approach to all pathways qualifications, and make changes so that outcomes are more clearly defined.

Other work to be completed under the Case for Change

This Case for Change also incorporates related training package units that could potentially be deleted. The IRC will investigate whether they are no longer required and will confirm with industry.

Blinds, Awnings, Security Screens and Grilles		
Units of competency (by functional area)	Opportunity and recommended changes <i>Note: For all units the project provides the opportunity to update content to reflect current and emerging technologies</i>	
Blinds and awnings	Investigate deleting 10 units already identified as not required as part of <i>MSF30913 Certificate III in Blinds, Awnings, Security Screens and Grilles</i> (Release 5). Confirm with industry if these units are needed in any Certificate II qualifications. If not, delete them from the MSF Furnishing Training Package.	
	MSFSF2001 Cut single layer fabrics	Refer to Schedule D: Certificate III in Blinds, Awnings, Security Screens and Grilles – mapping table
	MSFBA1001 Construct a basic roll-up blind	
	MSFBA2002 Set up, operate and maintain blinds and awnings sector static machines	
	MSFBA2004 Construct roll-up and pull-down style blinds and awnings	
	MSFBA2005 Construct vertical-style blinds	
	MSFBA2006 Construct textiles for canopy-style awnings	
	MSFBA2007 Construct plastic and timber Venetian-style blinds	
	MSFBA2008 Construct aluminium Venetian-style blinds	
	MSFBA2009 Construct metal louvre and canopy-hooded style awnings	
	MSFBA2010 Construct aluminium roll-up style awnings	
Security screens	Confirm with industry if there is any need for the one remaining unit as <i>MSF30913 Certificate III in Blinds, Awnings, Security Screens and Grilles</i> (Release 5) covers this content. If not, delete it from the MSF Furnishing Training Package	Refer to Schedule D: Certificate III in Blinds, Awnings, Security Screens and Grilles – mapping table

Industry support for change

Stakeholder consultation

Key individual and group stakeholders, as identified by the Furnishing IRC, were consulted or provided with information for the Case for Change. They are detailed in Schedule B. They included:

- industry associations and their employer member bases
- state and territory training advisory bodies
- union representatives
- other IRCs and their SSOs where skills commonality and/or crossovers in training package content were identified
- RTOs and teachers involved in the delivery of impacted qualifications.

Consultations have included one-to-one telephone discussions, teleconferences and face-to-face meetings. Formal written communication with other IRCs has been initiated to explore opportunities for shared development in areas of common interest.

Overview of the issues identified

The key issues identified during stakeholder consultation and how these will be addressed under the proposed project are summarised in the table below.

Key issue	How the issue will be addressed
The need to 'future-proof' qualifications and units of competency and reflect current and emerging skills	A key project focus will be to ensure all content reflects the skills and knowledge identified as important for future workers.
Qualifications need to reflect the diversity of different business models and practices in industry	Qualification flexibility will remain a key focus of the MSF Furnishing Training Package, and broader qualifications will be considered. Specific outcomes will be identified through named specialisations within those broad qualifications.
How to address thin market challenges	Industry need for specialist units to support niche skill areas will be achieved through consolidated units of competency. Merging individual qualifications into broader qualifications with specialisations will cater for multiple outcomes for learners. It will also support RTOs to improve viability by aggregating learners into bigger cohorts. Content from other training packages will be used wherever possible.
Need to more clearly define outcomes and expectations for Certificate I and II qualifications	The project will restructure and reduce the number of qualifications, taking advantage where possible of broader qualifications in manufacturing.

Sensitivities

The IRC is united in its support for this Case for Change. It is also mindful of potential sensitivities and the need to carefully manage a range of issues across the life of the project. These include:

- the need to develop content in ways that recognise and support the many different models of work in industry
- differing perspectives on the contemporary role and skills requirements of a cabinet maker and the optimum balance between traditional and technology-based skills
- issues of 'ownership' around the naming and potential merging of qualifications
- the degree to which boundaries may be stretched in developing and sharing content with other industry sectors, given potential industrial implications.

DRAFT

Impact of change

Impact on stakeholders

Industry/employers

Access to a skilled workforce is industry's imperative. The key goal of the proposed changes is to provide training products that support this objective by ensuring that training package components reflect contemporary skill needs.

Registered Training Organisations

Any change to units of competency and qualifications creates flow-on impacts and costs for RTOs in relation to administrative systems, training resources and assessment materials.

A positive impact for all RTOs will be improved clarity, particularly around assessment expectations and reduction of duplication within and across units of competency.

Regulators

A small number of units of competency are linked to various licensing requirements (e.g. requirements for kitchen and bathroom installation work). Communication with the regulator in each jurisdiction will be established at the commencement of the project to ensure regulatory perspectives are considered in any review work and that there is timely sharing of information regarding changes, such as revised unit codes affecting regulatory documentation.

Learners

Learners will benefit from improved clarity and updated training products that industry confirms reflect the current skills and knowledge required for work in the sector. This can only improve their readiness for work.

Impact on other IRCs and associated training packages

There are links to the work of six other IRCs in the proposed project. Any initiatives to develop shared content will potentially affect other training packages.

Risks of not implementing the changes

The risks of not implementing the proposed changes are as follows:

- Training package content will not fully reflect the current and emerging skill needs in industry.
- Superfluous or low-enrolment qualifications will unnecessarily remain in the training system.
- There will be missed opportunities to recognise skills commonalities, support occupational mobility and serve thin market areas within broader qualifications.
- Duplication and lack of clarity will remain in some training package components.

Estimated timeframes

We estimate that the project will take 18 months to complete from the time of contract signing.

Methodology for training package development

Phase 1 – Initial research and analysis

Establish Technical Advisory Committees (TACs) to validate project scope and undertake a job role functional analysis.

Phase 2 – Draft 1 and public consultation

Develop the first draft of training package components for feedback.

Phase 3 – Draft 2 and public consultation

Respond to feedback and develop the 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 and territory training authorities (STAs).

Phase 5 – Submission to Department

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

IBSA Manufacturing will schedule the work and provide project dates when we receive notification that this proposal has been accepted.



Implementing the COAG Industry and Skills Council (CISC) reforms for training packages

This Case for Change will implement the CISC reforms to the training package system as follows:

- ✓ Remove obsolete and superfluous qualifications from the training system to make it easier for consumers to find the training relevant to their needs:
 - The project will pursue the opportunity to merge a number of the Certificate II and Certificate III qualifications, thereby reducing the number of qualifications in the training package. We propose that the 13 qualifications that are part of this Case for Change would be reduced to 7 or fewer.
- ✓ Make more information available about industry's expectations of training delivery to training providers to improve their delivery and to consumers to enable them to make more informed course choices:
 - Industry's expectations of training delivery will be provided in an updated Companion Volume Implementation Guide.
 - Qualification design will include identified areas of specialisation so that industry expectations are more clearly communicated within a framework that recognises commonality of skills and worker transferability.
- ✓ Ensure the training system better supports individuals to move easily from one related occupation to another:
 - Merging qualifications will allow for improved recognition of links between different occupational outcomes
 - Removing qualifications
- ✓ Improve the efficiency of the training system by creating units that are nationally available and used by multiple industry sectors, and housing these units in a 'work and participation bank':
 - The MSF Furnishing Training Package already makes extensive use of broader manufacturing units from other training packages. It includes a number of units that are used across sectors (e.g. MSFGN2001 Make measurements and calculations).
 - The project will pursue additional opportunities for improving system efficiencies by:
 - removing sector-specific units where skills may be addressed through broader units or where those skills are already integrated (e.g. hand and power tools units)
 - merging units from different sectors where the skill outcomes are the same or transferable (e.g. furniture making and kitchen and bathroom manufacture)
 - removing units where there has been zero enrolment over a long period, or, at minimum, merging units if industry decides that the 'opportunity' for accredited training needs to remain in those sectors (e.g. mattress and bed making)

- identifying additional opportunities to reduce the number of units through sharing or developing content with other sectors/training packages (e.g. in areas such as finishing, upholstery, design and drawing, and joinery)
- ✓ Foster greater recognition of skill sets:
 - Two existing skill sets will also be reviewed – MSFSS00005 Fitted Furniture Installer and MSFSS00006 Fitted Furniture Estimator.
 - The need for additional skill sets will be explored as a matter of course during the project.
- ✓ Ensure that accredited courses ‘fill the gap’ in training packages and provide for training courses to be developed as quickly as industry needs them and support niche skill needs:
 - This Case for Change does not relate to accredited courses.

IRC signoff

This Case for Change was agreed to by the Furnishing IRC.

Name of Chair

Signature of Chair

Date

Schedule A: Training package components impacted by the Case for Change proposal

SSO: IBSA Manufacturing
 IRC: Furnishing IRC
 Date submitted: March 2020

MSF Furnishing Training Package

TP code	Product code	Product name	Review status	Change required
	(qualification, skill set, unit of competency)		New or updated	
MSF	MSF10113	Certificate I in Furnishing	Updated	As part of the holistic review of all pathways qualifications investigate whether industry need is addressed by this qualification in terms of suitability and relevance
MSF	MSF20113	Certificate II in Furnishing	Updated	Consider developing a reduced number of Certificate II qualifications that provide employment-focused pathways
MSF	MSF20213	Certificate II in Furniture Finishing	Updated	Consider developing a reduced number of Certificate II qualifications that provide employment-focused pathways
MSF	MSF20313	Certificate II in Furniture Making	Updated	Consider developing a reduced number of Certificate II qualifications that provide employment-focused pathways
MSF	MSF20516	Certificate II in Furniture Making Pathways	Updated	Consider developing a reduced number of Certificate II qualifications that provide employment-focused pathways

Furnishing Industry Reference Committee Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSF20413	Certificate II in Glass and Glazing	Updated	Review/revise this qualification in line with the broader redevelopment of Certificate II and pathways qualifications
MSF	MSF30113	Certificate III in Furniture Finishing	Updated	<p>Consider developing a new single Certificate III in Furnishing that combines:</p> <ul style="list-style-type: none"> • MSF30113 Certificate III in Furniture Finishing • MSF30613 Certificate III in Soft Furnishing • MSF30713 Certificate III in Upholstery • MSF31213 Certificate III in Piano Technology. <p>Consider developing named specialisations for required outcomes</p>
MSF	MSF30213	Certificate III in Furniture Making	Updated	<p>Review these qualifications to further recognise common skills and support occupational mobility while maintaining the required level of separation between cabinet making and furniture making qualifications:</p> <ul style="list-style-type: none"> • MSF30213 Certificate III in Furniture Making • MSF30313 Certificate III in Timber and Composites • MSF31113 Certificate III in Cabinet Making. <p>Investigate the potential for streaming and specialisations</p>
MSF	MSF30313	Certificate III in Timber and Composites Machining	Updated	<p>Review content and relationships between all of the following qualifications to reflect the requirements of new technologies and support mobility, while maintaining individual sector identity:</p> <ul style="list-style-type: none"> • MSF30213 Certificate III in Furniture Making • MSF30313 Certificate III in Timber and Composites • MSF31113 Certificate III in Cabinet Making. <p>Research the naming of this area. Investigate the potential for streaming and specialisations</p>

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSF30613	Certificate III in Soft Furnishing	Updated	<p>Consider developing a new single Certificate III in Furnishing that would combine:</p> <ul style="list-style-type: none"> • MSF30113 Certificate III in Furniture Finishing • MSF30613 Certificate III in Soft Furnishing • MSF30713 Certificate III in Upholstery • MSF31213 Certificate III in Piano Technology. <p>Investigate common areas and consider developing named specialisations for required outcomes</p>
MSF	MSF30713	Certificate III in Upholstery	Updated	<p>Consider developing a new single Certificate III in Furnishing that would combine:</p> <ul style="list-style-type: none"> • MSF30113 Certificate III in Furniture Finishing • MSF30613 Certificate III in Soft Furnishing • MSF30713 Certificate III in Upholstery • MSF31213 Certificate III in Piano Technology. <p>Investigate common areas and consider developing named specialisations for required outcomes</p>
MSF	MSF31113	Certificate III in Cabinet Making	Updated	<p>Review the content in and relationships between the following qualifications to ensure they reflect the requirements of new technologies and support mobility, while maintaining individual sector identity:</p> <ul style="list-style-type: none"> • MSF30213 Certificate III in Furniture Making • MSF30313 Certificate III in Timber and Composites. <p>Investigate the potential for streaming and specialisations.</p> <p>Review and update packaging rules and elective units to improve alignment with job roles. For example, consider adding stairs and windows units from the soon-to-be-released CPC31920 Certificate III in Joinery.</p>

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSF31213	Certificate III in Piano Technology	Updated	<p>Consider developing a new single Certificate III in Furnishing that would combine:</p> <ul style="list-style-type: none"> • MSF30113 Certificate III in Furniture Finishing • MSF30613 Certificate III in Soft Furnishing • MSF30713 Certificate III in Upholstery • MSF31213 Certificate III in Piano Technology. <p>Investigate common areas and consider developing named specialisations for required outcomes.</p>
MSF	MSFSS00001	Piano Tuning Skill Set	Updated	Check for continued relevance and need, and update based on revisions to units
MSF	MSFSS00004	Kitchen and Bathroom Installer License	Updated	Review and update
MSF	MSFSS00005	Fitted Furniture Installer	Updated	Check for continued relevance and need, and update based on revisions to units
MSF	MSFSS00006	Fitted Furniture Estimator	Updated	Check for continued relevance and need, and update based on revisions to units
MSF	MSFCP2001	Use coopering sector hand and power tools	Updated	Hand tools content duplicated in other task-specific units.
MSF	MSFCP2002	Produce barrels using non-fired processes	Updated	No enrolments reported to date. However, there is some evidence of reinvigorated industry interest and a potential to cater for this outcome as a specialisation in the Certificate III qualification
MSF	MSFCP2003	Produce barrels using fired processes	Updated	No enrolments reported to date. However, there is some evidence of reinvigorated industry interest and a potential to cater for this outcome as a specialisation in the Certificate III qualification
MSF	MSFCP2004	Maintain and repair barrels	Updated	No enrolments reported to date. However, there is some evidence of reinvigorated industry interest and a potential to cater for this outcome as a specialisation in the Certificate III qualification

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFDG2001	Assemble leadlight and stained glass components	Updated	Review and update
MSF	MSFFF1001	Complete a basic furniture finishing project	Updated	Unit developed for school-based Certificate I – it has no work outcome. Review in context of proposed approach to Certificate I in Furnishing
MSF	MSFFF2001	Use furniture finishing sector hand and power tools	Updated	Content duplicated in other task-specific units. Consider deleting
MSF	MSFFF2002	Dismantle and re-assemble furniture	Updated	Review and update
MSF	MSFFF2003	Remove surface coatings	Updated	Review and update. Investigate potential for combination with MSFFF2004
MSF	MSFFF2004	Prepare surfaces for finishing	Updated	Review and update
MSF	MSFFF2005	Maintain spray equipment and booth	Updated	Review and update
MSF	MSFFF2006	Apply surface coatings by spray gun	Updated	Review and update
MSF	MSFFF2007	Apply stains, fillers and bleach	Updated	Review and update
MSF	MSFFF2008	Apply surface coatings by hand	Updated	Make clearer that this is for brush application only. Review and update accordingly
MSF	MSFFF3001	Match and make up colours	Updated	Investigate whether this should be integral to the finish-specific units. Review and update accordingly
MSF	MSFFF3002	Set up, operate and maintain mechanical coating systems	Updated	Confirm relationship of this unit to other specific units to determine if content is covered in those units
MSF	MSFFF3003	Apply plural component coatings	Updated	Review and update
MSF	MSFFF3004	Apply soft rubber techniques	Updated	Review and update
MSF	MSFFF3005	Enhance finishes	Updated	Investigate extent to which this is part of other units. Review and update accordingly

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFFF3006	Repair and touch up surfaces	Updated	Investigate extent to which this is part of other units. Review and update accordingly
MSF	MSFFF3007	Apply graining and decorative finishes	Updated	Review and update
MSF	MSFFF3008	Apply traditional French polishing techniques	Updated	Review and update
MSF	MSFFF3009	Set up, operate and maintain computer numerically controlled (CNC) coating systems	Updated	Clarify required outcome, make unit more outcomes-focused and review in context of current and emerging CNC skills requirements
MSF	MSFFL1001	Complete simple floor covering installation	Updated	Unit developed for school-based Certificate I – it has no work outcome. Review in context of proposed approach to Certificate I in Furnishing
MSF	MSFFM1001	Construct a basic timber furnishing product	Updated	Unit developed for school-based Certificate I – it has no work outcome. Review in context of proposed approach to Certificate I in Furnishing
MSF	MSFFM1002	Operate basic woodworking machines	Updated	Content duplicated in other task-specific units. Consider deleting
MSF	MSFFM2001	Use furniture making sector hand and power tools	Updated	Review content and refocus it to apply to all sectors to address tools maintenance. Proposed recode to GN unit
MSF	MSFFM2002	Assemble furnishing components	Updated	Review and update (confirm relationship to MSFUP2006)
MSF	MSFFM2003	Select and apply hardware	Updated	Review and update
MSF	MSFFM2004	Apply sheet laminates by hand	Updated	Review and update
MSF	MSFFM2005	Join solid timber	Updated	Review and update
MSF	MSFFM2006	Hand make timber joints	Updated	Review and update
MSF	MSFFM2007	Follow plans to assemble production furniture	Updated	Review and update

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFFM2008	Bend and form cane	Updated	No enrolments ever reported. If needed, investigate potential to combine with MSFFM2009
MSF	MSFFM2009	Construct cane furniture	Updated	No enrolments ever reported. If needed, investigate potential to combine with MSFFM2008
MSF	MSFFM2010	Set up and operate basic static machines	Updated	Clarify relationship between this and other 'machine' units as it includes saws, sanders, planers etc., which are also covered in their own separate units. Includes a very specific list of task requirements in Range that is not in the other units. Investigate need for place and expansion of machinery tooling identification and usage
MSF	MSFFM2011	Apply manufactured board conversion techniques	Updated	Review and update
MSF	MSFFM2012	Set up, operate and maintain pressure and clamping machines	Updated	Clarify required outcome and make unit more outcomes-focused
MSF	MSFFM3001	Construct chair and couch frames	Updated	Relatively low enrolments compared to other units? Investigate extent to which this unit may be a combination of others. Is it the only unit specific to a particular piece of furniture? Clarify required outcome
MSF	MSFFM3002	Construct furniture using leg and rail method	Updated	Clarify relationship between this and other 'joining' units
MSF	MSFFM3003	Produce angled and curved furniture using manufactured board	Updated	Confirm industry expectations and investigate potential to combine with MSFFM3004
MSF	MSFFM3004	Produce angled and curved furniture using solid timber	Updated	Confirm industry expectations and investigate potential to combine with MSFFM3005
MSF	MSFFM3005	Fabricate custom furniture	Updated	Review and update

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFFM3006	Install furnishing products	Updated	Confirm relationship with Kitchen and Bathroom installation units and update accordingly
MSF	MSFFM3007	Prepare and apply decorative surfaces for furniture	Updated	Review and update
MSF	MSFFM3008	Select timbers for furniture production	Updated	Review and update
MSF	MSFFM3009	Produce manual and computer-aided production drawings	Updated	Confirm outcome and impact of technology changes and review accordingly. Ensure coverage of CAD both 2D and 3D plus integration of CAD software designs into CNC software
MSF	MSFFM3010	Prepare cutting list from plans and job specifications	Updated	Review and update
MSF	MSFFM3011	Measure and draw site layout for manufactured furniture products	Updated	Confirm impact of technology on this work process and review and update accordingly
MSF	MSFFM3012	Set up, operate and maintain sawing machines	Updated	Clarify required outcome, make unit more outcomes-focused and review in context of current and emerging CNC skills requirements
MSF	MSFFM3013	Set up, operate and maintain drilling machines	Updated	Clarify required outcome, make unit more outcomes-focused and review in context of current and emerging CNC skills requirements
MSF	MSFFM3014	Set up, operate and maintain joining machines	Updated	Clarify required outcome, make unit more outcomes-focused and review in context of current and emerging CNC skills requirements
MSF	MSFFM3015	Set up, operate and maintain planing and finishing machines	Updated	Clarify required outcome, make unit more outcomes-focused and review in context of current and emerging CNC skills requirements
MSF	MSFFM3016	Set up, operate and maintain multi-head planing and moulding machines	Updated	Clarify required outcome, make unit more outcomes-focused and review in context of current and emerging CNC skills requirements

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFFM3017	Set up, operate and maintain routing and shaping machines	Updated	Clarify required outcome, make unit more outcomes-focused and review in context of current and emerging CNC skills requirements
MSF	MSFFM3018	Set up, operate and maintain mechanical wood-turning lathes	Updated	Clarify required outcome, make unit more outcomes-focused and review in context of current and emerging CNC skills requirements
MSF	MSFFM3019	Set up, operate and maintain automated edge banding machines	Updated	Clarify required outcome, make unit more outcomes-focused and review in context of current and emerging CNC skills requirements Investigate need for this unit to include kitchen design and optimisation software
MSF	MSFFM3020	Fabricate synthetic solid surface products	Updated	Confirm contemporary scope of this unit and review and update accordingly
MSF	MSFFM3021	Set up, operate and maintain computer numerically controlled (CNC) sizing machines	Updated	Confirm scope (currently beam saws and double end profiling machines) and relationship to other units
MSF	MSFFM3022	Set up, operate and maintain computer numerically controlled (CNC) machining and processing centres	Updated	Confirm scope (currently three-axis, multi-tasking centres, flat-bed routers and mortise), and relationship to other units
MSF	MSFFM3023	Produce and maintain cutting tools	Updated	Check contemporary application and review and update accordingly
MSF	MSFFM3024	Construct jigs and fixtures	Updated	Check application and overlaps with: <ul style="list-style-type: none"> • PMBPROD357 Construct jigs and fixtures • MSFDN4004 Design, construct and test jigs • MSFFDT4015 Produce templates and jigs for custom-made furniture
MSF	MSFFP2001	Undertake a basic furniture making project	Updated	Review in context of proposed approach to all pathways qualifications

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFFP2002	Develop a career plan for the furnishing industry	Updated	Review in context of proposed approach to all pathways qualifications
MSF	MSFFP2003	Prepare surfaces	Updated	Review in context of proposed approach to all pathways qualifications
MSF	MSFFP2004	Apply domestic surface coatings	Updated	Review in context of proposed approach to all pathways qualifications
MSF	MSFFP2005	Join furnishing materials	Updated	Review in context of proposed approach to all pathways qualifications
MSF	MSFFP2006	Make simple timber joints	Updated	Review in context of proposed approach to all pathways qualifications
MSF	MSFFP2007	Identify materials used in furnishing production	Updated	Review in context of proposed approach to all pathways qualifications
MSF	MSFFP2008	Make a simple upholstery product	Updated	Review in context of proposed approach to all pathways qualifications
MSF	MSFFP2009	Identify materials suitable for kitchen or bathroom construction	Updated	Review in context of proposed approach to all pathways qualifications
MSF	MSFFP2010	Research and draw a basic kitchen or bathroom design	Updated	Review in context of proposed approach to all pathways qualifications
MSF	MSFFT4001	Coordinate on-site installation of furnishing products	Updated	Review and update
MSF	MSFFT4009	Match furnishing style and materials to customer requirements	Updated	Review and update
MSF	MSFGG1001	Complete a basic glass and glazing project	Updated	Unit developed for school-based Certificate I – it has no work outcome. Review in context of proposed approach to Certificate I in Furnishing
MSF	MSFGG2011	Glaze and reglaze residential windows and doors	Updated	Review and update

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFGG2012	Operate glass freefall rack and table	Updated	Review and update
MSF	MSFGG2013	Move single glass sheets by mechanical means	Updated	Review and update
MSF	MSFGG2014	Cut thin glass by hand	Updated	Review and update
MSF	MSFGG2015	Process glass by basic machines	Updated	Review and update
MSF	MSFGG3022	Construct and repair leadlight panels	Updated	Review and update
MSF	MSFGG3028	Select, cut and process materials for glazing products	Updated	Review and update
MSF	MSFGG3039	Manually move glass	Updated	Review and update
MSF	MSFGN3002	Estimate and cost job	Updated	Review and update
MSF	MSFID1001	Plan the decoration of a simple space	Updated	Unit developed for school-based Certificate I – it has no work outcome. Review in context of proposed approach to Certificate I in Furnishing
MSF	MSFKB2001	Prepare for cabinet installation	Updated	Check relationship with MSFKB2002 (integral part of 2002 and identify potential to merge)
MSF	MSFKB2002	Provide assistance in cabinet installation	Updated	Check relationship with MSFKB2001 and other assembly and installation units and identify potential to merge
MSF	MSFKB3002	Determine requirements for installation of cabinets	Updated	Confirm relationship with MSFKB3003 and MSFKB3004 and review accordingly
MSF	MSFKB3003	Check and measure fit of cabinets	Updated	Confirm relationship with MSFKB3002 and MSFKB3003 and review accordingly
MSF	MSFKB3004	Conduct on-site adjustments to cabinets and components	Updated	Confirm relationship with MSFKB3002 and MSFKB3003 and review accordingly

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFKB3005	Fabricate cabinets for the built-in environment	Updated	Clarify relationship between this unit, which covers the whole process, and other units related to parts of the process (e.g. assembly)
MSF	MSFKB3006	Install fitted cabinets and components	Updated	Confirm relationship with other installation units and review accordingly
MSF	MSFMB2001	Prepare and assemble base unit	Updated	No enrolments ever reported. Consider deleting
MSF	MSFMB2002	Assemble mattress components	Updated	No enrolments ever reported. Consider deleting
MSF	MSFMB2003	Cut mattress and base fabrics	Updated	No enrolments ever reported. Consider deleting
MSF	MSFMB2004	Assemble springs for mattresses	Updated	No enrolments ever reported. Consider deleting
MSF	MSFMB2005	Make springs for mattresses and bases	Updated	No enrolments ever reported. Consider deleting
MSF	MSFMB2006	Set up, operate and maintain a tape edging machine	Updated	No enrolments ever reported. Consider deleting
MSF	MSFMB2007	Set up, operate and maintain a quilting machine	Updated	No enrolments ever reported. Consider deleting
MSF	MSFPF1001	Frame a simple artwork	Updated	Unit developed for school-based Certificate I – it has no work outcome. Review in context of proposed approach to Certificate I in Furnishing
MSF	MSFPT3001	Apply piano industry knowledge and work techniques	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3002	Select materials for piano repair and manufacture	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3003	Repair upright and grand piano actions, keys and pedals	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFPT3004	Rebuild upright and grand piano actions, keys and pedals	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3005	Re-string and re-pin a piano	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3006	Regulate actions, keys and pedals of upright pianos	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3007	Regulate actions, keys and pedals of grand pianos	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3008	Apply piano tuning theory and basic acoustics	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3009	Develop control of tuning hammers	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3010	Pitch raise a piano	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3011	Tune unisons aurally to a beatless condition	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3012	Tune octaves aurally to appropriate stretch	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3013	Tune a temperament octave to produce an equally tempered scale	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFPT3014	Tune a piano aurally and electronically within time and accuracy constraints	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFPT3015	Voice a piano	Updated	No enrolments ever recorded. Awaiting industry advice on creating a reduced number of units to provide access to training in essential skills
MSF	MSFSF1001	Produce basic soft furnishing accessories	Updated	Unit developed for school-based Certificate I – it has no work outcome. Review in context of proposed approach to Certificate I in Furnishing
MSF	MSFSF2002	Machine sew materials	Updated	Consider replacing with MSTCL2021 Use a sewing machine Note: MSFSF2002 replaced by MSTTX2009. Refer to Schedule D: Certificate III in Blinds, Awnings, Security Screens and Grilles – mapping table
MSF	MSFSF2003	Machine sew specialised sewn products	Updated	Confirm requires scope in terms of what is 'specialised' and review and update accordingly
MSF	MSFSF2004	Hand sew soft furnishings	Updated	Consider using MSTCL2022 Provide hand sewing and finishing support
MSF	MSFSF2005	Operate a steam press	Updated	Review and update to-make unit more outcomes focused.
MSF	MSFSF2006	Calculate fabric quantities for window coverings	Updated	Review relationship with MSFSF3008 Measure up and calculate fabric quantities for window coverings. Review and update accordingly
MSF	MSFSF2007	Construct unlined curtains and drapes	Updated	Consider combining with MSFSF2008
MSF	MSFSF2008	Construct lined curtains and drapes	Updated	Consider combining with MSFSF2007
MSF	MSFSF2009	Construct padded pelmets	Updated	No enrolments ever reported
MSF	MSFSF2010	Make up tracks for window coverings	Updated	Review and update
MSF	MSFSF2011	Fit and adjust curtain hardware	Updated	Investigate extent to which this is part of MSFSF2013. Review and update accordingly
MSF	MSFSF2012	Fit and adjust interior blinds	Updated	Content covered in MSFBA3017 Install interior blinds. Consider deleting
MSF	MSFSF2013	Dress windows	Updated	Review and update

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFSF2014	Use soft furnishing sector hand and power tools	Updated	Content duplicated in other task-specific units. Consider deleting
MSF	MSFSF3001	Operate drop cutting machines	Updated	Make more outcomes-focused; investigate extent to which this would be covered in other 'construction' units. If covered, consider deleting
MSF	MSFSF3002	Use automated curtain pleating equipment	Updated	No enrolments ever reported. Consider deleting
MSF	MSFSF3003	Follow patterns to produce window toppings	Updated	Confirm focus of this unit – pattern interpretation or production?
MSF	MSFSF3004	Construct Roman-style blinds	Updated	Already reviewed as part of Certificate III in Blinds, Awnings, Security Screens and Grilles (BASSG). Confirm continued suitability
MSF	MSFSF3005	Construct Austrian festoon-style blinds	Updated	Confirm contemporary need for this unit. Alternatively, consider combining with MSFSF3004 to become a broader blind construction unit, which may require particular types of blind, such as Roman
MSF	MSFSF3006	Chemically join textiles	Updated	Application beyond soft furnishing? Confirm and review and update accordingly
MSF	MSFSF3007	Lay out patterns and cut fabrics	Updated	Review and update. Consider ensuring application across broad contexts (not just soft furnishings)
MSF	MSFSF3008	Measure up and calculate fabric quantities for window coverings	Updated	Review relationship with MSFSF2006 Calculate fabric quantities for window coverings. Review and update accordingly
MSF	MSFSF3009	Manufacture bedspreads, bed linen and table cloths	Updated	No enrolments ever reported. Consider deleting
MSF	MSFSF3010	Advise customers on interior decoration	Updated	Confirm scope and purpose of this unit and review and update accordingly. Potential overlap with MSFSF3013 – consider merging

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFSF3011	Install motorised curtains and blinds	Updated	Consider replacing with new unit MSFFDT3001 Install low-voltage technology, automation, and intelligent management systems in furnishing. Check any licensing requirements Note: MSFFDT3001 is a new unit. Refer to Schedule D: Certificate III in Blinds, Awnings, Security Screens and Grilles – mapping table.
MSF	MSFSF3012	Follow patterns to produce soft furnishing accessories	Updated	Confirm focus of this unit – pattern interpretation or production? Review and update accordingly
MSF	MSFSF3013	Provide technical advice to customers	Updated	Confirm scope and purpose of this unit and review and update accordingly. Potential overlap with MSFSF3010 – consider merging
MSF	MSFSS2001	Rectify faults in product	Updated	Review and update
MSF	MSFSS2003	Undertake surface preparation	Updated	Review and update
MSF	MSFUP1001	Complete a basic upholstery project	Updated	Unit developed for school-based Certificate I – it has no work outcome. Review in context of proposed approach to Certificate I in Furnishing
MSF	MSFUP2001	Use upholstery sector hand and power tools	Updated	Content duplicated in other task-specific units. Consider deleting
MSF	MSFUP2002	Fit upholstery components	Updated	Consider merging with MSFUP3002
MSF	MSFUP2003	Apply contemporary foundations to upholstered furniture	Updated	Consider merging with MSFUP3001
MSF	MSFUP2004	Machine sew basic upholstery final cover materials	Updated	Consider replacing with MSTCL2021 Use a sewing machine
MSF	MSFUP2005	Develop cutting plan and cut single layer upholstery fabric	Updated	Review and update

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFUP2006	Dismantle and re-assemble furniture for upholstery	Updated	Consider relationship with MSFFM2002 Assemble furnishing components
MSF	MSFUP3001	Apply traditional foundations to upholstered furniture	Updated	Consider merging with MSFUP2003
MSF	MSFUP3002	Fit and apply final cover materials to furniture using basic techniques	Updated	Consider merging with MSFUP2002 depending on job role requirements
MSF	MSFUP3003	Fit and apply final cover materials to furniture using decorative techniques	Updated	Consider merging with MSFUP3002 depending on job role requirements
MSF	MSFUP3004	Lay out patterns and cut leather	Updated	Consider replacing with MSTLG3002 Cut leather by hand
MSF	MSFUP3005	Machine sew complex upholstery final cover materials	Updated	Consider merging with MSFUP2004 depending on job role requirements
MSF	MSFUP3006	Fit and apply leather to furniture	Updated	Review and update
MSF	MSFUP3007	Manufacture and fit loose covers	Updated	Review and update
MSF	MSFUP3008	Apply finishing techniques to upholstered furniture	Updated	Review and update
MSF	MSFUP3009	Develop cutting plan and cut multiple layer upholstery fabric	Updated	Review and update
MSF	MSFUP3010	Cut, sew and fit skirts to upholstered furniture	Updated	Review and update
MSF	MSFUP3011	Cut, sew and fit or fill cushions	Updated	Check relationship with soft furnishing units and review and update accordingly
MSF	MSFUP3012	Apply marine sewing and installation techniques	Updated	Consider using MST Textiles, Clothing and Footwear canvas and sailmaking units

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Product code	Product name	Review status	Change required
MSF	MSFUP3013	Cut and sew canvas and acrylics	Updated	Consider using MST Textiles, Clothing and Footwear canvas and sailmaking units
MSF	MSFUP3014	Set up, operate and maintain computer numerically controlled (CNC) cutting machines	Updated	No enrolments ever recorded. Consider deleting

As part of the review of Certificate III in Blinds and Awnings, the TAC decided that the following Blinds and Awnings units did not meet the needs of the current industry job role. These units will be held over to form part of the review of the Certificate II in Furnishing. If appropriate, they will be redeveloped as part of that body of work. Note that IBSA is not seeking payment for this work because it has already been accounted for under the MSF Furnishing Training Package Release 5.0 Activity Order number IBSA/TPD/2017–18/001.

TP code	Unit code	Unit name		Comments
MSF	MSFSF2001	Cut single layer fabrics	Updated	Already reviewed as part of Certificate III in Blinds, Awnings, Security Screens and Grilles (BASSG). Confirm continued suitability
MSF	MSFBA1001	Construct a basic roll-up blind	Updated	Reconfirm with industry if this unit is required in any Certificate II qualifications. Either redevelop or delete from MSF Furnishing
MSF	MSFBA2002	Set up, operate and maintain blinds and awnings sector static machines	Updated	Reconfirm with industry if this unit is required in any Certificate II qualifications. Either redevelop or delete from MSF Furnishing
MSF	MSFBA2004	Construct roll-up and pull-down style blinds and awnings	Updated	Reconfirm with industry if this unit is required in any Certificate II qualifications. Either redevelop or delete from MSF Furnishing
MSF	MSFBA2005	Construct vertical-style blinds	Updated	Reconfirm with industry if this unit is required in any Certificate II qualifications. Either redevelop or delete from MSF Furnishing
MSF	MSFBA2006	Construct textiles for canopy-style awnings	Updated	Reconfirm with industry if this unit is required in any Certificate II qualifications. Either redevelop or delete from MSF Furnishing

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	Unit code	Unit name		Comments
MSF	MSFBA1007	Construct plastic and timber Venetian-style blinds	Updated	Reconfirm with industry if this unit is required in any Certificate II qualifications. Either redevelop or delete from MSF Furnishing
MSF	MSFBA2008	Construct aluminium Venetian-style blinds	Updated	Reconfirm with industry if this unit is required in any Certificate II qualifications. Either redevelop or delete from MSF Furnishing
MSF	MSFBA2009	Construct metal louvre and canopy-hooded style awnings	Updated	Reconfirm with industry if this unit is required in any Certificate II qualifications. Either redevelop or delete from MSF Furnishing
MSF	MSFBA2010	Construct aluminium roll-up style awnings	Updated	Reconfirm with industry if this unit is required in any Certificate II qualifications. Either redevelop or delete from MSF Furnishing

Other training packages

TP code	TP name	Product code	Product name	Change required
		(qualification, skill set, unit of competency)		
AHC	Agriculture, Horticulture and Conservation and Land Management	AHCLSC308	Install metal structures and features	Check for currency and continued relevance
BSB	Business Services	BSBCUS201	Deliver a service to customers	Check for currency and continued relevance
BSB	Business Services	BSBCUS301	Deliver and monitor a service to customers	Check for currency and continued relevance
BSB	Business Services	BSBCUS402	Address customer needs	Check for currency and continued relevance
BSB	Business Services	BSBDES201	Follow a design process	Check for currency and continued relevance
BSB	Business Services	BSBINN201	Contribute to workplace innovation	Check for currency and continued relevance

Furnishing Industry Reference Committee Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	TP name	Product code	Product name	Change required
		(qualification, skill set, unit of competency)		
BSB	Business Services	BSBITU101	Operate a personal computer	Check for currency and continued relevance
BSB	Business Services	BSBITU306	Design and produce business documents	Check for currency and continued relevance
CPC	Construction, Plumbing and Services	CPCCCM2002A	Carry out excavation Prerequisite unit: CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry	Check for currency and continued relevance
CPC	Construction, Plumbing and Services	CPCCCO2013A	Carry out concreting to simple forms Prerequisite unit: CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry	Check for currency and continued relevance
CPC	Construction, Plumbing and Services	CPCCWHS2001	Apply WHS requirements, policies and procedures in the construction industry	Check for currency and continued relevance
CPC	Construction, Plumbing and Services	CPCCJS3002A	Manufacture stair components for straight flighted stairs Prerequisite unit: CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry	Consider including in the Certificate III in Cabinet Making, elective group E. This unit is included in a Case for Endorsement. The updated unit will be reviewed for consideration
CPC	Construction, Plumbing and Services	CPCCJS3003A	Assemble and install stairs Prerequisite unit: CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry	Consider including in the Certificate III in Cabinet Making, elective group E. This unit is included in a Case for Endorsement. The updated unit will be reviewed for consideration

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	TP name	Product code	Product name	Change required
		(qualification, skill set, unit of competency)		
CPC	Construction, Plumbing and Services	CPCCJS3004A	Manufacture and install continuous handrailing and special stair components Prerequisite unit: CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry	Consider including in the Certificate III in Cabinet Making, elective group E. This unit is included in a Case for Endorsement. The updated unit will be reviewed for consideration
CPC	Construction, Plumbing and Services	CPCCJS3006A	Construct fabricated stairs Prerequisite unit: CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry	Consider including in the Certificate III in Cabinet Making, elective group E. This unit is included in a Case for Endorsement. The updated unit will be reviewed for consideration
CPC	Construction, Plumbing and Services	CPCCJS3011A	Design and set out stairs Prerequisite unit: CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry	Consider including in the Certificate III in Cabinet Making, elective group E. This unit is included in a Case for Endorsement. The updated unit will be reviewed for consideration
CPC	Construction, Plumbing and Services	CPCCJN3003A	Manufacture components for door and window frames and doors Prerequisite unit: CPCCWHS2001 Apply WHS requirements, policies and procedures in the construction industry	Consider including in the Certificate III in Cabinet Making, elective group E. This unit is included in a Case for Endorsement. The updated unit will be reviewed for consideration
CUA	Creative Arts and Culture	CUAACD302	Produce computer-aided drawings	Check for currency and continued relevance
HLT	Health	HLTAID003	Provide first aid	Check for currency and continued relevance
MEM	Metals and Engineering	MEM05003B	Perform soft soldering	Check for currency and continued relevance

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	TP name	Product code	Product name	Change required
		(qualification, skill set, unit of competency)		
MEM	Metals and Engineering	MEM05007	Perform manual heating and thermal cutting	Check for currency and continued relevance
MEM	Metals and Engineering	MEM05012	Perform routine manual metal arc welding	Check for currency and continued relevance
MEM	Metals and Engineering	MEM07001	Perform operational maintenance of machines/equipment Prerequisite unit: MEM18001C Use hand tools	Check for currency and continued relevance
MEM	Metals and Engineering	MEM14003	Undertake basic production scheduling	Check for currency and continued relevance
MEM	Metals and Engineering	MEM15001	Perform basic statistical quality control	Check for currency and continued relevance
MEM	Metals and Engineering	MEM16006	Organise and communicate information	Check for currency and continued relevance
MEM	Metals and Engineering	MEM13015	Work safely and effectively in manufacturing and engineering	Check for currency and continued relevance
MEM	Metals and Engineering	MEM16008	Interact with computing technology	Check for currency and continued relevance
MEM	Metals and Engineering	MEM16013	Operate in a self-directed team Prerequisite unit: MEM13015 Work safely and effectively in manufacturing and engineering	Check for currency and continued relevance
MEM	Metals and Engineering	MEM18001	Use hand tools	Check for currency and continued relevance

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	TP name	Product code	Product name	Change required
		(qualification, skill set, unit of competency)		
MEM	Metals and Engineering	MEM30017A	Use basic preventative maintenance techniques and tools	Check for currency and continued relevance
MEM	Metals and Engineering	MEM30024A	Participate in quality assurance techniques Prerequisite unit: MEM15001 Perform basic statistical quality control	Check for currency and continued relevance
MEM	Metals and Engineering	MEM30031A	Operate computer-aided design (CAD) system to produce basic drawing elements	Check for currency and continued relevance
MEM	Metals and Engineering	MEM30033A	Use computer-aided design (CAD) to create and display 3-D models Prerequisite unit: MEM30031A Operate computer-aided design (CAD) system to produce basic drawing elements	Check for currency and continued relevance
MSA	Manufacturing	MSAPMSUP201A	Receive or despatch goods	Check for currency and continued relevance
MSM	Manufacturing	MSMENV272	Participate in environmentally sustainable work practices	Check for currency and continued relevance
MSM	Manufacturing	MSMOPS101	Make measurements	Check for currency and continued relevance
MSM	Manufacturing	MSMOPS212	Use organisation computers or data systems	Check for currency and continued relevance
MSM	Manufacturing	MSMOPS363	Organise on-site work	Check for currency and continued relevance
MSM	Manufacturing	MSMPCI101	Adapt to work in industry	Check for currency and continued relevance
MSM	Manufacturing	MSMPCI103	Demonstrate care and apply safe practices at work	Check for currency and continued relevance
MSM	Manufacturing	MSMPER200	Work in accordance with an issued permit	Check for currency and continued relevance

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	TP name	Product code	Product name	Change required
		(qualification, skill set, unit of competency)		
MSM	Manufacturing	MSMSUP102	Communicate in the workplace	Check for currency and continued relevance
MSM	Manufacturing	MSMSUP106	Work in a team	Check for currency and continued relevance
MSM	Manufacturing	MSMSUP240	Undertake minor maintenance	Check for currency and continued relevance
MSM	Manufacturing	MSMSUP273	Handle goods	Check for currency and continued relevance
MSM	Manufacturing	MSMWHS100	Follow WHS procedures	Check for currency and continued relevance
MSM	Manufacturing	MSMWHS200	Work safely	Check for currency and continued relevance
MSS	Sustainability	MSS402001	Apply competitive systems and practices	Check for currency and continued relevance
MSS	Sustainability	MSS402002	Sustain process improvements	Check for currency and continued relevance
MSS	Sustainability	MSS402010	Manage the impact of change on own work	Check for currency and continued relevance
MSS	Sustainability	MSS402020	Apply quick changeover procedures	Check for currency and continued relevance
MSS	Sustainability	MSS402021	Apply Just in Time procedures	Check for currency and continued relevance
MSS	Sustainability	MSS402082	Apply cost factors to work practices	Check for continued relevance. New version available (MSS402082) – update.
MSS	Sustainability	MSS402040	Apply 5S procedures	Check for currency and continued relevance
MSS	Sustainability	MSS402050	Monitor process capability	Check for currency and continued relevance
MSS	Sustainability	MSS402051	Apply quality standards	Check for currency and continued relevance
MSS	Sustainability	MSS402083	Use planning software systems in operations	Check for continued relevance
MSS	Sustainability	MSS402061	Use SCADA systems in operations	Check for currency and continued relevance
MSS	Sustainability	MSS402080	Undertake root cause analysis	Check for currency and continued relevance

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	TP name	Product code	Product name	Change required
		(qualification, skill set, unit of competency)		
MSS	Sustainability	MSS402081	Contribute to the application of a proactive maintenance strategy	Check for currency and continued relevance
MSS	Sustainability	MSS403086	Improve cost factors in work practices	Check for continued relevance
MSS	Sustainability	MSS403087	Mistake proof an operational process	Check for continued relevance.
MSS	Sustainability	MSS404084	Undertake process capability improvements	Check for currency and continued relevance
MST	Textiles, Clothing and Footwear	MSTGN2005	Perform minor maintenance	Check for currency and continued relevance
MST	Textiles, Clothing and Footwear	MSTGN4012	Fabricate or machine tooling	Check for currency and continued relevance
MST	Textiles, Clothing and Footwear	MSTTF2009	Identify and select canvas and sail materials	Check for currency and continued relevance
MST	Textiles, Clothing and Footwear	MSTTF2014	Weld plastic materials	Check for currency and continued relevance
MST	Textiles, Clothing and Footwear	MSTTF2015	Install products on and off site	Check for currency and continued relevance
TAE	Training and Education	TAEDEL301	Provide work skill instruction	Check for currency and continued relevance
TLI	Transport and Logistics	TLIA2011	Package goods	Check for currency and continued relevance
TLI	Transport and Logistics	TLIA2013	Receive goods	Check for currency and continued relevance

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

TP code	TP name	Product code	Product name	Change required
		(qualification, skill set, unit of competency)		
TLI	Transport and Logistics	TLIA4032	Organise transport of freight or goods	Check for currency and continued relevance
TLI	Transport and Logistics	TLID1002	Shift a load using manually-operated equipment	Check for currency and continued relevance
TLI	Transport and Logistics	TLID2003	Handle dangerous goods/hazardous substances	Check for currency and continued relevance
TLI	Transport and Logistics	TLILIC2001	Licence to operate a forklift truck	Check for continued relevance. New version available (TLILIC003) – update.
UEE	Electrotechnology	UEENEEH166A	Troubleshoot microcontroller based hardware systems	Check for currency and continued relevance

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

Schedule B: Stakeholder consultation method and scale

Name	Title/Organisation
Tim Cleary	ForestWorks
Trevor Hislop	Food, Fibre and Timber Industries Training Council (FFITC)
Kay Gerard	Food, Fibre and Timber Industries Training Council (FFITC)
Adrian Boyling	South Metropolitan TAFE (WA)
Sam Nicolosi	QMI Solutions
Yvonne Webb	Industry Skills Advisory Council NT (ISACNT)
Jai Maluga	Tas TAFE

Associations	
Brent Ottley	Australasian Piano Tuners and Technicians Association (APTTA)
Michael Ryan	Australasian Piano Tuners and Technicians Association (APTTA)
Harley Dale	HIA Executive Director Skills and Industry Development
Sheila Payne	Cabinet Makers Association WA
Dean Brakell	Australian Cabinet and Furniture Association (ACFA)
Steve Cunningham	Timber and Building Materials Association
Bronwyn Foord	Window and Door Industry Council (WADIC)
Bernard Dodman	Western Australian Furniture Manufacturers' Association
Patrizia Torelli	Australasian Furnishing Association (AFA)

Furnishing Industry Reference Committee Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

Associations	
Bryon Stanley	Cabinet Maker and Designers Association VIC

Unions	
Brad Gandy	Australian Workers' Union
Denise Campbell-Burns	Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU) furniture division

Secondary schools	
Mark Pullin	Victorian Curriculum and Assessment Authority (VCAA)
Rachael Davidson	WA Department of Education
Julia Cattanach	Marist Catholic College ACT
Mary-Clare Turnbull	Catholic Schools NSW
Marie Previte	Queensland Catholic Education Commission
Heather White	NSW Department of Education
Peter Lausberg	Queensland Curriculum and Assessment Authority
Graziella Crapis	Catholic Schools NSW
Gerard Delany	Catholic Schools NSW
Stephen Pragnall	Cunderdin Agricultural College WA

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

Licensing and regulatory bodies		
New South Wales	NSW Fair Trading	https://www.fairtrading.nsw.gov.au/
Queensland	Queensland Building and Construction Commission (QBCC)	http://www.qbcc.qld.gov.au/about-us/legislation
Victorian	Victorian Building Authority (VBA)	http://www.vba.vic.gov.au/
Tasmania	Consumer Building and Occupational Services	https://www.cbos.tas.gov.au/topics/licensing-and-registration/licensed-occupations/building-provider-licences/builder
South Australia	SA Gov	https://www.sa.gov.au/topics/business-and-trade/licensing/building-and-trade/building-work-contractor-s-licence
Western Australia	Building Commission – Department of Mines, Industry Regulation and Safety	https://www.commerce.wa.gov.au/building-commission
Northern Territory	Building Practitioners Board	https://bpb.nt.gov.au/
ACT	Access Canberra	https://www.accesscanberra.act.gov.au/app/answers/detail/a_id/2997/~/builder-licensing

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

Schedule C: Potential project outcomes

Possible new structure for MSF Furnishing qualifications

Underpinning principles and rationale

Improves recognition of skills common to multiple sectors while retaining sector identity through specialisations and separate qualifications when necessary

Supports people to move easily between related occupations

Retains support for low enrolment niche industry areas without the need for multiple qualifications

Certificate I in Furnishing

As part of the holistic review of all pathways qualifications, investigate whether industry need is addressed by this qualification in terms of suitability and relevance

Certificate II in Furnishing/Furniture Finishing Certificate II in Furniture Making/Furniture Making Pathways

Cohesively review and restructure these qualifications to provide:

- improved clarity about related work roles
- entry pathways that meet industry needs
- improved alignment with current job requirements.

Maintain a pathways qualification that is suitable for delivery in schools

Certificate II in Glass and Glazing

Review and revise this qualification in line with the broader redevelopment of Certificate II and pathways qualifications

Certificate III in Furnishing

Possible specialisations:

- Furnishing
- Soft furnishing
- Upholstery

Possibility to include low use, new and emerging, e.g. piano tech, coopering

Certificate III in Cabinet Making

Possible specialisations:

- Cabinet making
- Furniture making
- Kitchen and bathroom
- Wood machining
- Marine cabinetry

Certificate III in Picture Framing

Potential for this outcome to be covered in a specialisation in Certificate III, pending uptake over the next two years

Certificate III in Flooring Technology

Specialisations:

- Carpet
- Resilient
- Resin
- Timber

Certificate III in Glass and Glazing

Specialisations:

- Glazing
- Processing
- Designed glazing

Certificate III in Interior Decoration Retail Services

Specialisations:

- Manufacturing
- Installation
- Estimating/detailing

Certificate IV in Furniture Design and Technology

Certificate IV in Interior Decoration

Certificate IV in Kitchen and Bathroom Design

Certificate IV in Glass and Glazing

Diploma of Furniture Design and Technology

Diploma of Interior Design

Diploma of Stained Glass and Leadlighting

Advanced Diploma of Interior Design

Key:

Green = qualifications already redeveloped

Yellow = qualifications under development

Pink = qualifications proposed as part of this Case for Change

Grey = no work currently planned

Furnishing Industry Reference Committee Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

Schedule D: Certificate III in Blinds, Awnings, Security Screens and Grilles – mapping table

Note: The Certificate III in Blinds, Awnings, Security Screens and Grilles (BASSG) was reviewed and redeveloped as part of the MSF Furnishing Release 5.0 Training Package (BASSG) Project. The Case for Endorsement was submitted to the AISC on 10 February 2020 for consideration at its 25 February meeting. Once approved by the Minister the project will go live on training.gov.au.

OLD: Certificate III BASSG Release 5.0	NEW: Certificate III BASSG Release 6.0	Equivalent (E)/ Non Equivalent (NE) status	Review undertaken as part of MSF Furnishing Release 5.0 Training Package BASSG Project
MSF30913 Certificate III in Blinds, Awnings, Security Screens and Grilles	MSF30919 Certificate III in Blinds, Awnings, Security Screens and Grilles	NE	
MSFSF2001 Cut single layer fabrics	MSFSF2015 Cut single layer fabrics.	E	MSFSF2001 superseded by MSFSF2015
MSFBA1001 Construct a basic roll-up blind	MSFSF2015 Cut single layer fabrics.	E	MSFBA1001 superseded by MSFSF2015
MSFBA2002 Set up, operate and maintain blinds and awnings sector static machines			MSFBA2002 removed from the qualification and replaced with generic unit MSFFM2010 Set up and operate basic static machines

OLD: Certificate III BASSG Release 5.0	NEW: Certificate III BASSG Release 6.0	Equivalent (E)/ Non Equivalent (NE) status	Review undertaken as part of MSF Furnishing Release 5.0 Training Package BASSG Project
MSFBA2004 Construct roll-up and pull-down style blinds and awnings			<p>Unit reviewed and removed from MSF Furnishing Release 5.0 Project (Certificate III in BASSG Release 6.0) to better reflect current job roles. Skills and knowledge required to assemble blinds are described in newly developed unit MSFBA3012 Assemble interior blinds, with content aligned to AQF level 3.</p> <p>The skills and knowledge required to assemble awnings are described in newly developed MSFBA3011 Assemble awnings, with content also aligned to AQF level 3.</p> <p>Titles changed to 'Assemble' on the basis of TAC expert advice. Explicit reference to 'roll-up and pull-down style blinds' is covered in assessment requirements of the more general units</p>
MSFBA2005 Construct vertical-style blinds			<p>Unit reviewed and removed from MSF Furnishing Release 5.0 Project (Certificate III in BASSG Release 6.0) to better reflect current job roles that do not differentiate between styles of blinds, but rather between interior and exterior.</p> <p>Skills and knowledge required to assemble blinds are described in newly developed unit MSFBA3012 Assemble interior blinds, with content aligned to AQF level 3. Explicit reference to 'vertical-style blinds' is covered in assessment requirements of the more general units</p>
MSFBA2006 Construct textiles for canopy-style awnings			<p>Unit reviewed and removed from MSF Furnishing Release 5.0 Project (Certificate III in BASSG Release 6.0) based on IRC instructions and TAC expert advice</p>

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

OLD: Certificate III BASSG Release 5.0	NEW: Certificate III BASSG Release 6.0	Equivalent (E)/ Non Equivalent (NE) status	Review undertaken as part of MSF Furnishing Release 5.0 Training Package BASSG Project
MSFBA2007 Construct plastic and timber Venetian-style blinds			<p>Unit reviewed and removed from MSF Furnishing Release 5.0 Project (Certificate III in BASSG Release 6.0) to better reflect current job roles that do not differentiate between styles of blinds, but rather between interior and exterior.</p> <p>Skills and knowledge required to assemble blinds are described in newly developed unit MSFBA3012 Assemble interior blinds, with content aligned to AQF level 3. Explicit reference to 'aluminium, plastic or timber Venetian blinds' is covered in assessment requirements of the more general units</p>
MSFBA2008 Construct aluminium Venetian-style blinds			<p>Unit reviewed and removed from MSF Furnishing Release 5.0 Project (Certificate III in BASSG Release 6.0) to better reflect current job roles that do not differentiate between styles of blinds, but rather between interior and exterior.</p> <p>Skills and knowledge required to assemble blinds are described in newly developed unit MSFBA3012 Assemble interior blinds, with content aligned to AQF level 3. Explicit reference to 'aluminium, plastic or timber Venetian blinds' is covered in assessment requirements of the more general units</p>
MSFBA2009 Construct metal louvre and canopy-hooded style awnings			<p>Unit reviewed and removed from MSF Furnishing Release 5.0 Project (Certificate III in BASSG Release 6.0)</p> <p>Skills and knowledge required to assemble awnings in general are described in newly developed MSFBA3011 Assemble awnings, with content aligned to AQF level 3</p>

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

OLD: Certificate III BASSG Release 5.0	NEW: Certificate III BASSG Release 6.0	Equivalent (E)/ Non Equivalent (NE) status	Review undertaken as part of MSF Furnishing Release 5.0 Training Package BASSG Project
MSFBA2010 Construct aluminium roll-up style awnings			Unit reviewed and removed from MSF Furnishing Release 5.0 Project (Certificate III in BASSG Release 6.0) Skills and knowledge required to assemble awnings in general are described in newly developed MSFBA3011 Assemble awnings, with content aligned to AQF level 3
MSFFDT3001 Install low-voltage technology, automation, and intelligent management systems in furnishing			Newly developed unit
MSFSS3002 Apply patterns and designs to security screens and grilles	Deleted from the MSF Furnishing Training Package		There were 5 units deleted as part of the MSF Furnishing Training Package Release 5.0 Project (Certificate III in BASSG Release 6.0). MSFSS3002 is the only unit related to 'security screens and grilles'
MSFSF2002 Machine sew materials			Unit reviewed and removed from MSF R5 Furnishing Project (Cert III in BASSG R6) to better reflect portability principle. Replaced with generic unit MSTTX2009 Perform industrial sewing on textile products

Furnishing Industry Reference Committee
Case for Change: March 2020

This Furnishing Industry Reference Committee *Case for Change* has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Education and Training.

Appendix: Letters of support for a marine fit-out pathway



Mr Trevor Hislop

Food, Fibre, Timber Industry Training Council (Inc)

trevor.hislop@fftitc.com.au

Dear Trevor

RE: Marine Fit Out Pathway for Cabinet Making Apprentices

Our company has serious concerns about the current Certificate III in Cabinet Making in terms of its ability to address marine fitout.

We have been working closely with South Metropolitan TAFE (SMTAFE) in WA in relation to this problem and they have conducted a training needs analysis to identify our trade specialisation in terms of Units of Competency. As our own internal on the job competency record corresponds to the TAFE's conclusions, we strongly support the Marine Fitout Pathway proposed by SMTAFE.

Only 70% of the current qualification is relevant to us and key additional skills that we need are not included. The remaining 30% is of little if any benefit to us and would sometimes be difficult for us to assess on the job due to nature of our work.

We do understand that some of these skills might be addressed by Units imported from other qualifications, but if that is done employers lose any ability to customise the rest of the qualification to benefit the employer or apprentice.

The proposed Pathway will help us identify in future those tradespeople who have the correct background and/or diagnose the additional training required if they have not undertaken the Pathway.

Austal currently employs 10 Cabinet Making apprentices and expects this number to increase over time through regular intakes. The more relevant the qualification is to employers in our industry sector, the more likely are boatbuilding employers to employ Cabinet Making apprentices. At present many small employers might defer recruiting apprentices due to limited relevance of the training to their needs. Ultimately, more participation in the proposed Pathway will assure us and the industry sector as a whole of a supply of highly skilled tradespersons. This skill base will be factor in attracting more work to Australia in future decades.

If you have any questions please do not hesitate to contact myself or Corey.

Steven Marrows
Apprentice Coordinator
0436 924 292

Corey Pickering
Manager Fitout
0451 518 326



Mr Trevor Hislop
Food, Fibre, Timber Industry Training Council (Inc)
trevor.hislop@fftitc.com.au

Dear Trevor

Cabinet Making: Marine Fit Out

Silver Yachts has been involved in South Metropolitan TAFE's (SMTAFE) training needs analysis which identified the Marine Fit Out trade specialisation within the Cabinet Making apprenticeship. We are well aware of the limitations of the current Cabinet Making apprenticeship and strongly endorse a new formal Pathway that represents our apprentices training needs.

While some of these skills might be addressed by importing Units of Competency this may prevent any special customisation to suit an individual apprentice.

The new pathway will address various issues we are facing with the current qualification:

- Problems with assessing units that are not delivered on the job
- Units being taught at TAFE that do not match the workplace
- Lack of training in quite critical skills not embodied in the current apprenticeship
- Lack of apparent relevance to small employers who might otherwise boost apprentice numbers and address our future skills needs
- General inflexibility

Silver Yachts currently employs 5 Cabinet Making apprentices and this number is likely to increase in future. Other boatbuilding employers are also more likely to employ Cabinet Making apprentices if they have a Pathway dedicated to their needs and this will guarantee the industry sector as a whole of a supply of skilled tradespersons and boost the nation's boatbuilding capability.

The company has contracts over the next 2 and a half years and skilled trades people are imperative to carry out the current work and our work into the future. We need apprentices to make a transition to tradespeople as experienced Cabinet Makers with specific marine industry experience which are becoming harder to find. By tailoring their training closer to our needs we are able to ensure we have a greater depth of talent with less impact on our current tradespeople for specific marine training.

If you have any questions, please do not hesitate to contact myself.

Adam Carson

Fitout manager

0459 152 334