



Australian
Industry and
Skills Committee

GLASS AND GLAZING UNIT

Case for Change

Name of allocated IRC(s): Furnishing IRC
Name of the SSO: IBSA Manufacturing

1. Administrative information

For a list of the products proposed to be reviewed as part of this project, please see **Attachment A**.

Name of IRC(s):

Furnishing

Name of SSO:

IBSA Manufacturing

1.1 Name and code of Training Package(s) examined to determine change is required

MSF Furnishing

2. The Case for Change

For information on the job roles to be supported through the proposed qualifications updates, enrolments data, completion rates, and the number of RTOs delivering these qualifications please see **Attachment B**.

2.1 Rationale for change

This Case for Change outlines the rationale for reinstating the deleted unit *MSF30418 Fabricate and install insect and security screens*.

This unit was deleted as part of the Blinds and Awnings Project. Subsequently, glass and glazing industry experts have provided feedback that the deletion of this unit results in critical skills gaps in fabrication, assembly, and installation of screens.

The Blinds and Awnings Project provided evidence of industry support to delete *MSF30418 Fabricate and install insect and security screens* from the lower-level qualifications. However, the implications of deleting this unit were not picked up by the original Furnishing IRC who approved the Blinds and Awnings Project late in 2018. Unfortunately, it appears that the project's technical experts, whose key focus was the blinds and awnings sub-sector, may not have understood the implications for the glass and glazing sub-sector of removing this unit of competency from the *MSF30418 Certificate III in Glass and Glazing* qualification.

The new IRC was set up in late 2019 and was tasked to consider several urgent projects, including Blinds and Awnings which they then signed off in January 2020. The Case for Endorsement and draft components were then circulated to STAs and lodged with the AISC for approval.

The *MSF30418 Certificate III in Glass and Glazing* provides skills and knowledge for glaziers. The ANZSCO occupation '333111 Glazier' is listed on the National Skills Needs List as a trade that is experiencing a national skills shortage. It is also available under JobTrainer as a free course in NSW, SA and WA. Further it is projected that there will be an 8.3% increase in demand for this Glaziers in the period of May 2019 to May 2024 (see **Attachment F**)¹²

Implications of not implementing change

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

- Training Package content will continue to omit skills and knowledge that are essential to glass and glazing; this will severely disadvantage students, apprentices, and employers in a growth sector
- Training Package content will not reflect current work practices
- Poor quality products and services could lead to security and safety concerns for customers.

² LMIP, "2019 Employment Projections - for the five years to May 2024," available from <https://lmip.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections>, accessed 27/01/2021

The key objective of this Case for Change is to address the identified skills gap. The request from industry is to review and reinstate the unit *MSF30418 Fabricate and install insect and security screens*, and incorporate the reinstated unit in the elective banks of one qualification - *MSF30418 Certificate III in Glass and Glazing*.

This proposal will be the basis of the project and input will be sought from industry experts and public consultations to confirm this option or seek to identify an alternative to meet the sector's needs.

2.2 Evidence for change

In September 2020, Rachel Driessen (Furnishing IRC member) submitted a formal request on behalf of the Australian Glass and Windows Association (AGWA) for the unit *MSF30418 Fabricate and install insect and security screens* to be reinstated as an elective in *MSF30418 Certificate III in Glass and Glazing*.

The AGWA is the peak association covering glass and glazing and associated industries, with national coverage of over 1,000 employer members. There are 3,000¹ glazing service businesses across Australia, therefore AGWA represents at least 30% of employers in the sector. The AGWA have consulted broadly with employers of glass and glazing apprentices and training providers that deliver the Certificate III in Glass and Glazing as an apprenticeship about the impact of the changes to the superseded unit *MSF30418 Fabricate and install insect and security screens*. Feedback and issues identified through this consultation validates the need to retain the complete skills process of fabrication, assembly, and installation essential for a glazier in one unit, see AGWA letter of support included in Attachment G of this Case for Change.

The AGWA request highlighted that students enrolled in the current release of *MSF30418 Certificate III in Glass and Glazing* will be disadvantaged as they will not achieve the fabrication skills and knowledge required by the sector.

Based on enrolment data (2017 – 2019) this issue could be affecting 200 or more currently enrolled students; with growth, and therefore increased enrolments, predicted in this occupation this could increase in the future.

This is an important immediate issue and IBSA believes this Case for Change can be prioritised to be 'fast tracked'.

*For more evidence on job outcomes, enrolments data, completion rates and the number of RTOs delivering these qualifications please see **Attachment B**.*

¹ Anthony Kelly, "Glazing over: The outbreak of COVID-19 has reduced industry demand and revenue", *IBISWorld Industry Report E3245*, October 2020, p.7.

2.3 Consideration of existing products

There are no units of competency that provide the full range of fabrication, assembly, and installation skills covered in the superseded unit *MSFGG2010 Fabricate and install insect and security screens*.

There are two existing training products that overlap with *MSFGG2010 Fabricate and install insect and security screens*. These units of competency were developed in the Blinds and Awnings Project, as outlined above, but do not fully align to MSFGG2010.

- *MSFSS3005 Assemble non-security and security screens and grilles* supersedes but is not equivalent to *MSFGG2010 Fabricate and install insect and security screens*. The former unit omits fabrication and installation which is critical for the glass and glazing trade.
- *MSFSS3004 Install non-security and security screens and grilles* covers installation but not fabrication.

In addition, emergency egress security screens are described as an essential product within the MSFSS3005 and MSFSS3004 Assessment Requirements. However, emergency egress security screens are not mandatory under *Australian Standard AS5039-2008 security screen doors and security window grilles*, and not all job roles will require these skills and knowledge.

2.4 Approach to streamlining and rationalisation of the training products being reviewed

As outlined in the previous section, consideration has been given to the use of existing training package components. However, these do not meet the requirements of the glass and glazing industry.

Nearly all enrolments (98.5%) for the period 2017 to 2019 in *MSFGG2010 Fabricate and install insect and security screens* were as part of *Certificate III in Glass and Glazing*. (see **Attachment B**).

Therefore, this proposed project will investigate the opportunity to review electives in *MSF30418 Certificate III in Glass and Glazing* to best address the current skills and knowledge gaps for glaziers.

3. Stakeholder consultation

3.1 Stakeholder consultation undertaken in the development of Case for Change

*For a full list of industry-specific stakeholders that actively participated in the stakeholder consultation process undertaken to develop the Case for Change, please see **Attachment C**.*

A range of small, medium, and large employers in glass and glazing, window and door manufacture and installation and RTOs have been consulted and provided with information for the Case for Change.

This Case for Change is in response to issues raised by stakeholders within the glass and glazing sector. As evidenced in Attachment C, AGWA has consulted broadly with employers of glass and glazing apprentices and registered training organisation currently delivering *MSF30418 Certificate III in Glass and Glazing* as an apprenticeship.

Letters of support provided in this case for change reflect the delivery profile of the *MSF30418 Certificate III in Glass and Glazing* which is mainly delivered in NSW and QLD (with 30% and 24% of total enrolments respectively in 2017-19). They also accounted for more than half of apprenticeship or traineeship enrolments in 2018 (see **Attachment F** for more information).

*For a full list of industry-specific stakeholders contacted to participate in the stakeholder consultation process undertaken to develop the Case for Change, please see **Attachment C**. For letters of support, please see **Attachment G**.*

3.2 Evidence of Industry Support

*For a list of the issues raised by stakeholders during consultation and the IRC's response to these, please see **Attachment D**.*

Industry employers and RTOs indicated strong support for the proposed changes through the consultation process. Extracts from key stakeholders' letters of support include the following:

- "The MSFSS3005 unit focuses on the assembling of screens but does not include the fabrication and installation of screens. This means that our apprentices are receiving less underpinning knowledge and skills than they learn in MSFSGG2010." - *Glass 24/7; Glazing and Property Maintenance; Protec Aluminium and Glazing; and Liverpool Glass Company*
- "As this unit (MSFSGG2010) is delivered by RTOs across Australia, it is in the industry's interest to have this decision (the deletion of the unit) reversed and the unit reinstated." - *TAFE NSW*
- "Taking out and replacing the only Fabricate and Install unit left in our Glass and Glazing Qualification is not in the best interest of our industry." - *TAS TAFE*

*For a list of the issues raised by stakeholders during consultation and the IRC's response to these, as well as letters of support, please see **Attachment D**.*

3.3 Proposed stakeholder consultation strategy for project

*Note: For a full list of industry-specific stakeholders who are planned to be contacted to participate in the stakeholder consultation process undertaken for this project, please see **Attachment E**.*

IBSA Manufacturing follows a training package development model, which supports the development of two drafts and two rounds of public consultation. Below is an overview of the process.

- Details about the project are made available on the IBSA Manufacturing website current projects.
- The Furnishing IRC nominate Technical Advisory Committee members who will:

- provide specific subject-matter advice and technical expertise for the development and review of the training package components. The TAC is made up of industry – representing the broad range of users – and RTO representatives.
- attend regular meetings throughout the project to discuss draft documents, consider issues presented by stakeholders and through public consultation, and to provide expert advice.
- Develop draft training package components.
- Stakeholder consultation strategies include:
 - Promoting the project via the IBSA website, newsletters and email notifications to subscribed stakeholders and industry groups at key stages of the project.
 - Undertaking industry surveys to obtain feedback about:
 - the job roles of people involved in glass and glazing
 - the key tasks performed in the workplace and the skills and knowledge required to complete the tasks competently
 - whether skills and knowledge have changed over time
 - the amount of evidence industry would want to see to know that a person is competent and ready to perform in the workplace.
 - Undertaking targeted consultation in NSW, SA and WA where the *MSF30418 Certificate III in Glass and Glazing* has been included on the list of free courses under JobTrainer.
 - Conducting broader consultation with industry through engagement and meetings with stakeholders, across a number of jurisdictions to collect industry intelligence to inform training package development work.
 - Undertaking targeted consultation with identified regional stakeholders in Shepparton VIC and Geraldton WA.
 - Completing two rounds of public consultation of draft components for review and comment via the IBSA Manufacturing website.
- Consulting with state and territory training authorities (STAs) throughout the project through:
 - an initial briefing and maintaining open dialogue throughout the project.
 - requesting feedback on Draft 1 and Draft 2/Validation draft components.
 - providing opportunity for STAs to review the components and provide feedback at the conclusion of the project, as provisioned for in the Training Package Development and Endorsement Process Policy.
- Feedback received during public consultations is tabled in an Issues Register and considered by the TAC.
- All feedback will be considered, and competing views dealt with through consultation. The outcomes will be approved in IRC meetings.

*For a full list of industry-specific stakeholders who are planned to be contacted to participate in the stakeholder consultation process undertaken for this project, please see **Attachment E**.*

4. Licencing or regulatory linkages

In some states and territories, there may be licensing requirements that link to the *MSF30418 Certificate III in Glass and Glazing* qualification. However, these are not impacted by the reinstatement of *MSF30418 Fabricate and install insect and security screens*, which aligns to the requirements of *Australian Standard AS5039-2008 security screen doors and security window grilles*.

5. Project implementation

5.1 Prioritisation category

It is proposed that this project be progressed as a fast-track project.

The fast-track prioritisation category is based on:

- The importance of this change to industry, as evidenced by the formal request, submitted by AWGA on behalf of the glass and glazing industry. It is an important change affecting industry and RTO delivery.
- Current and future students may be disadvantaged through
 - lack of fabrication skills and knowledge
 - lack of apprenticeship opportunities due to the above requirements
- The unit of competency MSF30418 was replaced with MSF30419 in May 2020; a prompt review/reinstatement of the unit will minimise the impact on industry and learners.

This approach is consistent with the Furnishing IRC prioritisation report where *MSF30418 Certificate III in Glass and Glazing* is to be monitored for updates.

5.2 Project milestones

Key project milestones include:

- *AISC project approval – April 2021*
- *Draft 1 consultation – June 2021*
- *Stakeholder validation – July 2021*
- *Quality Assurance – August - September 2021*
- *Final consultation with states and territories – September - October 2021*
- *CfE submitted for approval – October 2021*

5.3 Delivery or implementation issues

Stakeholders have raised issues arising from the removal of the unit *MSF30418 Fabricate and install insect, and security screens*. These barriers to implementation include:

- Students who want to achieve *MSF30418 Certificate III in Glass and Glazing* would not cover the fabrication aspects covered by *MSF30418 Fabricate and install insect, and security screens*, leaving a fabrication skills gap.
- In turn this reduces the amount of knowledge and skills available to glazing employers.

6. Implementing the Skills Minister's Priority reforms for Training Packages (2015 and October 2020)

The case for change addresses the following priorities:

Ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices:

The Implementation Guide will be updated to:

- include information on industry expectations of training delivery
- explanation of how reinstating the MSFGG2010 unit aligns to industry's needs and work outcomes

Feedback suggests that changes to reinstate the previous unit meets expectation for workers in this sector.

This Case for Change was agreed to by the Furnishing IRC

Name of Chair

Kristian Stratton

Signature of Chair



Date

22/02/2021

Attachment A: Training Package components to change

IBSA Manufacturing

Contact details: Antoinette Hewitt, General Manager SSO, Antoinette.Hewitt@ibsa.org.au, +61 3 9815 7000

Date submitted: [TBA]

Project number	Project Name	Qualification/ Unit / Skillset	Code	Title	Details of last review <i>(endorsement date, nature of this update transition, review, establishment)</i>	Change Required
1	Glass and Glazing Unit Case for Change	Qualification	MSF30418	Certificate III in Glass and Glazing	Reviewed 7 May 2020	Update
1	Glass and Glazing Unit Case for Change	Unit	MSFGG2010	Fabricate and Install Insect and Security Screens	Deleted 6 May 2020	New

Attachment B: Job role, enrolment information, the number of RTOs currently delivering these qualifications

Please set out the job roles to be supported through the updated qualifications, enrolment data over the past three years in which data is available for each qualification, completion rates for each qualification, and the number of RTOs delivering these qualifications.

Job role	Qualification to be updated to support the job role	Enrolment data (2017-19)	Completion rates (2017-19)	Number of RTOs delivering (2017-19)
Flat Glass Worker	Certificate III in Glass and Glazing	3,840	980	16
Stained Glass and Leadlight Assistant				
Glass and Glazing Tradesperson				
Glass Processing Tradesperson				
Stained Glass and Leadlight Tradesperson				
Glazier				
Glass cutter				
Glass edge worker/processor				
Leadlighter				

Subject enrolments for MSFGG2010 Fabricate and install insect and security screens¹

Qualification	Subject enrolments			
	2017	2018	2019	Total
Certificate III in Glass and Glazing	175	245	225	645
<i>Other</i>	5	0	5	10

Program enrolments by State/Territory (2017-19)²

Qualification	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	Offshore	Not known	Total
Certificate III in Glass and Glazing	1,215	680	945	150	415	240	105	65	15	10	3,840

¹ NCVER Total VET Students and Courses, "Subject Enrolments," available from <https://www.ncver.edu.au/research-and-statistics/data/databuilder#total-vet-students-courses>, data extracted 27/01/2021

² NCVER Total VET Students and Courses, "Program Enrolments," available from <https://www.ncver.edu.au/research-and-statistics/data/databuilder#total-vet-students-courses>, data extracted 27/01/2021

Attachment C: List of stakeholders that actively participated in the consultation process of the Case for Change

Name of Stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
David Burley	Managing Director	Glass 24/7 Pty Ltd	Employer	NSW
Andrew Pevats	General Manager	Gimbal Training	RTO	QLD
Michael Diab	Manager	Glazing and Property Maintenance Pty Ltd	Employer	NSW
Jeff Gough J.P	Director	Liverpool Glass Company	Employer	NSW
Mark Nicholls	Head Teacher – Glass and Glazing	TafeNSW	RTO	NSW
Michael Orchard	Director	Protec Aluminium and Glazing	Employer	NSW
Bill Thomlinson	Teacher – Glass and Glazing	TafeQLD	RTO	QLD
Scott Luttrell	Glazing Teacher	TasTAFE	RTO	TAS
Nicki Reeves	Human Resources Manager	Festival Glass & Glazing	Employer	SA
Melissa Baker	National Training & Safety Manager	Australian Glass & Window Association	Peak body	NSW

Attachment D: Issues Raised by Stakeholders during consultation on the development of the Case for Change

Stakeholder Type	Issues Raised	IRC's Response to Issues Raised
Industry Reference Committee (IRC) Representatives	<p><i>Rachel Driessen (Furnishing IRC member) submitted a formal request on behalf of the Australian Glass and Windows Association (AGWA) to for the unit MSFSGG2010 Fabricate and Install Insect, and Security Screens be reinstated as an elective in the Certificate III in Glass and Glazing.</i></p> <ul style="list-style-type: none"> <i>MSFSGG2010 Fabricate and install insect and security screens covers fabrication, assembly and installation. It was superseded by MSFSS3005 Assemble non-security and security screens and grilles which doesn't cover fabrication and installation of screens and security screens and in addition stipulates emergency egress security screens which not a mandatory requirement under Australian Standards AS5039-2008 Security screen doors and security window grilles</i> 	<p>Review, update and reinstate the superseded unit <i>MSFSGG2010 Fabricate and install insect and security screens.</i></p> <p>Update the Certificate III in Glass and Glazing to include the reinstated <i>MSFSGG2010 Fabricate and install insect and security screens</i></p> <p>This will:</p> <ul style="list-style-type: none"> address current knowledge and skills gaps in Certificate III in Glass and Glazing and other qualifications which may import the unit, relating to fabrication and installation of screens support glazing/window and door industry employers with apprenticeship obligations
Peak Industry Bodies	<p><i>Australian Glass and Windows Association (AGWA), see above.</i></p>	<p>As above</p>
Employers (Non-IRC)	<p>Employers identified that <u>fabrication and installation skills</u> have been lost from the Certificate III in Glass and Glazing due to the removal of unit <i>MSFSGG2010 Fabricate and Install Insect, and Security Screens.</i></p> <p>MSFSS3005 focuses on the assembling of screens but does not include the fabrication of installation of screens. That means apprentices are receiving less underpinning knowledge and skills than they learn in MSFSGG2010.</p>	<p>As above</p>
Regulators	<p>N/A</p>	<p>N/A</p>
Registered Training Organisations (RTOs)	<p>Training providers raised concerns that the removal of the unit <i>MSFSGG2010 Fabricate and Install Insect, and Security Screens</i> has left a critical skill gap in the Glass and Glazing qualification and is not in the best interest of our (Glass and Glazing) industry.</p>	<p>As above</p>

Training Boards/Other	N/A	N/A
State and Territory Training Authorities (STAs)	N/A	N/A
Unions	N/A	N/A
<i>Please add other categories as appropriate</i>	N/A	N/A

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Attachment E: List of stakeholders to be contacted as part of the development of the Case for Endorsement

Name of stakeholder	Title	Organisation	Organisation type (e.g. Employer, peak body, union, RTO, regulator)	Jurisdiction/town/city (e.g. NSW/Sydney)
Daniel Gaunt	General Manager	Glass Co Metro	Employer	Perth, WA
Nick Hughes	Director	Clearview Aluminium Windows & Doors	Employer	TAS
Peter denBoer	Head of Glass and Technical	Jason Windows	Employer	WA
Tania White	Sales Director	Melbourne Safety Glass (MS Glass)	Employer	Melbourne, VIC
Melissa Baker	National Training & Safety Manager	Australian Windows & Glass Association (AGWA)	Peak Industry Body	National
John Leslie	Industry Assessor	Australian Windows & Glass Association (AGWA)	Peak Industry Body	National
Mark Nicholls	Head Teacher – Glass and Glazing	TAFE NSW	RTO	NSW
Andrew Pevats	General Manager	Gimbal Training Group	RTO	QLD
Paul Land	Trainer	G.James Australia Pty Ltd	RTO	QLD & NSW
Richard Auld	Business Manager	SkillsTech TAFE Queensland	RTO	QLD
Andrew McGranahan	Coordinator Building & Construction, Plumbing	GoTAFE (TAFE VIC)	RTO	VIC

Attachment F: Supporting data

Occupational Projections May 2019 – May 2024¹

Occupation Code	Occupation	Employment level May 2019 ('000)	Department of Employment, Skills, Small and Family Business Projections		
			Projected employment level May 2024 ('000)	Projected employment growth five years to May 2024	
				('000)	(%)
3331	Glaziers	11.1	12.1	0.9	8.3

Apprenticeship Funding

Qualification	States and territories where an apprenticeship or traineeship is available*	Number of apprenticeship or traineeship enrolments in 2018 ²	JobTrainer eligible course
Certificate III in Glass and Glazing	NSW	106	NSW (\$0)
	VIC	81	SA (free or low-fee)
	QLD	107	WA (free or low-fee)
	WA	35	
	NT	5	
	ACT	5	

¹ LMIP, "2019 Employment Projections - for the five years to May 2024," available from <https://lmip.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections>, accessed 27/01/2021

² VOCSTATS, "Apprentices and trainees," available from <http://www.ncver.edu.au/resources/vocstats.html>, extracted on 19/08/2019

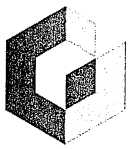
	SA	23	
	TAS	24	
<i>Total</i>		386	

*As reported by each state government website on 15/04/2020

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Attachment G: Letters of Support

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G.JAMES

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Demmi Paris
Industry Partner
Furnishing Industry
Innovation & Business Skills Australia (IBSA)

16th September 2020

Re: Request to continue to use superseding unit MSFGG2010 in Certificate III in Glass & Glazing qualification MSF30418

Dear Demmi,

Following our previous correspondence and discussions, please find following my submission and request on behalf of the Glass & Glazing industry in my capacity as a member of the Furnishing Industry Reference Committee (IRC) as the nominated representative from the Australian Glass & Window Association – the peak industry body for glass and glazing and windows and doors manufacturer, fabricators and installers.

The Glass and Glazing industry request to continue to use MSFGG2010 Fabricate and install insect and security screens as part of the Certificate III in Glass & Glazing MSF30418 and MSF30418 (final teach out period). This position is strongly and consistently supported by our industry employers and training professionals.

The Australian Glass & Window Association (AGWA) has consulted broadly with employers of glass and glazing apprentices and registered training organisation currently delivering Certificate III in Glass and Glazing as an apprenticeship. Letters of support from a sample of employers and RTOs are attached.

Reasons for request:

1. **Significant difference between knowledge and skills required of Glazier performing fabrication and installation of a wide range of residential and commercial glass, window and doors products (trained via Certificate III in Glass and Glazing (Glazier stream) and a specialist screen fabricator and/or installer (trained via Certificate III in Blinds, Awnings & Security Screens)**
 - MSFGG2010 Fabricate and install insect and security screens unit of competency was recently reviewed (during 2017) as part of review of the Certificate III in Glass and Glazing and the Furnishing IRC as recommended by the Glass & Glazing TAC agreed to keep MSFGG2010 as a single unit including fabricate, assembly and install– as this meets the current needs of the whole glass and glazing windows and doors industry.
 - MSFGG2010 Fabricate and install insect and security screens unit of competency was then reviewed and amended as part of the review of the Certificate III in Blinds, Awnings & Security Screens qualification during 2018. From a narrower specialist Security Screens industry perspective, they agreed to supersede MSFGG2010 with a newly created unit MSFSS3005. No evidence of discussion to the impact on other furnishing qualifications has been provided.
 - MSFGG2010 Fabricate and install insect and security screens, as the name of the unit suggests covers fabrication, assembly and installation.
 - MSFSS3005 Assemble non-security and security screens and grilles – only covers the assembly of screens and security screens
 - It does not seem reasonable that this unit can be superseded by a unit that significantly omits a large portion.
 - We recognise that there is MSFSS3004 Install non-security and security screens and grilles – and this covers the installation component. However, this unit has not been listed in MSF30418 Certificate III in Glass & Glazing and would need to be imported in.
 - No Glass and Glazing Windows & Doors expert consulted as part of the Certificate III in Blinds, Awnings & Security Screens Technical Advisory Committee (TAC) nor listed as part of wider industry consultation and engagement in the Case of Endorsement.

2. Emergency egress security screens are not a mandatory requirement of the glass and glazing, window and door industry and Certificate III in Glass & Glazing Registered Training Organisations are unable to deliver MSFSS3005 and MSFSS3004 under an apprenticeship registration

- New units MSFSS3005 and MSFSS3004 both include “emergency egress security screen” in the performance criteria as an essential product to fabricate and install.
- Emergency egress security screens are not a mandatory requirement under Australian Standards AS5039-2008 Security screen doors and security window grilles.
- Emergency egress security screens are a very specialist security product and in relation to the fabrication/installation of security screens within the wider Glass & Glazing/Window and Door industry (where the Certificate III in Glass & Glazing applies) – this product is not currently fabricated and installed by the majority of window and door companies (feedback gathered by range of small, medium and large employer member of AGWA). This position is supported by our industry training professionals (RTOs) who provide training to our employers and under apprenticeship obligations must ensure each employer can provide the range of work to cover the scope of the apprentice training.

3. Utilising these 2 new units to replace MSFSGG2010 would disadvantage students and employers

- Certificate III in Glass & Glazing requires completion of 23 units of competency which includes 11 core and mandatory units. This leaves 12 elective units covering the required fabrication, assembly, and installation of a wide range of residential and commercial window and door products.
- The complete skills process of fabrication, assembly and installation is expected, valued and essential for glazier tradespersons completing Certificate III in Glass & Glazing
- Replacing MSFSGG2010 with 2 units (MSFSS3005 and MSFSS3004) means the reduction of another glazing unit from the qualification to accommodate it, thus reducing the amount of knowledge and skills available to glazing apprentices and their employers.

In summary:

- No direct feedback was asked for or received by a glass and glazing/window and door industry expert when the Blinds, Awnings & Screens Technical Advisory board discussed and agreed these changes and no specific thought was given to the resulting impact on Certificate III in Glass and Glazing qualification.
- The Glass & Glazing Window & Door industry has no desire for fabrication, assembly and installation of insect and security screens to be split into two units – especially since we will have to remove another unit from the training plan to keep to the 23 total.
- Inclusions of emergency egress screens as a mandatory assessment requirement for both new units (assembly and installation) does not reflect our industry needs. Emergency egress screens are not a mandatory requirement under AS5039. They are currently a specialist screen product and are not fabricated, assembled and installed by the bulk of the glass and glazing/window and door industry – thus making these new units almost impossible to train and assess under apprenticeship arrangements.

Therefore, the Glass and Glazing Window and Door industry request that MSFSGG2010 remain available to the Certificate III in Glass in Glazing MSF30418 and MSF30418 (during final teach out period) qualifications. Letters of support from industry employers and RTOs are attached.

If you require any further information or have any questions or concerns, please do not hesitate to contact me 0419645262.

Yours faithfully,



Rachel Driessen
Furnishing Industry Reference Committee member
Representing the Australian Glass & Window Association

Employed by G. James Australia - Director

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| Email. rachel_driessen@gjames.com.au

Demmi Paris
Industry Partner
Furnishing Industry
Innovation & Business Skills Australia (IBSA)

11th December 2020

Re: Request to continue to use superseding unit MSFGG2010 in Certificate III in Glass & Glazing qualification MSF30418

Dear Demmi,

Please find following my submission and request on behalf of the Glass & Glazing industry from the Australian Glass & Window Association – the peak industry body for glass and glazing and windows and doors manufacturer, fabricators and installers.

The Glass and Glazing industry request to continue to use MSFGG2010 Fabricate and install insect and security screens as part of the Certificate III in Glass & Glazing MSF30418 and MSF30418 (final teach out period). This position is strongly and consistently supported by our industry employers and training professionals.

The Australian Glass & Window Association (AGWA) has consulted broadly with employers of glass and glazing apprentices and registered training organisation currently delivering Certificate III in Glass and Glazing as an apprenticeship. Letters of support from a sample of employers and RTOs are attached.

Reasons for request:

1. **Significant difference between knowledge and skills required of Glazier performing fabrication and installation of a wide range of residential and commercial glass, window and doors products (trained via Certificate III in Glass and Glazing (Glazier stream) and a specialist screen fabricator and/or installer (trained via Certificate III in Blinds, Awnings & Security Screens)**
 - MSFGG2010 Fabricate and install insect and security screens unit of competency was recently reviewed (during 2017) as part of review of the Certificate III in Glass and Glazing and the Furnishing IRC as recommended by the Glass & Glazing TAC agreed to keep MSFGG2010 as a single unit including fabricate, assembly and install– as this meets the current needs of the whole glass and glazing windows and doors industry.
 - MSFGG2010 Fabricate and install insect and security screens unit of competency was then reviewed and amended as part of the review of the Certificate III in Blinds, Awnings & Security Screens qualification during 2018. From a narrower specialist Security Screens industry perspective, they agreed to supersede MSFGG2010 with a newly created unit MSFSS3005. No evidence of discussion to the impact on other furnishing qualifications has been provided.
 - MSFGG2010 Fabricate and install insect and security screens, as the name of the unit suggests covers fabrication, assembly and installation.
 - MSFSS3005 Assemble non-security and security screens and grilles – only covers the assembly of screens and security screens
 - It does not seem reasonable that this unit can be superseded by a unit that significantly omits a large portion.
 - We recognise that there is MSFSS3004 Install non-security and security screens and grilles – and this covers the installation component. However, this unit has not been listed in MSF30418 Certificate III in Glass & Glazing and would need to be imported in.
 - No Glass and Glazing Windows & Doors expert consulted as part of the Certificate III in Blinds, Awnings & Security Screens Technical Advisory Committee (TAC) nor listed as part of wider industry consultation and engagement in the Case of Endorsement.
2. **Emergency egress security screens are not a mandatory requirement of the glass and glazing, window and door industry and Certificate III in Glass & Glazing Registered Training Organisations are unable to deliver MSFSS3005 and MSFSS3004 under an apprenticeship registration**
 - New units MSFSS3005 and MSFSS3004 both include “emergency egress security screen” in the performance criteria as an essential product to fabricate and install.
 - Emergency egress security screens are not a mandatory requirement under Australian Standards AS5039-2008 Security screen doors and security window grilles.

- Emergency egress security screens are a very specialist security product and in relation to the fabrication/installation of security screens within the wider Glass & Glazing/Window and Door industry (where the Certificate III in Glass & Glazing applies) – this product is not currently fabricated and installed by the majority of window and door companies (feedback gathered by range of small, medium and large employer member of AGWA). This position is supported by our industry training professionals (RTOs) who provide training to our employers and under apprenticeship obligations must ensure each employer can provide the range of work to cover the scope of the apprentice training.

3. Utilising these 2 new units to replace MSF30418 would disadvantage students and employers

- Certificate III in Glass & Glazing requires completion of 23 units of competency which includes 11 core and mandatory units. This leaves 12 elective units covering the required fabrication, assembly, and installation of a wide range of residential and commercial window and door products.
- The complete skills process of fabrication, assembly and installation is expected, valued and essential for glazier tradespersons completing Certificate III in Glass & Glazing
- Replacing MSF30418 with 2 units (MSF30419 and MSF30420) means the reduction of another glazing unit from the qualification to accommodate it, thus reducing the amount of knowledge and skills available to glazing apprentices and their employers.

In summary:

- No direct feedback was asked for or received by a glass and glazing/window and door industry expert when the Blinds, Awnings & Screens Technical Advisory board discussed and agreed these changes and no specific thought was given to the resulting impact on Certificate III in Glass and Glazing qualification.
- The Glass & Glazing Window & Door industry has no desire for fabrication, assembly and installation of insect and security screens to be split into two units – especially since we will have to remove another unit from the training plan to keep to the 23 total.
- Inclusions of emergency egress screens as a mandatory assessment requirement for both new units (assembly and installation) does not reflect our industry needs. Emergency egress screens are not a mandatory requirement under AS5039. They are currently a specialist screen product and are not fabricated, assembled and installed by the bulk of the glass and glazing/window and door industry – thus making these new units almost impossible to train and assess under apprenticeship arrangements.

Therefore, the Glass and Glazing Window and Door industry request that MSF30418 remain available to the Certificate III in Glass in Glazing MSF30418 and MSF30418 (during final teach out period) qualifications. Letters of support from industry employers and RTOs are attached.

If you require any further information or have any questions or concerns, please do not hesitate to contact me 0417688148.

Yours faithfully,



Melissa Baker
National Training & Safety Manager
Australian Glass & Window Association



FESTIVAL GLASS & GLAZING

To whom it may concern,

We have been notified by our training provider that the elective unit 'MSFGG2010 - Fabricate and install insect and security screens' is being removed from the Certificate III in Glass and Glazing and replaced by 'MSFSS3005 - Assemble non-security and security screens and grilles'. The MSFSS3005 unit focuses on the assembling of screens but does not include the fabrication or installation of screens

That means that our apprentices are receiving less underpinning knowledge and skills than they learn in MSFGG2010. We strongly support the MSFGG2010 unit remaining as an elective unit within the Certificate III in Glass and Glazing.

Sincerely



Nicki Reeves
Human Resources Manager

Festival Glass & Glazing

A.B.N 79 946 010 434

27 Deloraine Road, Edwardstown, South Australia 5039 • Telephone: 8277 9600 • Facsimile: 8277 9165

PO Box 269, Edwardstown, South Australia 5039 • admin@festivalglass.com.au

Glass 24/7 PTY LTD

ABN: 86 120 090 708

65 Whitbread Street
TAREE NSW 2430
Ph: 6557 7247



25 June 2020

To whom it may concern,

We have been notified by our training provider that the elective unit 'MSFGG2010 - Fabricate and install insect and security screens' is being removed from the Certificate III in Glass and Glazing and replaced by 'MSFSS3005 - Assemble non-security and security screens and grilles'. The MSFSS3005 unit focuses on the assembling of screens but does not include the fabrication or installation of screens

That means that our apprentices are receiving less underpinning knowledge and skills than they learn in MSFGG2010. We strongly support the MSFGG2010 unit remaining as an elective unit within the Certificate III in Glass and Glazing.

As a small business owner & a Member of National Security Screen Association I fully supported the need for a Separate Security Screen & Blind course for the small operators that make security screens & blinds but not at the expense of the Glass & Glazing Course, This would mean my Apprentices would have to do Certificate III course to operate in a small Glass & Glass Business in Regional NSW where we do Glass & Security Screens

Yours sincerely,

A handwritten signature in black ink, appearing to read 'D. Burley', with a long horizontal stroke extending to the right.

David Burley
MANAGING DIRECTOR

Rachael Driessen
Director
G.James Glass
30 French St
Eagle Farm
QLD 4009

Dear Rachael

I am writing to provide a letter of support to a proposed re-instatement of the unit of competency MSFGG2010 Fabricate and install insect and security screens into the new MSF30418 Certificate III in Glass and Glazing qualification.

The new qualification has one less unit of competency than its predecessor MSF30413 Certificate III in Glass and Glazing having a total of twenty-three (23). In order to achieve the knowledge and skills provided by the MSFGG2010 unit, which include fabrication and installation of insect and security screens, a candidate would now have to complete two units of competency; MSFSS3005 Assemble non-security screens and grilles as well as MSFSS3004 Install non-security and security screens and grilles. This restricts the ability to have training delivered in other elective units in a qualification that already has one less unit than the previous MSF30413 Certificate III in Glass in Glazing.

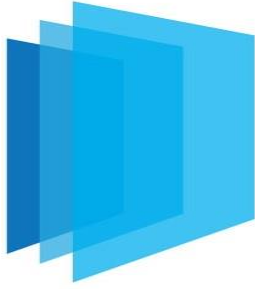
The unit MSFSS3005 Assemble non-security screens and grilles unit also has a practical requirement to install an emergency egress screen which are not commonly used throughout industry and therefore if included should not be mandatory requirement.

If you wish to discuss further please do not hesitate to contact me.

Yours faithfully



Andrew Pevats
General Manager



GPM

Glazing and Property Maintenance Pty Ltd
ABN 83 604 646 951

email: michael@gpmaintenance.com.au
mobile: 0405 585 806

To whom it may concern,

We have been notified by our training provider that the elective unit 'MSFGG2010 - Fabricate and install insect and security screens' is being removed from the Certificate III in Glass and Glazing and replaced by 'MSFSS3005 - Assemble non-security and security screens and grilles'. The MSFSS3005 unit focuses on the assembling of screens but does not include the fabrication or installation of screens

That means that our apprentices are receiving less underpinning knowledge and skills than they learn in MSFGG2010. We strongly support the MSFGG2010 unit remaining as an elective unit within the Certificate III in Glass and Glazing.

Regards,

With Regards,

Michael Diab
Manager.
License: 260705c



LIVERPOOL GLASS

GLASS 24 HOURS / 7 DAYS

ABN: 62 111 392 842
7/200 Hoxton Park Rd, Liverpool
PO Box 42, West Hoxton NSW 2171
Ph: 02 9607 6566 Fax: 02 9607 7854
Email: admin@liverpoolglass.com.au
www.liverpoolglass.com.au

To whom it may concern,

25/06/2020

We have been notified by our training provider that the elective unit 'MSFGG2010 - Fabricate and install insect and security screens' is being removed from the Certificate III in Glass and Glazing and replaced by 'MSFSS3005 - Assemble non-security and security screens and grilles'. The MSFSS3005 unit focuses on the assembling of screens but does not include the fabrication or installation of screens

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AGGA Accreditation N.o. ACP327

AGGA Competency N.o. 011836A

Licence N.o. 215110c

Super Visors Licence N.o. 61739S

Yours faithfully,
Liverpool Glass Company

Jeff Gough J.P
Director



Rachel Driessen

From: Mark Nicholls <Mark.Nicholls@tafensw.edu.au>
Sent: Wednesday, 3 June 2020 1:08 PM
To: Rachel Driessen
Subject: Changes to Training package - MSF - Furnishing Training Package

Hi Rachel,

Hope you are well,

In relation to the change to MSFGG2010 Fabricate and install insect and security screens being superseded by MSFSS3005 - Assemble non-security and security screens and grilles , there is concern that this impacts the delivery of that unit/skill in our industry, when the TAC met, this was one of the only units agreed on that should remain Fab and Install.

As this unit is delivered by RTO's across Australia, it is in the industry's interest to have this decision reversed and the unit reinstated, can you please raise this at the IRC.

Thanks Mark

Mark Nicholls

Head Teacher – Glass and Glazing
T (02) 9643 4652 | M 0419 221 428
E Mark.Nicholls@tafensw.edu.au

TAFE NSW

73 East Street Lidcombe, NSW 2141
tafensw.edu.au



We respectfully acknowledge the traditional custodians of the Country on which we learn and work together, and commit to building relationships, respect and opportunities with Aboriginal Peoples.

***** The contents of this email and its attachments are confidential and intended solely for the use of the individual or entity to whom they are addressed. *****

26/06/2020

To whom it may concern,

We have been notified by our training provider that the elective unit ‘MSFGG2010 - Fabricate and install insect and security screens’ is being removed from the Certificate III in Glass and Glazing and replaced by ‘MSFSS3005 - Assemble non-security and security screens and grilles’. The MSFSS3005 unit focuses on the assembling of screens but does not include the fabrication or installation of screens

That means that our apprentices are receiving less underpinning knowledge and skills than they learn in MSFGG2010. We strongly support the MSFGG2010 unit remaining as an elective unit within the Certificate III in Glass and Glazing.

Kind regards



Michael Orchard

Director

Mobile: 0414 234 485



Rachel Driessen

From: Paul Land
Sent: Wednesday, 10 June 2020 2:09 PM
To: Rachel Driessen; Tanya Griffiths
Subject: FW: Security units for MSF30418

Hi Guys, email from the college supporting MSFGG2010

Paul Land | Training Assessor / WHS Officer

Extension: 2350 | Mob: 0439 743 681
Head Office - Human Resources | G.James Glass & Aluminium

From: Bill.Thomlinson@tafe.qld.edu.au <Bill.Thomlinson@tafe.qld.edu.au>
Sent: Tuesday, 2 June 2020 3:31 PM
To: Paul Land <paul_land@gjames.com.au>
Cc: Ash, Greg <Greg.Ash@tafe.qld.edu.au>; Auld, Richard <Richard.Auld@tafe.qld.edu.au>
Subject: Security units for MSF30418

Hi Paul

Thank you for discussing the situation with these units.

Greg and I have discussed these issues and feel that the most suitable outcome for us here would be to keep the existing unit MSFGG2010 Fabricate and Install insect and security screens.

With the current unit MSFGG2010 we are teaching Fabrication, Assembly and Installation and we would be reluctant to exchange this for two separate units to do the same thing.

The exception to this is the emergency egress screen requiring prepare, assemble and installation.

We currently explain and show the use of this product in our lessons although it is our understanding that it is not a mandatory requirement under AS5039.

If the proposed changes were to proceed we would also need to take another glazing unit from the qualification to accommodate it, thus reducing the amount of knowledge and skills available to our glazing apprentices and their employers.

Best regards

Bill and Greg

Bill Thomlinson

Teacher
Glass and Glazing

SkillsTech
TAFE Queensland

p: +617 3259 3165
e: Bill.Thomlinson@tafe.qld.edu.au
a: 776 Kingsford Smith Drive, Eagle Farm, Qld 4009
w: tafeqld.edu.au



RTO 0275 | CRICOS 03020E | TEQSA PRV13003

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Rachel Driessen

From: Mark Nicholls <Mark.Nicholls@tafensw.edu.au>
Sent: Wednesday, 3 June 2020 3:12 PM
To: Rachel Driessen
Subject: FW: MSFGG2010

Rachel,

Support from Tasmania

Mark

Mark Nicholls

Head Teacher – Glass and Glazing
T (02) 9643 4652 | M 0419 221 428
E Mark.Nicholls@tafensw.edu.au

TAFE NSW

73 East Street Lidcombe, NSW 2141
tafensw.edu.au



We respectfully acknowledge the traditional custodians of the Country on which we learn and work together, and commit to building relationships, respect and opportunities with Aboriginal Peoples.

From: Luttrell, Scott A <scott.luttrell@TasTAFE.tas.edu.au>
Sent: Wednesday, 3 June 2020 3:08 PM
To: Mark Nicholls <Mark.Nicholls@tafensw.edu.au>
Subject: MSFGG2010

Hi Mark, as per our conversation last week regarding the UoC MSFGG2010 Fabricate and Install Insect & Security Screens which has now unfortunately been superseded by MSFSS3005-Assemble non-security and security screens and grilles it is really disappointing to see and imagine what the ramifications of these changes will be, let alone to our delivery but more importantly the detrimental effect it will have for the required needs and skill levels in our industry.

Taking out and replacing the only ***Fabricate and Install*** unit left in our Glass and Glazing Qualification is not in the best interest of our industry and we ask that the IRC reconsider this decision to supersede the unit and to re-establish the old unit.

Thanking you in advance .
Scott

Scott Luttrell
Glazing Teacher

Real world skills. Achieve your goals.

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