

19-06 Sports Turf Skills Update



Summary of Validation Phase Feedback, Responses and Actions

5 July 2019

This project includes the review of 4 qualifications and 17 units of competency within the *AHC Agriculture, Horticulture, Conservation and Land Management Training Package*. Validation draft materials were developed as a result of feedback from stakeholders and advice from the Subject Matter Expert Working Group (SMEWG) and were made available for broader stakeholder consultation and feedback between 4 – 21 February 2019. During this time, validation feedback was received via email, through online surveys, as well as in person at a Validation Forum. Prior to the validation forum, feedback was received from 8 stakeholders around Australia, including 4 from Registered Training Organisations, 2 from Government bodies such as State Training Authorities and 2 industry representatives. A validation forum was held on the 27th February 2019 with 14 participants (10 industry representatives and 4 from Registered Training Organisations (RTOs) to conduct a final validation of all components).

As a result of validation feedback received, some minor changes were made to the final components.

[Visit the Skills Impact website](#) to view a full list of the documents that were submitted for validation during this phase.

Below is a summary of the issues raised and how these issues have been resolved. This involves consideration of the information provided, views of industry stakeholders where known, and views provided by the people who are part of the Subject Matter Expert Working Group process. Resolutions on issues are constructed to take into account the needs and views of stakeholders to the extent possible, and to comply with the *Standards for Training Package 2012*. The resolutions may represent a compromise on one or more stakeholder views with the aim of a workable outcome for industry, State and Territory Training Authorities (STAs) and training providers.

Summary of feedback on qualifications

AHC2XXX Certificate II in Sports Turf Management

Overall the qualification was supported. One concern was raised regarding the use of pre-apprenticeship in the description as one government agency that considered this was the state's decision. Wording was altered to mitigate this concern.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
AHC2XXX Certificate II in Sports Turf Management		
<ul style="list-style-type: none"> RTO NSW 	Supports Qualification	Thanks for your feedback, your support is noted.
<ul style="list-style-type: none"> RTO WA 	Supports Qualification	Thanks for your feedback, your support is noted.
<ul style="list-style-type: none"> Gov WA 	<p>The Certificate II in Sports Turf Management qualification is being proposed as a pre-apprenticeship. This is due to the reduction in the number of units making up the qualification. The units appear to be directed at the correct level for the learner.</p> <p>While the STA has no concerns with this qualification – any decision to use the qualification as a pre-apprenticeship remains with the State.</p>	Thanks for your feedback, your support is noted. We acknowledge that any decision on the use of the qualification as a pre-apprenticeship remains with each State and Territory.
<p>Validation Forum 27/2/2019</p> <ul style="list-style-type: none"> Industry X 2 ACT Industry X 2 NSW Industry QLD Industry SA Industry VIC Industry X 2 WA Industry National RTO ACT RTO NSW RTO X 2 VIC 	Possible change to the Description	<p>Changed wording to:</p> <p>“This qualification is suitable as a pre-apprenticeship or school based program for introduction to the turf industry.”</p>

AHC31316-Certificate-III-in-Sports-Turf-Management

Overall the validation feedback was positive. Minor changes were made to the application statement. Discussion also included some references to Units of competency. See the relevant units for discussion.

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
AHC31316 Certificate III in Sports Turf Management	
<ul style="list-style-type: none"> RTO ACT 	<p>I don't think within the AHCTRF304 Monitor turf health students need to do nutrient calculations to the actual nutrient level. " • calculating actual nutrient requirement for turf growth" I think it should be at recommended rates of fertilizer.</p> <p>The bullet point has been changed to - "Calculating nutrient application according to fertiliser rates"</p>
<ul style="list-style-type: none"> RTO NSW 	<p>Supports the qualification</p> <p>Thanks for your feedback, your support is noted.</p>
<ul style="list-style-type: none"> RTO WA 	<p>AHCTRF301 Construct turf playing surfaces should be taken from a core unit and placed into the electives. Most Golf Clubs greens and Municipal golf greens and turf wickets are constructed by contractors.</p> <p>I brought this up at the last review but it was dismissed by the turf lecturers. When they sent me the delivery program there was no actual workplace assessment. Just the knowledge of how to do it.</p> <p>After consideration, the SMEWG advised that AHCTRF301 Construct turf playing surfaces should remain in the core.</p>
<ul style="list-style-type: none"> Gov WA 	<p>There has been a significant increase in the number of units in the Certificate III in Sports Turf Management. The qualification in Western Australia is delivered as a class B Apprenticeship. The State Training Authority has concerns regarding the downstream impact due to the increase in the number of units of competency, and will continue to review the implications to the system.</p> <p>The revised Certificate III was created after a detailed workforce functional and many consultations with a broad range of industry stakeholders across the country. It has increased from 16 to 23 units (18 core and 5 electives) revised to reflect the breadth and depth of skills and knowledge required to work across a range of subsectors, and this has been strongly supported during the validation forum.</p> <p>While we understand the some of the downstream impacts, including increased time and costs, these matters are the responsibility of each State or Territory funding bodies and RTOs.</p>
<p>Validation Forum 27/2/2019</p> <ul style="list-style-type: none"> Industry X 2 ACT Industry X 2 NSW 	<p>Recommended to change "broad supervision" to "general" in the Qualification Description and Unit applications at AQF level 3.</p> <p>The SMEWG agreed to change the wording in the qualification and units that reflect Australian Qualifications Framework (AQF) level 3 from 'broad supervision' to 'general supervision'.</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
AHC31316 Certificate III in Sports Turf Management		
<ul style="list-style-type: none"> • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	Agreement to include “handling” in the legislation statement for chemicals	The SMEWG agreed to include “handling” in the legislation statement for chemicals

AHC40816-Certificate IV in Sports Turf Management

See “Summary of feedback on components proposed for deletion” section below.

AHC51016 Diploma in Sports Turf Management

Based on validation feedback, there was little change required to the Diploma. Some discussion was held for a change in the packaging rules and the mix of core and elective units of competency. However the validation group were not supportive of these changes. There was minor changes to the entry requirements to remove some restrictions for access to the qualification.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
AHC51016 Diploma in Sports Turf Management		
<ul style="list-style-type: none"> • RTO VIC 	I believe that there be no pre requisite for students wishing to study the Diploma. This may deter students that may be of great value to the industry in many forms. A university student only needs an Atar score not a pre requisite.	<p>The SMEWG advised that this is a specialised sports turf qualification and that general entry would diminish the value of the qualification if open to individuals with no experience in turf management.</p> <p>The SMEWG recognised the limitations of the current wording and recommended the following:</p> <p>To change entry requirement to:</p> <ul style="list-style-type: none"> • a Certificate III in Sports Turf Management,

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
AHC51016 Diploma in Sports Turf Management		
		<p>or</p> <ul style="list-style-type: none"> • Certificate III in Amenity Horticulture combined with 2 years current work experience as a trade level role at a sports turf facility
<ul style="list-style-type: none"> • RTO VIC 	<p>The expansion to 14 units, 10 of them being core units, makes the Diploma too big. Especially given the fact that a Level 3 qualification in turf is a pre-requisite. While it might be good to see turf people trained to a high level, making the qualifications pathway too onerous creates a roadblock, and people will either give up on further training, or look for easier options. And there are other options. These changes could spell the end of the Diploma and the training pathway in turf. A compromise would be 12 units - I will comment separately on the units Develop sports turf management programs and Manage sports turf facility assets, both of which I see as unnecessary and should be listed as electives. In short, 14 units is too much, 10 is working well, 12 would be a reasonable compromise, with those two units taken out of the core.</p>	<p>The revised Diploma was created after a detailed workforce functional and many consultations with a broad range of industry stakeholders across the country. It has increased from 10 to 14 units revised to reflect the breadth and depth of skills and knowledge required to as a Sport Turf Management Consultant or Manager, and this has been strongly supported during the validation forum.</p> <p>The SMEWG considered the request to reduce the qualification by two units, agreed to keep the qualification at 14 units and to leave the units in the core as they stand.</p>
<ul style="list-style-type: none"> • RTO NSW 	<p>Supports the qualification unchanged</p>	<p>Thanks for your feedback, your support is noted.</p>
<ul style="list-style-type: none"> • RTO ACT 	<p>Supports the qualification unchanged</p>	<p>Thanks for your feedback, your support is noted.</p>
<ul style="list-style-type: none"> • Gov WA 	<p>The Diploma of Sports Turf Management has an increase of four extra units in the revised Diploma of Sports Turf Management. As per the comments above related to the Certificate IV in Sports Turf Management and the inclusion of the units the STA has no concerns with the restructure of this qualification.</p>	<p>The revised Diploma was created after a detailed workforce functional and many consultations with a broad range of industry stakeholders across the country. It has increased from 10 to 14 units revised to reflect the breadth and depth of skills and knowledge required to as a Sport Turf Management Consultant or Manager, and this has been strongly supported during the validation forum.</p> <p>The SMEWG considered the request to reduce the qualification by two units, agreed to keep the qualification at 14 units and to leave the units in the core as they stand.</p>

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution	
AHC51016 Diploma in Sports Turf Management		
	The AQF level 4 units are not required in the Diploma as the outcomes of these units are better covered by level 5 units of competency already listed in the Diploma.	
<p>Validation Forum 27/2/2019</p> <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	<p>Too many core - should reduce to 10 with 2 electives Total 12 units. One suggests 10 units total Remove AHCTRF504 Manage sports turf facilities and AHCTRF503 Develop sports turf management programs</p> <p>No prerequisite Certificate III - compromise as any Certificate III in Horticulture</p>	<p>Refer to the comments in the row above. The SMEWG considered the request to reduce the qualification by two units, agreed to keep the qualification at 14 units and to leave the units in the core as they stand.</p> <p>The SMEWG advised to change entry requirement to:</p> <ul style="list-style-type: none"> • a Certificate III in Sports Turf Management, or • Certificate III in Amenity Horticulture combined with 2 years current work experience as a trade level role at a sports turf facility <p>The reference to a Certificate III in Amenity Horticulture combined with 2 years current work experience, is in recognition that prior to 2011, a dedicated Certificate III in Sports Turf Management did not exist and there are many competent trade level sports turf managers that hold a certificate III in an amenity horticulture that would succeed in the Diploma of Sports Turf Management.</p>
	Include AHCWRK505 Manage trial and research material as an additional elective	The SMEWG agreed to add <i>AHCWRK505 Manage trial and research material</i> to the elective units.
	<p>Correct wording : change race track – racetrack Correct wording : change green keeping to greenkeeping</p>	<p>The wording has been changed:</p> <ul style="list-style-type: none"> • Race track to racetrack • Green keeping to Greenkeeping

Summary of feedback on units of competency

TRF - Turf units

In general, the revised units of competency were well-received and supported. Some individual units required additional editing subsequent to the validation feedback to ensure they captured industry needs. These changes are listed in the table below.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
(AHCTRF101 Support turf work) AHCTRF102 Support turf work		
<ul style="list-style-type: none"> RTO ACT 	The section "• cultural pest control" in the knowledge evidence should be removed.	The SMEWG agreed to remove the reference to cultural pest control, as this was not required in an AQF level 1 unit.
Validation Forum 27/2/2019 <ul style="list-style-type: none"> Industry X 2 ACT Industry X 2 NSW Industry QLD Industry SA Industry VIC Industry X 2 WA Industry National RTO ACT RTO NSW RTO X 2 VIC 	Remove cultural pest control from KE dot point 3 Fix Foundation skills	See above. Foundation skills adjusted.
(AHCTRF201 Assist with turf construction) AHCTRF206 Assist with turf construction		
<ul style="list-style-type: none"> RTO ACT 	Supports the skill set	Thanks for your feedback, your support is noted.
Validation Forum 27/2/2019 <ul style="list-style-type: none"> Industry X 2 ACT Industry X 2 NSW Industry QLD Industry SA Industry VIC Industry X 2 WA Industry National 	Remove "Record from PC 5.2 and PE Remove self centring and boning rods from the KE dot point 4 sub points	"Record" removed from Performance Criteria 5.2 and Performance Evidence Reference to self centring and boning rods has been removed from Knowledge Evidence

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> • RTO ACT • RTO NSW • RTO X 2 VIC 		
(AHCTRF202 Prepare turf surfaces for play) AHCTRF205 Assist in the preparation of turf surfaces for play		
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	No Changes	No action required
(AHCTRF203 Renovate grassed areas) AHCTRF207 Renovate grassed areas		
<ul style="list-style-type: none"> • RTO QLD 	This, like some Cert 3 units, has now been turned into a specialised turf industry unit by requiring "access to a facility which has sports turf requiring renovation". Our RTO can teach general turf renovation, but does not have a specialised sports turf areas for delivery of this unit. Please consider renaming this unit to "AHCTRFXXX Renovate specialised sports turf areas	The SMEWG considered the feedback and recommended no change to the unit title and the assessment conditions, as they consider both are appropriate.
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National 	Replace chemicals with ameliorants, fertilisers and growth regulators in PC 2.2 Remove - Record activities in PC4.3 and PE dot point 7 Remove "including" from AC Resources dot point 2	The SMEWG agreed to change chemicals, ameliorants, fertilisers and growth regulators in PC 2.2 to soil treatments, as well as: <ul style="list-style-type: none"> • removed 'record activities' from Performance Criteria 4.3 • removed 'including' from Assessment Conditions dot point 2.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> • RTO ACT • RTO NSW • RTO X 2 VIC 		
(AHCTRF204 Support turf establishment) AHCTRF208 Support turf establishment		
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	Remove record from PC 5.3 and PE dot point 7 Remove pesticides and herbicides and add growth regulators to Dot point 2 sub point 2 of KE Replace fertiliser spreader with fertiliser application equipment Remove fertiliser equipment sub point 11 Remove generator from KE sub point 12	Removed 'record' from Performance Criteria 5.3 and Performance Evidence dot point 7 Removed 'pesticides and herbicides and add growth regulators' to Dot point 2 sub point 2 of Knowledge Evidence Replaced 'fertiliser spreader' with fertiliser application equipment in Knowledge Evidence Removed 'fertiliser equipment' sub point 11 from Knowledge Evidence Removed 'generator' from Knowledge Evidence sub point 12
(AHCTRF301 Construct turf playing surfaces) AHCTRF307 Construct turf playing surfaces		
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT 	Add site analysis (risk assessment) into element 1.	The SMEWG advised that Risk assessment is already covered by Performance Criteria 1.4, 5 & 6, and therefore no further action is required.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> • Industry X 2 NSW, • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	<p>Edit PC 1.2 from to for site Don't change dot point 2 in PE</p> <p>Add environment to dot point 6 in PE</p>	<p>Edited Performance Criteria 1.2 'from site' to 'for site' No change to dot point 2 in Performance Evidence.</p> <p>Environment added to dot point 6 in PE.</p>
(AHCTRF302 Establish turf) AHCTRF308 Establish turf		
<p>Validation Forum 27/2/2019</p> <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW, • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	<p>Change broad direction to general direction for all units at level 3</p>	<p>Application statement changed from 'broad direction' to 'general direction' for all AQF level 3 units</p>
(AHCTRF303 Implement a grassed area maintenance program) AHCTRF309 Implement a grassed area maintenance program		
<ul style="list-style-type: none"> • RTO QLD 	<p>I'm a Horticulture teacher at TAFE Qld and my student cohort come to us to study for a general <u>Certificate 3 in Horticulture</u>. They are mainly from <u>industries such as Council Parks and Gardens, or the general horticultural maintenance industry</u>, or are new students wishing to enter these areas. I see the changes to at least two units, which I currently deliver, to be way beyond what the general cohort in the horticultural industry require. These units are AHCSOL303 Implement soil improvements for GARDEN</p>	<p>The SMEWG agreed to remove reference to irrigation from the Performance Evidence. As this is a Turf unit, the SMEWG recommended to leave the Knowledge Evidence and the title as is, and consider the unit also very suitable for other horticulture industries.</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	<p>and turf areas, and AHCTRF303 Implement a grassed area maintenance program. In their current form, the knowledge and performance evidence are able to be contextualised for most workers in the general amenity horticultural industry.</p> <p>The proposed changes under Sports Turf Management introduces much more detailed and involved knowledge and practices, many of which are not required in the general horticultural maintenance industry. Examples are measurements for texture sieve analysis, air filled porosity, bulk density, infiltration, moisture release curves, hydraulic conductivity, and knowledge of perched water tables. These are specialised growing media measurements and as such, should appear in higher level or more specialised units. In addition, the requirement for an RTO to have access to “damaged irrigation equipment to demonstrate repairs” is a ludicrous expectation – even most working turf businesses, where apprentices may be employed, will need their equipment to be in full working order. I’d respectfully ask that these two unit be renamed as the following, with their own unique unit code: “AHCSOLXXX – Implement soil improvements for specialised turf areas”, and “AHCTRFXXX – Implement a maintenance program for specialised turf areas”, and ONLY include them in the revised Certificate 3 in Turf Management.</p>	
<ul style="list-style-type: none"> RTO QLD 	<p>This unit has been changed to suit those who work in specialised turf maintenance situations and as such should be included as a new unit in the cert 3 line-up - Implement a maintenance program for specialised turf situations". In this form it simply over delivers to those in a general horticultural maintenance vocation, such as a parks and gardens worker, or those involved in general gardening maintenance. More detail provided in an email to Skills Impact above</p>	<p>See above comments for response to the RTO’s detailed feedback received in a separate email.</p>
<p>Validation Forum 27/2/2019</p> <ul style="list-style-type: none"> Industry X 2 ACT Industry X 2 NSW Industry QLD Industry SA Industry VIC Industry X 2 WA Industry National RTO ACT 	<p>Change broad to general in application</p> <p>Remove with work team from PC1.5</p> <p>2.2 - add ‘to’ in sentence</p> <p>In PE change ovoid to avoid</p> <p>Reword 11 to include pre-start checks</p>	<p>Application statement changed from ‘broad direction’ to ‘general direction’</p> <p>Removed ‘with work team’ from Performance Criteria 1.5</p> <p>Performance Criteria 2.2 - added ‘to’ in sentence</p> <p>In Performance evidence corrected error changed ‘ovoid’ to ‘avoid’</p> <p>Reword 11 to include pre-start checks</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> • RTO NSW • RTO X 2 VIC 		
(AHCTRF304 Monitor turf health) AHCTRF310 Monitor turf health		
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	Change broad to general in Application Delete and Industry from PC 2.7 Reword PE to reflect two types of turf grass on different sports turf surfaces Alter AC to match change in the PE statement	Application statement changed from 'broad direction' to 'general direction' Deleted 'industry' from Performance Criteria 2.7 Reworded Performance Evidence to reflect two types of turf grass on different sports turf surfaces Assessment Conditions changed to match Performance Evidence
(AHCTRF305 Renovate sports turf) AHCTRF305 Renovate sports turf		
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW 	Broad to General in Application Edit fertilizer to fertiliser in dot point 2 in KE	Application statement changed from 'broad direction' to 'general direction' Corrected spelling error fertilizer to fertiliser in Knowledge Evidence

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> RTO X 2 VIC 		
AHCTRF306 Prepare sports turf surfaces for play		
Validation Forum 27/2/2019 <ul style="list-style-type: none"> Industry X 2 ACT Industry X 2 NSW Industry QLD Industry SA Industry VIC Industry X 2 WA Industry National RTO ACT RTO NSW RTO X 2 VIC 	Change broad to General in application In PE change line marking to rail positioning Edit dot point 2 sub point 1 metre to meter Add traction meter and moisture sensor to sub points dot point 2 Add decompacting to dot point 3 sub points	Application statement changed from 'broad direction' to 'general direction' Added 'including:' in Knowledge Evidence dot point listing where missing. Added decompacting Knowledge Evidence.
(AHCTRF401 Develop a sports turf maintenance program) AHCTRF403 Develop a sports turf maintenance program		
Validation Forum 27/2/2019 <ul style="list-style-type: none"> Industry X 2 ACT Industry X 2 NSW Industry QLD Industry SA Industry VIC Industry X 2 WA Industry National RTO ACT RTO NSW RTO X 2 VIC 	No Change	No action required
(AHCTRF402 Plan and implement sports turf renovation) AHCTRF404 Plan and implement sports turf renovation		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	No Change	No action required
(AHCTRF501 Plan the establishment of sports turf playing surfaces) AHCTRF505 Plan the establishment of sports turf playing surfaces		
<ul style="list-style-type: none"> • Industry VIC 	Supports the skill set	Thanks for your feedback, your support is noted.
<ul style="list-style-type: none"> • RTO ACT 	Supports the skill set	Thanks for your feedback, your support is noted.
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	Remove repetition of Shade Trees from KE. Dot point 8 sub point 3	Removed repetition of 'Shade Trees' from Knowledge Evidence dot point 8 sub point 3 Corrected spelling of "Hooghoudt's equation"
(AHCTRF502 Manage sports turf renovation programs) AHCTRF506 Manage sports turf renovation programs		
<ul style="list-style-type: none"> • Industry VIC 	I think three different surfaces is too many. The only change I'd like to see is to reduce that to two surfaces.	The SMEWG advised to retain three different surfaces in the Performance Evidence, as this is appropriate to demonstrate

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
		competency in this unit that caters for the diversity of sports turf sectors.
<ul style="list-style-type: none"> RTO ACT 	Supports the unit	Thanks for your feedback, your support is noted.
Validation Forum 27/2/2019 <ul style="list-style-type: none"> Industry X 2 ACT Industry X 2 NSW Industry QLD Industry SA Industry VIC Industry X 2 WA Industry National RTO ACT RTO NSW RTO X 2 VIC 	Change wording in PC's 1.2 and 1.3 implement to Assess Edit a from 2.7 Change word availability to suitability PC3.1 Remove vacant dot points in FS Confusing statement in PE opening sentences and list Changes to wording ion PE to reflect changes in the PC's Implement = reviewed dot point 7 and availability to suitability dot point 12 Clarify dot points 4 and 5 in KE SME feedback for report writing dot point 11 Change staff to techniques dot point 19 Add PC 1.7 from 402 to 2.7 of 502. Changing "schedule" to "program" Foundation skills need to be consistent across all units @ level 5	All the recommended changes have been made in the unit and its assessment requirements.
(AHCTRF503 Develop sports turf management programs) AHCTRF507 Develop sports turf management programs		
<ul style="list-style-type: none"> Industry VIC 	Completion of the unit would be relatively straightforward for an existing Parks Supervisor in local government, but extremely difficult for anyone else. It specifies two surfaces for assessment, so someone in local government could simply pick Oval A and Oval B. But what about people from a racetrack or golf club? They work at one facility. And what about someone in a junior position at a facility - a Park Supervisor probably has all that material filed away, so it's simply a matter of bundling it into a folio for assessment. Which doesn't promote learning or analysis, it simply validates what the person has already done. That's fine, if this unit was an elective, that person should get recognition to count towards a Diploma. But being a core puts those other people at a huge disadvantage. Looking at it from another perspective. Most of the Diploma units develop	The revised Diploma was created after a detailed workforce functional and many consultations with a broad range of industry stakeholders across the country. The SMEWG considered the request to move this unit from core to electives but decided against this, as this is an essential unit for future sports turf management consultants and managers.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	important practical, technical and knowledge skills. This competency doesn't develop new skills, it simply rewards someone for the work they would have done as part of their job. Further, some of the knowledge evidence is covered in other units, so there'd be no loss of knowledge if this unit was demoted to an elective. And finally, I find the competency practically unreadable. If I was tasked with training people in this unit, I wouldn't know where to start and what I'd actually have to do. Maybe an existing Parks Supervisor could work people through the process, I guess. Most of the other competencies are much clearer now, the training needs and assessments are pretty obvious. Not this one. In short, I'd prefer this one became an elective, not a core.	
<ul style="list-style-type: none"> RTO ACT 	Supports the skill set	Thanks for your feedback, your support is noted.
Validation Forum 27/2/2019 <ul style="list-style-type: none"> Industry X 2 ACT Industry X 2 NSW Industry QLD Industry SA Industry VIC Industry X 2 WA Industry National RTO ACT RTO NSW RTO X 2 VIC 	Change PC1.1 to Identify key ...delete "Liaise with" Swap order of 1.2 and 1.3 Delete PC 4.1 Edit 4.2 add for sports turf sites after "strategy" Change 4.1 communicate to Present Edit PC5.1 change "actual" to "historical" Change 5.2 remove and communicate..... add "Against historical data" SME Advice sought for this change Clarify PE Statement Correct dot points in part 2 of PE and at least one not 1 in dot point 8 Change dangerous to hazardous in KE dot point 7 sub point 3 Add PC3.3 from 401 to 503 Add - Maintenance program must span 12 month period - into 503 Assessment conditions	Order of Performance Criteria 1.2 and 1.3 swapped Deleted Performance Criteria 4.1 and edited 4.2 and 4.1 and 5.1 Changed Performance Criteria 5.2 removed 'and communicate' and added "against historical data" Performance Evidence clarified: Corrected dot points in part 2 of PE and edited 'at least one' not '1' in dot point 8 Changed word 'dangerous' to 'hazardous' Added Performance Criteria 3.3 from AHCTRF401 Develop a sports turf maintenance program to Performance Criteria 3.7 into this unit.

(AHCTRF504 Manage sports turf facility assets) AHCTRF508 Manage sports turf facility assets		
<ul style="list-style-type: none"> Industry VIC 	<p>The unit itself is fair enough, but I don't think it should be a core unit, just an elective. The work required is largely collecting information on assets at the participants own workplace. There's no new learning in there. For those who wish to undertake it, or who have already done all that work, that's fine they should get recognition for it. Which is why it should stay as an elective. But to make it a core when it's really just a drudge unit, put together a heap of information into a database? I don't agree.</p>	<p>The revised Diploma was created after a detailed workforce functional and many consultations with a broad range of industry stakeholders across the country. The SMEWG considered the request to move this unit from core to electives but decided against this, as this is an essential unit for future sports turf management consultants and managers.</p>
<ul style="list-style-type: none"> RTO ACT 	<p>Supports the skill set</p>	<p>Thanks for your feedback, your support is noted.</p>
<p>Validation Forum 27/2/2019</p> <ul style="list-style-type: none"> Industry X 2 ACT Industry X 2 NSW Industry QLD Industry SA Industry VIC Industry X 2 WA Industry National RTO ACT RTO NSW RTO X 2 VIC 	<p>Edit PC 3.5 replace Oversee to review PC3.5 maintenance to replacement</p> <p>Add to KE dot point 2 sub point sporting hardware</p>	<p>Edited Performance Criteria 3.5 replace 'oversee' to 'review' Performance Criteria 3.5 changed 'maintenance' to 'replacement'</p> <p>Added to Knowledge Evidence dot point 2 sub point 'sporting hardware'</p>

SOL - Soil

One unit was reviewed in this sector. As this is a generic horticulture unit used as a core or elective unit in other horticultural qualifications the review was conducted to ensure it remained suitable for other sectors including landscaping, parks and gardens as well as the sports turf management industry. The unit was generally well accepted with only minor changes.

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
(AHCSOL303 Implement soil improvements for garden and turf areas) AHCSOL304 Implement soil improvements for garden and turf areas	
<ul style="list-style-type: none"> RTO QLD 	<p>I'm a Horticulture teacher at TAFE Qld and my student cohort come to us to study for a general Certificate 3 in Horticulture. They are mainly from industries such as Council Parks and Gardens, or the general horticultural maintenance industry, or are new students wishing to enter these areas. I</p>
	<p>The SMEWG advised that there title should not change, and agree to remove the reference to 'moisture release curve' in Performance Evidence and Knowledge Evidence. The Performance Evidence clarified for reference to 3 soil types to be tested.</p>

	<p>see the changes to at least two units, which I currently deliver, to be way beyond what the general cohort in the horticultural industry require. These units are AHCSOL303 Implement soil improvements for GARDEN and turf areas, and AHCTRF303 Implement a grassed area maintenance program. In their current form, the knowledge and performance evidence are able to be contextualised for most workers in the general amenity horticultural industry. The proposed changes under Sports Turf Management introduces much more detailed and involved knowledge and practices, many of which are not required in the general horticultural maintenance industry. Examples are measurements for texture sieve analysis, air filled porosity, bulk density, infiltration, moisture release curves, hydraulic conductivity, and knowledge of perched water tables. These are specialised growing media measurements and as such, should appear in higher level or more specialised units. In addition, the requirement for an RTO to have access to “damaged irrigation equipment to demonstrate repairs” is a ludicrous expectation – even most working turf businesses, where apprentices may be employed, will need their equipment to be in full working order. I’d respectfully ask that these two unit be renamed as the following, with their own unique unit code: “AHCSOLXXX – Implement soil improvements for specialised turf areas”, and “AHCTRFXXX – Implement a maintenance program for specialised turf areas”, and ONLY include them in the revised Certificate 3 in Turf Management "</p>	<p>The recommendations in relation to AHCTRF303 have been responded to above in the section above on AHCTRF303.</p>
<ul style="list-style-type: none"> • RTO QLD 	<p>No - This unit has now been changed so dramatically it is really a specialised unit for professionals in the turf industry. I deliver this unit as part of a general cert 3 in horticulture, and the level of knowledge and skills in the revised unit far exceeds the levels of those in a parks and gardens environment, or a general gardening business. I suggest that this revision be renamed as a new unit ""Implement soil improvements for sports turf areas"", allowing those requiring less specialised knowledge to continue under the existing unit. More in email to Skills Impact.</p>	<p>Refer to the comments in the row above.</p>
<p>Validation Forum 27/2/2019</p> <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT 	<p>Edit PE statement to remove soil samples from at least three separate sites and replace with ...soil samples ensuring...</p> <p>Dot points 5 to 8 as separate statement</p> <p>AC resources list And/or colour test kit Remove NPK colour test kit</p> <p>Remove ‘and laboratory chemicals’</p>	<p>Performance Evidence has been changed to better reflect the need to test 3 different soil types.</p> <p>Minor changes have been made to the Assessment conditions as advised by the SMEWG, including the removal of laboratory chemicals</p> <p>Dot points 5-8 have been clustered under a separate Performance Evidence instruction.</p>

<ul style="list-style-type: none"> • RTO NSW • RTO X 2 VIC 		
<ul style="list-style-type: none"> • Industry QLD 	<p>Stakeholder is concerned that some of the requirements are at a higher level than Certificate III.</p> <p>Stakeholder comments that: The performance evidence is considered excellent and is a valid representation of the landscape industries' requirements. However, the new requirements for knowledge of safe laboratory practices and the specific requirement for laboratory testing conditions is not something that the Industry would regard as relevant training for Certificate III level apprentices.</p> <p>Stakeholder specifically recommends the removal of the following from the KE:</p> <ul style="list-style-type: none"> • sieve analysis technique (stakeholder considers this is above Cert III) • air filled porosity (stakeholder considers is fine for nursery and turf but not for landscaping industry) • soil bulk density (Not considered relevant across all industry sectors - should be an elective rather than compulsory item) • hydraulic conductivity (This is considered above Cert III level) • interpreting moisture release curves (This is considered above Cert III level) • nutrient tests and interpretation of results and recommendations (This is considered Diploma level) • soil profile both natural and constructed including Australian and international standards relevant to their construction (Turf industry specific and not considered relevant across other sectors of industry) • development of a soil improvement plan (Considered Diploma level knowledge) • and laboratory practices (reference to laboratory practices considered above Cert III level) <p>Under Assessment Conditions stakeholder also suggests the removal of the following:</p> <ul style="list-style-type: none"> • laboratory equipment for storage, handling and accurate measurement of materials, volumes and weights for soil testing (Not considered Cert III level and should be removed) • laboratory chemicals (remove reference to laboratory chemicals - Cert III level would not be using hazardous chemicals in lab conditions) 	<p>The SMEWG advised that there should be minor changes as listed below:</p> <ul style="list-style-type: none"> • Reference to sieve analysis at this level is appropriate for knowledge of physical and chemical properties of a soil and is to be retained • Air Filled Porosity and Bulk Density are not regularly tested by the landscape industry at level 3, however it is expected a tradesperson will know what they are. The Australian standard - AS 4419–2003 Soils for landscaping and garden use, contains reference to these types of physical and chemical properties and testing methods. Retain references to knowledge evidence for these dot points. • Hydraulic conductivity in the Knowledge Evidence has been changed to “soil wettability and permeability” since this is the wording used in AS 4419–2003 and may be clearer to industry and RTO’s. • Removed ‘moisture release curves’ from the dot points in Knowledge Evidence. <p>The SMEGW also advised to retain references to natural (new garden environment) and a manufactured soil profile (e.g. filled landscape, potted containers and planter boxes), and agreed to the following</p> <ul style="list-style-type: none"> • Removed the reference to international standards and replaced with Australian standards AS4454:2012 Composts, soil conditioners and mulches, and AS4419:2018 • Replaced Knowledge Evidence point for Soil improvement plan with ‘assessment and interpretation of soil test results for physical and chemical properties and their relationship to cultivated plants relevant to workplace’ • Removed reference to ‘laboratory use’ and ‘laboratory chemicals’ from the Assessment Conditions

	laboratory use (Same note as above)	
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Summary of feedback on skill sets

Three of the four skill sets were well supported. The drainage and irrigation skill set was not well supported nor fit for purpose and has been aborted.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
AHCSS00090 Introduction To Sports Turf Maintenance Skill Set		
RTO NSW	Supports the skill set	Thanks for your feedback, your support is noted.
Government WA	Please change the name: Introductory Sports Turf Skills Set perhaps? Training products are supposed to reflect the needs of industry and occupations in industry. Volunteers are not part of the workforce. Using Volunteers in the title will probably mean that Govts won't fund it!	The SMEWG to advised that the title should be changed to - Introduction To Sports Turf Maintenance Skill Set
RTO ACT	Supports the skill set	Thanks for your feedback, your support is noted.
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	Change title for this Skills set – not to use Volunteers “Introduction to sports turf maintenance skill set.”	The SMEWG to advised that the title should be changed to - Introduction To Sports Turf Maintenance Skill Set
AHCSS00089 Business Skills For Sports Turf Management Skill Set		
RTO NSW	Supports the skill set	Thanks for your feedback, your support is noted.
RTO ACT	Supports the skill set	Thanks for your feedback, your support is noted.
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT 	No changes recommended	No action required

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> • Industry X 2 NSW, • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 		
AHCSS00091 Technical Skills For Sports Turf Management Skill Set		
RTO NSW	Supports the skill set	Thanks for your feedback, your support is noted.
RTO ACT	Supports the skill set	Thanks for your feedback, your support is noted.
Validation Forum 27/2/2019 <ul style="list-style-type: none"> • Industry X 2 ACT • Industry X 2 NSW, • Industry QLD • Industry SA • Industry VIC • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	No changes recommended	No action required

Summary of feedback on components proposed for deletion

AHC40816 Certificate IV in Sports Turf Management

During the review, the SMEs advised Certificate IV in Sports Turf Management no longer met industry needs. The majority of feedback respondents supported the deletion of the AHC40816. Further investigation shows that the qualification's outcomes can be achieved by undertaking the existing AHC40416 Certificate IV in Horticulture, including the two sports turf specific units AHCTRF401 and AHCTRF402 which are listed as electives in this qualification AHC40416.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
AHC40816 Certificate IV in Sports Turf Management		
RTO NSW	Supports the qualification being removed	Thanks for your feedback, your support is noted.
RTO ACT	Supports the qualification being removed This qualification is not in demand by industry - most RTO's cannot get students. Within the industry the trade level (cert 3) is dominant with the managers of larger turf operations needing the diploma (cert 5) level training. There is little to no need for the intermediate level and resources should be used to improve cert 3 and 5 in preference to cert 4.	Thanks for your feedback, your support is noted.
Gov WA	The Certificate IV in Sports Turf Management qualification is proposed for deletion. The STA confirms its support for the removal of the qualification provided the two units: AHCTRF401 Develop a sports turf maintenance program and AHCTRF402 Plan and implement sports turf renovation, are added as electives into the redesigned Diploma of Sports Turf Management and included in a new Skill Set – Advanced Technical Skills for Sports Turf Managers.	The SMEWG advised that duplication with the level 5 units does not warrant the inclusion of the level 4 units in the Diploma. The SMEWG also advised there is no need to <i>AHCTRF401 Develop a sports turf maintenance program</i> and <i>AHCTRF402 Plan and implement sports turf renovation into AHCSS00091 Technical Skills For Sports Turf Management Skill Set</i> , because the skill set already lists units with similar or higher outcomes than the level 4 TRF units.
Validation Forum 27/2/2019 • Industry X 2 ACT • Industry X 2 NSW • Industry QLD • Industry SA • Industry VIC	Support the removal of this qualification.	Thanks for your feedback, your support is noted.

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
AHC40816 Certificate IV in Sports Turf Management	
<ul style="list-style-type: none"> • Industry X 2 WA • Industry National • RTO ACT • RTO NSW • RTO X 2 VIC 	