

# Animal Incident Management Project



## Summary of Validation Feedback, Responses and Actions

This project includes the development of 12 new units of competency, the review of 3 units of competency, development of 3 new skill sets and review of 1 qualification within the *ACM Animal Care and Management Training Package*. The final draft materials were developed as a result of feedback provided by Subject Matter Experts at a Validation Workshop held on April 16<sup>th</sup> 2019 and from broad stakeholder feedback via online surveys from 25<sup>th</sup> March, 2019 – 7<sup>th</sup> April 2019. During this time feedback was received via email, surveys, and in person at the Validation workshop. Input was sought and received from stakeholders around Australia, including from Registered Training Organisations, Government bodies including Industry Training Advisory Boards and State Training Authorities, and industry representatives.

As a direct result of feedback received during the validation process, a number of changes were made to the documents under review.

### General

- Ensure a PC or knowledge evidence reinforces the need to discuss with the veterinarian any sedation or anaesthetic requirements for animals for safer handling and to implement the incident action plan:
  - ACMAIM301 - added PC2.7
  - ACMAIM302 – already covered in PC3.1
  - ACMAIM305 – added to PC2.5
  - ACMAIM306 – added PC4.3
  - ACMAIM403 – added to KE.
  
- Ensure a PC or knowledge evidence reinforces the need for debriefing activities, including operational and critical incident stress:
  - ACMAIM401 – added to KE
  - ACMAIM304 – added to KE
  - ACMAIM402 – added to KE
  - ACMAIM306 – added to KE
  - ACMAIM403 – added to KE.

[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 dealt with. This involves a 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 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/TTAs) and training providers.

*Acronyms - PC – performance criteria, PE – performance evidence, KE – knowledge evidence, AC – assessment conditions, SMEs – Subject Matter Experts*

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution	
<b>ACMAIM201 Contribute to safety at incidents involving large animals</b>		
<p>SME Workshop Industry &amp; RTOs – NSW, QLD, SA, WA, VIC</p>	<p>PC4.3 change <i>investigate</i> to <i>identify</i>.</p> <p>KE</p> <ul style="list-style-type: none"> <li>• delete bracketed animal descriptions <i>typically horses and cattle</i> <ul style="list-style-type: none"> <li>○ basic behaviours of prey (typically horses) and herd (typically cattle) large animal species, including:</li> </ul> </li> <li>• add concepts of animal welfare.</li> </ul> <p>PE – modified to make it clear that simulations and scenarios – including online resources - can be used in assessment.</p>	<p>Adopted.</p> <p>PC4.3 changed to:</p> <ul style="list-style-type: none"> <li>• 4.3 Identify training options available for workers or volunteers</li> </ul> <p>KE – changed to:</p> <ul style="list-style-type: none"> <li>• “basic behaviours of prey and herd large animal species”</li> <li>• added – basic concepts of animal welfare including the Five Domains and Five Freedoms models.</li> </ul> <p>AC – modified wording.</p> <ul style="list-style-type: none"> <li>• physical conditions: <ul style="list-style-type: none"> <li>• skills must be demonstrated in a workplace setting or an environment that accurately represents workplace conditions - this includes the use of simulations and scenarios.</li> </ul> </li> </ul> <p>AQF level 2 – confirmed.</p>
<b>ACMAIM202 Participate in an incident involving large animals</b>		
<p>SME Workshop Industry &amp; RTOs – NSW, QLD, SA, WA, VIC</p>	<p>Elements and PCs</p> <ul style="list-style-type: none"> <li>• Swap order of element 2 and 3</li> <li>• Move 4.1 to element 3.</li> </ul> <p>PE</p> <ul style="list-style-type: none"> <li>• Replace <i>large, loose animal</i> with <i>large, live uncontained animal</i>.</li> </ul> <p>KE – add</p> <ul style="list-style-type: none"> <li>• Animal welfare</li> <li>• Hot, warm, cold zones</li> <li>• Kick, strike, head butt and flight zones</li> <li>• Debriefing add - operational and critical incident stress</li> <li>• Incident controller and veterinarian</li> <li>• Animal owner, media liaison and spontaneous volunteers</li> </ul>	<p>Adopted:</p> <ul style="list-style-type: none"> <li>• Element 2 and 3 order swapped and PCs renumbered</li> <li>• PC4.1 moved 3.4 (revised numbering).</li> </ul> <p>PE wording changed to:</p> <ul style="list-style-type: none"> <li>• catch or contain at least one large, live uncontained animal using safe handling and basic restraint and control methods.</li> </ul> <p>KE – added/modified</p> <ul style="list-style-type: none"> <li>• basic concepts of animal welfare including the Five Domains and Five Freedoms models</li> <li>• incident zones (hot, warm and cold) and personnel allowed in each</li> <li>• safe zones related to animals, including strike, kick, head butt and flight zones</li> <li>• briefing and debriefing the incident, including operational and critical incident stress</li> <li>• team member roles, duties and responsibilities, including: <ul style="list-style-type: none"> <li>○ incident controller</li> </ul> </li> </ul>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	<ul style="list-style-type: none"> <li>• add screening to basic rescue equipment.</li> </ul>	<ul style="list-style-type: none"> <li>○ veterinarian</li> <li>○ safety officer</li> <li>○ animal handler</li> <li>○ haul team</li> <li>○ responder, rescuer or team member, including spontaneous volunteers</li> <li>○ media liaison</li> <li>○ people/bystander/owner control.</li> </ul> <p>Prerequisite confirmed.</p> <p>AQF level 2 – confirmed.</p>
<b>ACMAIM301 Use manual techniques to safely move large animals</b>		
<p>SME Workshop Industry &amp; RTOs – NSW, QLD, SA, WA, VIC</p>	<p>Elements and PCs:</p> <ul style="list-style-type: none"> <li>• Element 1 - replace <i>Plan</i> with <i>Prepare for</i></li> <li>• <i>PC1.2</i> - replace <i>operation plan</i> with <i>incident plan</i></li> <li>• <i>PC1.4</i> - replace <i>plan management of</i> with <i>manage</i></li> <li>• PC3.2 – reword Ensure head restraint, ropes and protection are fitted to allow control of the animal's head</li> <li>• PC4.2 – move to PC5.2</li> <li>• Add PC on communicating with vet re sedation/anaesthesia – PC2.7.</li> </ul> <p>PE &amp; KE– clarify terminology</p> <ul style="list-style-type: none"> <li>• Hampshire skid – now Hampshire slide</li> <li>• Barrel skid now barrel roll</li> <li>• Roll over now reposition</li> <li>• Delete references to dragging.</li> </ul> <p>KE – delete 2<sup>nd</sup> level bullet points under behaviours of large animals.</p>	<p>Adopted - added wording changes to PCs:</p> <ul style="list-style-type: none"> <li>• Element 1 adopted</li> <li>• PC1.2 Participate in team briefing about incident action plan, objectives and roles</li> <li>• PC1.4 Manage animal owner, unauthorised personnel and/or spectators</li> <li>• PC2.7 Discuss with veterinarian the need for sedation or anaesthetics to implement the action plan and for animal handling</li> <li>• PC3.2 Maintain control of the animal's head</li> <li>• PC5.2 Reposition animal to aid recovery.</li> </ul> <p>PE and KE – terminology changed to:</p> <ul style="list-style-type: none"> <li>• Hampshire skid – now Hampshire slide</li> <li>• Barrel skid now barrel roll</li> <li>• Roll over now reposition.</li> </ul> <p>KE – deleted 2<sup>nd</sup> level bullet points under behaviours of large animals – covered in prerequisite.</p> <p>Prerequisite confirmed.</p> <p>AQF level 3 – confirmed.</p>
<b>ACMAIM302 Perform technical large animal rescues</b>		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
SME Workshop Industry & RTOs – NSW, QLD, SA, WA, VIC	<p>Elements and PCs</p> <ul style="list-style-type: none"> <li>Element 1 - replace <i>Plan</i> with <i>Prepare for</i></li> <li>PC3.3 – reword Ensure head restraint, ropes and protection are fitted to allow control of the animal's head.</li> </ul>	<p>Adopted - added wording changes to Elements and PCs:</p> <ul style="list-style-type: none"> <li>Element 1 adopted</li> <li>PC3.3 Maintain control of the animal's head</li> <li>5.2 Reposition animal to aid recovery.</li> </ul> <p>Prerequisite units confirmed.</p> <p>AQF level 3 – confirmed.</p>
<b>ACMAIM303 Move large animals to new locations</b>		
SME Workshop Industry & RTOs – NSW, QLD, SA, WA, VIC	<p>Elements and PCs:</p> <ul style="list-style-type: none"> <li>Element 1 - replace <i>Plan</i> with <i>Prepare for</i></li> <li>PC2.2 – reword 2.2 Identify injured or sick animals and potential isolation or separation of these animals from other animals.</li> </ul>	<p>Adopted - added wording changes to Elements and PCs:</p> <ul style="list-style-type: none"> <li>PC2.2 Identify injured or sick animals and potential need to isolate or group some animals</li> <li>5.2 Reposition animal to aid recovery.</li> </ul> <p>AQF level 3 – confirmed.</p>
<b>ACMAIM401 Coordinate large animal movement and evacuation</b>		
SME Workshop Industry & RTOs – NSW, QLD, SA, WA, VIC	<p>Elements and PCs:</p> <ul style="list-style-type: none"> <li>PC3.1 – add the word <i>safer</i></li> <li>PC4.1 add <i>according to organisational procedures</i>.</li> </ul> <p>PE:</p> <ul style="list-style-type: none"> <li>Replace <i>herd</i> with <i>group</i> and remove reference to <i>one species</i>.</li> </ul> <p>KE:</p> <ul style="list-style-type: none"> <li>Add safety to suitability of locations</li> <li>Add debriefing statement.</li> </ul>	<p>Adopted:</p> <ul style="list-style-type: none"> <li>PC 3.1 Establish processes for identifying and registering animals to be moved to new safer locations or temporary evacuation sites</li> <li>PC4.1 Coordinate the retrieval of equipment and clean-up of the holding area or temporary evacuation site <i>according to organisational procedures</i>.</li> </ul> <p>PE:</p> <ul style="list-style-type: none"> <li><i>prepared a plan to evacuate a group of at least 30 animals to an evacuation site specifying resources...</i></li> </ul> <p>KE:</p> <ul style="list-style-type: none"> <li><i>suitability and safety</i> of the location for the animal/s to be moved to.</li> </ul> <p>AQF level 4 – confirmed.</p>
<b>ACMAIM304 Transport injured large animals</b>		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<p>SME Workshop Industry &amp; RTOs – NSW, QLD, SA, WA, VIC</p>	<p>Elements and PCs:</p> <ul style="list-style-type: none"> <li>• change animal <i>casualty/casualties</i> to <i>injured</i> animals throughout the unit</li> <li>• change wording of PC2.4 Assist with reducing impact of <i>shock</i>, distress and pain in animal/s and in providing first aid according to instructions</li> <li>• PC4.1 – add – <i>during</i> transport</li> <li>• PC43. – add – <i>decontaminate</i>.</li> </ul> <p>KE – add in:</p> <ul style="list-style-type: none"> <li>• rescue glide or slide to equipment</li> <li>• distressed to animal behaviour</li> <li>• debriefing statement</li> <li>• ways to check animals during transport.</li> </ul>	<p>Adopted:</p> <ul style="list-style-type: none"> <li>• Changes to terminology - animal <i>casualty/casualties</i> to <i>injured</i> animals - made throughout the unit</li> <li>• PC 2.4 Assist with reducing impact of shock, distress and pain in animal/s and in providing first aid according to instructions</li> <li>• PC4.1 Report on the animal/s injury and condition status prior to, <i>during (where appropriate)</i> and after journey</li> <li>• PC4.3 Clean, <i>decontaminate</i> maintain and secure vehicle, equipment and facilities according to workplace procedures.</li> </ul> <p>KE:</p> <ul style="list-style-type: none"> <li>• suitability <i>and safety</i> of the location for the animal/s to be moved to</li> <li>• animal behaviour, including <i>distressed</i>, unpredictable and herd behaviours</li> <li>• ways to check animals during transport, including observation, closed-circuit television (CCTV), monitors.</li> </ul> <p>AQF level 3 – confirmed.</p>
<b>ACMAIM305 Carry out casualty and post-rescue management of animals</b>		
<p>SME Workshop Industry &amp; RTOs – NSW, QLD, SA, WA, VIC</p>	<p>Elements and PCs:</p> <ul style="list-style-type: none"> <li>• PC1.5 replace <i>anxiety</i> with <i>stress</i></li> <li>• Modified PC2.5 to clarify need to discuss with veterinarian chemical restraints.</li> </ul> <p>PE – delete 2<sup>nd</sup> level bullet points in PE – too prescriptive.</p> <p>KE – add in:</p> <ul style="list-style-type: none"> <li>• Body language</li> <li>• PPE</li> <li>• Add debriefing statement.</li> </ul>	<p>Adopted:</p> <ul style="list-style-type: none"> <li>• PC 1.5 Provide animal care, including natural sedation techniques to reduce <i>stress</i> or stimulation, until veterinary support arrives</li> <li>• PC2.5 Discuss chemical restraints with veterinarian and assist with the physical restraint of animals according to veterinarian instructions</li> </ul> <p>PE – change adopted – 2<sup>nd</sup> level bullets deleted.</p> <p>KE:</p> <ul style="list-style-type: none"> <li>• behaviour, <i>body language</i> and vocal sounds</li> <li>• <i>types and purpose of personal protective equipment for safety and hygiene.</i></li> </ul> <p>AQF level 3 – confirmed.</p>

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution	
<b>ACMAIM402 Develop a large animal incident response plan for an organisation</b>		
<p>SME Workshop Industry &amp; RTOs – NSW, QLD, SA, WA, VIC</p>	<p>Application – add people to statement.</p> <p>PCs:</p> <ul style="list-style-type: none"> <li>• Add PC to cover relationship to other organisational plans.</li> </ul> <p>KE – add in:</p> <ul style="list-style-type: none"> <li>• Other organisational plans, event requirements</li> <li>• Equipment standards</li> <li>• Add debriefing statement.</li> </ul>	<p>Adopted Application statement:</p> <ul style="list-style-type: none"> <li>• The unit applies to individuals who have responsibility for <i>safety of people and/or animal safety</i> and welfare within a workplace or event site.</li> </ul> <p>PCs:</p> <ul style="list-style-type: none"> <li>• 1.6 Review other organisational plans to determine relationships with an incident response plan.</li> </ul> <p>KE – added:</p> <ul style="list-style-type: none"> <li>• animal welfare frameworks including the Five Domains and Five Freedoms</li> <li>• relationship of animal incident response plan to other organisational plans</li> <li>• standards or requirements relating to equipment</li> <li>• briefing and debriefing procedures including operational and critical incident stress.</li> </ul> <p>AQF 4 confirmed.</p>
<b>ACMAIM306 Lead a team responding to a large animal incident</b>		
<p>SME Workshop Industry &amp; RTOs – NSW, QLD, SA, WA, VIC</p>	<p>Add prerequisite – ACMAIM301 Use manual techniques to safely move large animals.</p> <p>PCs:</p> <ul style="list-style-type: none"> <li>• Add human, animal and environmental risks to PC 2.1</li> <li>• Add PC to cover discussions with vet re sedation/anaesthesia.</li> </ul> <p>KE – add in:</p> <ul style="list-style-type: none"> <li>• veterinarian, media liaison and spontaneous volunteers to team member roles</li> <li>• delete 2<sup>nd</sup> level bullet points re – animal behaviour – covered in prerequisites</li> <li>• Add debriefing statement.</li> </ul>	<p>Adopted - Prerequisite added and confirmed.</p> <p>PCs:</p> <ul style="list-style-type: none"> <li>• 2.1 Assess <i>human, animal and environmental</i> hazards and risks at scene using a systematic approach</li> <li>• 4.3 Discuss with veterinarian sedation or anaesthesia requirements to implement the incident action plan.</li> </ul> <p>KE – changes adopted.</p> <p>AQF 3 confirmed.</p>
<b>ACMAIM403 Undertake complex operations at incidents involving large animals (previously Manage complex large animal incident operations)</b>		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<p>SME Workshop Industry &amp; RTOs – NSW, QLD, SA, WA, VIC</p>	<p>Add prerequisite – ACMAIM301 Use manual techniques to safely move large animals.</p> <p>FS – Get the work done – change <i>decide</i> to <i>evaluate</i>.</p> <p>PE – strengthen requirements to allow for detailed resolution of complex scenarios.</p> <p>KE – add in:</p> <ul style="list-style-type: none"> <li>• importance of collaboration with veterinarian regarding sedation and anaesthesia of animals</li> <li>• Add debriefing statement.</li> </ul>	<p>Adopted - Prerequisite added and confirmed.</p> <p>FS – Get the work done - Use problem solving processes to decide on a course of action, establishing criteria for <i>evaluating</i> options and incorporating information from others.</p> <p>PE – changed to:</p> <ul style="list-style-type: none"> <li>• resolved two complex operations involving large animal/s, including for each operation: <ul style="list-style-type: none"> <li>○ assessed the human, animal and environmental risks</li> <li>○ contributed to the incident action plan and briefing of team</li> <li>○ maintained safety at incident scene using recognised incident management system approach</li> <li>○ provided advice about large animal behaviour</li> <li>○ assisted with or advised on methods to extricate the large animal/s</li> <li>○ assisted with debriefing the team, including on operations critical incident stress.</li> </ul> </li> </ul> <p>KE – added:</p> <ul style="list-style-type: none"> <li>• importance of collaboration with veterinarian regarding sedation and anaesthesia of animals</li> <li>• briefing and debriefing teams, including on operations and critical incident stress</li> </ul> <p>AQF 4 confirmed.</p>
<b>ACMAIM404 Collaborate in planning sedation and anaesthesia of large animals in emergency field situations</b>		
<p>SME Workshop Industry &amp; RTOs – NSW, QLD, SA, WA, VIC</p>	<p>PC changes:</p> <ul style="list-style-type: none"> <li>• PC1.3 – add animal hazards</li> <li>• PC3.2 – reword and remove reference to shock</li> <li>• PC3.3 – relate need for sedation/anaesthesia to incident action plan</li> <li>• PC4.4 remove suggestion of caring for animal after the incident.</li> </ul> <p>FS – numeracy – change references to doses (calculated by the vet).</p>	<p>Adopted.</p> <p>PC – wording changes:</p> <ul style="list-style-type: none"> <li>• 1.3 Assess human, animal and environmental risks at the scene</li> <li>• 3.2 Assist with stabilising the animal and provide immediate care under veterinarian instructions</li> <li>• 3.3 Discuss and plan with the veterinarian and relevant personnel the sedation and/or anaesthesia doses appropriate for the incident action plan and the animal's condition</li> </ul>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	<p>PE – replace animal post-<i>recovery</i> with animal post-<i>incident</i>.</p> <p>KE – add points on:</p> <ul style="list-style-type: none"> <li>• sharps disposal</li> <li>• expand zoonotic disease risk (remove 2<sup>nd</sup> level bullet points).</li> </ul>	<ul style="list-style-type: none"> <li>• 4.4 Assist with animal post-recovery.</li> </ul> <p>FS Numeracy changed to:</p> <ul style="list-style-type: none"> <li>• Estimate weight of large animal to assist in the formulation of the incident action plan.</li> </ul> <p>PE:</p> <ul style="list-style-type: none"> <li>• assisted with providing animal <i>post-incident</i> care for each of the three scenarios where sedation and anaesthesia were used.</li> </ul> <p>KE – added:</p> <ul style="list-style-type: none"> <li>• incident scene risks, including...: <ul style="list-style-type: none"> <li>○ sharps disposal</li> </ul> </li> <li>• zoonotic disease risks, including transmission routes and ways to mitigate the risks.</li> </ul> <p>AQF 4 confirmed.</p>
<b>ACMACR403 Identify and respond to animal behaviour</b>		
SME Workshop Industry & RTOs – NSW, QLD, SA, WA, VIC	No changes made to unit by SMEs.	No action - Minor change – Release 2.
<b>ACMACR405 Assist with the euthanasia of sick, injured or unwanted pound animals</b>		
SME Workshop Industry & RTOs – NSW, QLD, SA, WA, VIC	No changes made to unit by SMEs.	<p>No action - Minor change – Release 2.</p> <p>Noted: The unit could be useful for animal incident context if it was broader than pound environments. Could be considered for future discussion if other AIM units are developed.</p>
<b>ACMACR408 Coordinate seizure of animals</b>		
SME Workshop Industry & RTOs – NSW, QLD, SA, WA, VIC	No changes made to unit by SMEs.	No action - Minor change – Release 2.



## Summary of feedback on qualifications

### Certificate IV in Animal Control and Regulation

Focus at this stage is on developing Skill Sets and including Animal Incident Management (AIM) units in a range of *ACM* and *RGR* qualifications. Future projects with the potential for specialisations within a new qualification have been referred to the *Animal Care and Management Industry Reference Committee* for consideration.

Only minor changes have been made to the *Certificate IV in Animal Control and Regulation* with the addition of some of the new AIM units to the electives.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>Certificate IV in Animal Control and Regulation</b>		
SME Workshop Industry & RTOs – NSW, QLD, SA, WA, VIC	<p>The ACM40117 Certificate IV in Animal Control and Regulation is not an appropriate qualification to place most of the new ACMAIM units as it focuses on pound/shelter operations predominantly in urban areas.</p> <p>It has the potential to be made broader. This would require further discussion with pound/shelter operators.</p> <p>Could include ACMAIM201 and AIM202 as electives.</p>	<p>Adopted – added two units to qualification as electives.</p> <p>Focus at this stage is on developing Skill Sets and including units in a range of ACM and RGR qualifications. Future projects with the potential for specialisations within a new qualification have been referred to the <i>Animal Care and Management Industry Reference Committee</i> for consideration.</p>

## Summary of feedback on skill sets

Skill set titles and units updated in view of feedback.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>ACMSS00018 Large Animal Incident Induction Skill Set</b>		
SME Workshop Industry & RTOs – NSW, QLD, SA, WA, VIC	Rename the Skill set – replace <i>induction</i> with <i>awareness</i>  Add another unit ACMAIM202 Participate in an incident involving large animals.	Adopted – revised title <ul style="list-style-type: none"> <li>Large Animal Incident <i>Awareness</i> Skill Set</li> </ul> Added unit to skill set <ul style="list-style-type: none"> <li>ACMAIM202 Participate in an incident involving large animals.</li> </ul>
<b>ACMSS00019 Large Animal Incident Team Member Skill Set</b>		
SME Workshop Industry & RTOs – NSW, QLD, SA, WA, VIC	Skill Set is OK as is.	No action needed.
<b>ACMSS00020 Large Animal Incident Manager Skill Set</b>		
SME Workshop Industry & RTOs – NSW, QLD, SA, WA, VIC	Rename the Skill set – replace <i>manager</i> with <i>specialist</i> .  Replace unit – <i>ACMAIM401 Coordinate large animal movement and evacuation</i> with <i>ACMAIM302 Perform technical large animal rescues</i> .  Address issue re prerequisites.	Adopted – revised title: <ul style="list-style-type: none"> <li>Large Animal Incident <i>Specialist</i> Skill Set.</li> </ul> Skill Set to include: <ul style="list-style-type: none"> <li>ACMAIM302* Perform technical large animal rescues</li> <li>ACMAIM301* Undertake complex operations at incidents involving large animals*</li> <li>ACMAIM403 Collaborate in planning sedation and anaesthesia of large animals in emergency field situations.</li> </ul> Advice provided in pathways section re completing prerequisites prior to undertaking the Skill Set: <ul style="list-style-type: none"> <li>Note the units in this Skill Set contain prerequisites. Individuals must be assessed as competent in these prerequisite units before undertaking the Skill Set.</li> </ul>