

Parks and Gardens Project

Summary of Feedback, Responses and Actions



5 March 2021

Draft qualifications and units of competency for the Parks and Gardens Project were made available on the [Skills Impact website](#) for stakeholder review from 2 December 2020 to 17 January 2021. Please visit the website to view a full list of the documents that were submitted for consultation during these phases.

Feedback was received from a variety of stakeholders around the country via email, the Skills Impact Feedback Hub, at face-to-face webinars, via phone and email, as follows:

	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	National
Industry (employer / employee)									
Industry association									
Union									
Registered Training Organisation (RTO)									
Government department									

* Parks and Leisure Vic/Tas representation under Parks and Leisure Australia (national peak body)

Feedback received during the 'drafts available' period for the qualifications and units of competency that have been developed for Parks and Gardens project has been positive, with minor changes or updates suggested by stakeholders.

The two higher level qualifications for this sector (the Certificate IV and Diploma) have had fewer enrolments than the Certificate II and III over the past few years. Subject matter experts, who have been reviewing the qualifications and skills standards, have considered this issue and suggested that the skills contained within the Certificate IV and Diploma would have more opportunities to be taught if they were part of the horticultural suite of qualifications. Feedback received from these experts indicates that most of the training delivery and assessment in higher level parks and gardens units has occurred within the horticulture suite of qualifications. The reason for this is because there is a greater choice of registered training organisations (RTOs) with these higher level horticulture qualifications on their scope of registration. It is more common for employees at supervisor or management level in the parks and gardens industry to undertake a horticulture Certificate IV or Diploma qualification than a parks and gardens Certificate IV or Diploma qualification. The subject matter experts have recommended that the horticulture suite of qualifications be the subject of a future review, which should include representation from the parks and gardens industry.

Feedback was sought from the broader industry on whether the contents of the Certificate IV and Diploma would be supported by being moved to the horticultural suite of qualifications and whether these two higher level qualifications should be removed but the contents retained as part of the horticultural qualifications. This feedback was collected via a questionnaire. Responses to the questions will be considered by the Subject Matter Expert Working Group (SMEWG) and the Amenity Horticulture, Landscaping, Conservation & Land Management Industry Reference Committee.

The Industry Reference Committee sought stakeholder feedback via a questionnaire from 15 March to 15 April 2021 regarding the following components with low/no enrolments.

- *AHC40516 Certificate IV in Parks and Gardens*
- *AHC50716 Diploma of Parks and Gardens Management*
- *AHCPGD205 Prepare a grave site*
- *AHCPGD503 Manage parks and reserves*
- *AHCPGD504 Develop and implement a streetscape management plan*

A summary of feedback received from this questionnaire and the IRC decision regarding these components is included at page 21 of this report.

Below is a summary of the feedback raised for the draft qualifications and units of competency developed and reviewed for the Parks and Gardens project, and how these have been dealt with. This involves a consideration of the information provided, views of industry stakeholders and from people who are part of the Subject Matter Expert Working Group (SMEWG) process. Resolutions are constructed to consider 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.

Acronyms - PC – Performance Criteria, PE – Performance Evidence, KE – Knowledge Evidence, AC – Assessment Conditions, SMEs – Subject Matter Experts, SMEWG – Subject Matter Expert Working Group, AQF – Australian Qualifications Framework

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Summary of feedback on draft qualifications AHC2XX21 Certificate II in Parks and Gardens General Qualification comments

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO, VIC	Reads well and packages correctly	Thanks for your feedback, your support is noted.

AHC3XX21 Certificate III in Parks and Gardens Comments related to Core Units

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO, NSW	Re units - Can the 7 proposed new core units be coloured for clarity please. A bit confusing.	Explanation: <i>AHCPCM305 Implement a plant nutrition program</i> has been moved from the core to the elective units list, and the following seven units have been added to the current qualification core unit list: <i>AHCIRG346 Operate pressurised irrigation systems</i> <i>AHCMOM304 Operate machinery and equipment</i> <i>AHCPGD303 Perform specialist amenity pruning</i> <i>AHCPGD304 Implement a landscape maintenance program</i> <i>AHCPGD305 Conduct operational inspection of park facilities</i> <i>AHCPGD3XX Implement a plant establishment program</i> <i>AHCTRF309 Implement a grassed area maintenance program</i>
RTO, NSW #1314	Re: Unit Inspect Park Facilities: Typical cohort is not characterised into a council pathway career job. This time would be better allocated to broad skills development suited across parks and gardens. A more rounded unit is suggested, e.g., plant nutrition, establish turf.	Thanks for your feedback, advice from the SMEWG was sought regarding this unit in the core of the qualification, with the following advice being provided: Inspection is a general function of the workplace (whether formal or informal), unit to remain in the core.
Industry, QLD	Agree with #1314 re AHCPGD305. This should be an elective.	
RTO, NSW	Conduct operational inspection of park facilities - limits the qualification - not all apprentices are involved in this type of inspection. Or they do this every day (as in Botanic Gardens) and this is a waste of a Core unit	
RTO, VIC	Most apprentices I have taught are not involved in inspection of park facilities. With many councils it now falls under the infrastructure department. There are also garden maintenance companies working on private property that would not do much inspection of structures.	

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO, NSW	I agree that AHCPGD305 Inspect Park facilities should be an elective, rather than a Core unit.	
RTO, ACT	There are many workplaces that this unit would not be relevant.	
Industry, NSW	The inspection of Park Facilities is an important and regular task for Council Parks Staff in the current work environment.	
Industry, VIC	Inspection of the workplace/worksites is a task completed by all staff to different levels in council jobs. This formalisation would assist in understanding the reasons and benefits of conduct these each time.	
RTO, VIC	<p>I teach at a TAFE a couple of days a week and garden for private clients for the rest of the week. I have never had to conduct an operational inspection of park facilities as a gardener because private clients generally don't have such facilities. The only people that do this are generally gardeners working for Councils and from informal discussions with Council Parks and gardens staff, they rely on a very small number of people that they train in-house to do this work. The potential legal issues that may arise out of problems with park facilities apparently leads most Councils to rely on a small number of staff that have been briefed and trained according to individual Council's legal advice.</p> <p>Your data on employment within the agriculture, horticulture and conservation and land management industry sector states that 69% of business are non-employing and that a further 29% are small businesses with fewer than 20 employees. Although these figures are across a wide group of industries, it is likely that the percentage of gardening businesses that are non-employing is probably higher than 69%. These businesses are likely to be working for private clients, although some may also service commercial (offices etc) or some industrial clients (warehouses, factories etc). Whatever their range of clients, it is extremely unlikely they will be required to conduct operational assessment of park facilities.</p> <p>If you were teaching/training a cohort of trainees that were all drawn from Councils, the inclusion of AHCPGD305 may be appropriate, although from my discussions with Council staff it seems that this is a unit that many Council staff would never be asked to use. To make non-Council trainees undertake such a unit as core, is to waste a complete unit within the qualification.</p>	

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	This unit should not be part of the core. It does not meet the requirement of a core unit in having wide applicability across all Certificate III Parks and Gardens cohorts. It should remain as an elective, where individual RTO's could include it as part of the qualification depending on the training requirements of a particular cohort of trainees.	
Industry, NSW	<p>This may be the case for formal recorded inspection of park facilities; however, all Council Parks staff need to be able inspect park facilities to ensure they are being maintained to the agreed standard.</p> <p>Horticulture staff working in the private sector would also need to inspect facilities to ensure they are maintained in accordance with the agreed specification.</p> <p>Confirm it is an important function with the outdoor staff within a local government environment.</p>	
Industry, VIC	This is a qualification that may have an individual working for 'private' clients when studying, but they may change jobs and will need this skill at a later date.	
RTO, NSW	With this many core units there will be a loss of plant units for this qualification. Our employers like their apprentices to learn plants through the whole apprenticeship - Provide is a communications unit. We import Identify Plants - this gives two semesters of plants - then we import Recommend plants and cultural practices to give a second year of plants. 12 cores and only 4 electives reduce the possibility of teaching plants through the whole apprenticeship.	
RTO, NSW	I am satisfied with the 11- 12 Core units. I think having Identify Plants (AHCPCM303) as an elective is satisfactory, along with Provide Information on Plants (AHCPCM302) as a core. I would not endorse bringing in AHCPCM401 Recommend Plants. It is a level 4 unit, and there are other more suitable electives that are more relevant.	
RTO, ACT	Remove AHCPGD305 Inspect Park Facilities as a core	
Industry, NSW	It is considered that there are currently sufficient units to gain a sufficient knowledge of plants.	
Industry, VIC	Increase on park and garden focused units within the core unit list.	

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO, QLD	AHCMOM304 only allows for 4 stroke equipment to be used for assessment, as you are required to check oil. Please update or remove, must be a lot of porkies being told re these assessments.	Thanks for your feedback, advice from the SMEWG was sought regarding this unit in the core of the qualification, with the following advice being provided: AHCMOM304 to remain in the core of the qualification.
Industry, VIC	AHCMOM304 can be 2 stroke equipment, checking for engine oil can be done by the student demonstrating the mixture rate within the fuel.	
RTO, NSW	I am OK with either Machinery unit.	
RTO, ACT	AHCMOM304 should be kept. Disagree with comment. All internal combustion engines require oil lubrication. For a 2 stroke you would be checking it has been added to the fuel mix. AHCMOM203 is too basic.	
Industry, VIC	This has not been a problem teaching for numerous years, the checking of oil could be achieved with the mixing ratio within the two-stroke fuel mix.	
RTO, NSW	Agree Soils should be core unit - however Nutrition is essential for the management of plants. Should not be lost as core.	Thanks for your feedback, advice from the SMEWG was sought regarding this unit in the core of the qualification, with the following advice being provided: <i>AHPCPM305 Implement a plant nutrition program</i> is a good unit, however the current core units are more suitable to meet the overall core requirements of students undertaking this qualification. AHPCPM305 to remain in the elective units list.
RTO, NSW	I agree that AHPCPM301 Implement a Plant Nutrition Program should be a core unit, along with AHCSOL304, Soils. It could replace AHCPGD305	
RTO, ACT	Too many core to make nutrition core.	
Industry, VIC	Was it a core unit originally? We are limited by the number of core units, feel soils are more important than nutrition.	
RTO, NSW	Important that Soils is a core unit	
RTO, NSW	Important that Soils is a core unit	Thanks for your feedback, AHCSOL304 has been moved to core.

Comments related to Elective Units – General

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry, QLD	Would like to see an elective around working from heights. Many tasks we perform involve working in planter boxes above ground or need to be done from a ladder.	Thanks for your feedback, advice from the SMEWG was sought regarding this unit being added to the electives list of the qualification, with the following advice being provided: Add <i>RIIWH5204E Work safely at heights</i> to the elective units list.
RTO, NSW	I do not have a problem adding this as an elective unit if it is applicable to a range of workplaces.	

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO, ACT	Good idea – is there a unit at the level 3 around working at heights	
Industry, NSW	Agree there is merit in adding an elective unit for working at heights.	
Industry, VIC	Can have this unit included as an elective.	
RTO, VIC	With only 4 electives, we have offered the 2 chemical units so that apprentices can apply for their ACUP. This will leave us only 2 elective spots to utilize plant focused units.	Thanks for your feedback, advice from the SMEWG was sought regarding this unit being added to the electives list of the qualification, with the following advice being provided: The focus of the qualification is on Parks and Gardens; this is reflected in the core units listed in the qualification. As identified, it is still possible to select the two chemical units to attain an ACUP.
RTO, NSW	The chemical units are offered by many private providers as stand-alone units, and many workplaces do this training with their staff, rather than with TAFE or another provider of the Certificate III Parks and Gardens course. I think it is OK for there to be 4 or 5 electives.	
RTO, ACT	Remove AHCPGD305 Inspect Park Facilities as a core	
Industry, VIC	Increase in parks and garden focus units within the core list.	
RTO, NSW	happy for AHPCM305 to be an elective. and have no more than 12 electives	
Industry Association, SA	Would like to see a first aid unit as an elective	Thanks for your feedback, HLTAID003 has been added to the electives.
Industry Association, SA	Need to check with XXX if any of the Arboriculture and forestry units have prerequisites before listing them as electives	Thanks for your feedback, all the AHCARB units listed have been rechecked and don't have prerequisites.
Industry, WA	The chainsaw units are usually undertaken together and in order i.e., you would be unable to undertake 3213 without first holding 2237 and 2239. This makes it hard as they only have 3 electives so the most suitable options would be 2227+2239 or 2237,2239+3213. Personally, I think 3123 may also be a bit too advanced for parks and gardens staff working without supervision from trained arborists as felling can require significant experience to conduct safely, so would not object if this unit were removed.	Thanks for your feedback, the FWP units have been changed to FWPCOT2237, FWPCOT2239 and FWPFGM3212.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO, NSW	as per previous discussion. Removal of all landscape units except AHCLSC306	Thanks for your feedback, all the AHCLSC units have been removed except for AHCLSC306.
RTO, NSW	include Install Drainage systems as an elective AHCDRG305	Thanks for your feedback, AHCDRG305 has been added to the electives.

General qualification comments

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RTO, VIC	No text recorded.	No text recorded.
RTO, VIC	Reads well and no issue with packaging	Thanks for your feedback, your support is noted.
RTO, NSW	would prefer no more than 12 core units.	Thanks for your feedback, packaging rules is 12 core units.
Industry, VIC	Can the Elective Unit breakdown be 3 to the provided list and 1 to other training packages?	Thanks for your feedback, changed to 3 and 1.
Government, WA	Thank you for the opportunity to provide feedback on the draft Landscaping, Parks and Gardens Skills Standards. The drafts were circulated through our networks for review; however we have received no feedback to date.	Thanks for your feedback, comments noted.
RTO, VIC	A general comment and some thoughts about the information on the project webpage (draft section) that stated the following: In recent times the skills requirements of jobs in the sector have been changing as industry focuses on more sustainable practices to promote biodiversity, adapt to climate change, and acknowledge the cultural significance of these spaces. Skills are needed for reusing resources, planting native species, and reducing herbicide and chemical use, among other sustainable techniques. Many of the revised units include the selection of materials, plants and the disposal of waste. These are points in the	Thanks for your feedback, a number of the units have been updated to include recycling, sustainability, etc. as applicable to the outcome of the unit. With regards to <i>AHCPGD5XX Manage parks and reserves</i> – both PC 1.1 and 1.2 provide linkages to sustainability and biosecurity practices, etc, particularly PC 1.2 'Identify external agencies requirements and objectives for parks and reserves management.' This is then linked to the following PE 'assess environmental impacts of management decisions on the immediate and related environments and impact reduction techniques' and 'applied relevant workplace health and safety and environmental and biosecurity legislation, regulations and workplace procedures', which in turn is linked to the following KE 'workplace health and safety and environmental and

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<p>workflow that present choice; points where the application of sustainability principles present opportunities to strengthen the inclusion of current and emerging sustainable work practices required for the circular economy.</p> <p>Recycling is mentioned in some of the units but not consideration of other sustainable work practices, biodiversity, impacts of climate change and reduction of chemical use. For example, AHCPGD5XX Manage Parks and Reserves has the statement in the Application:</p> <p>All work is carried out to comply with workplace procedures, health and safety in the workplace requirements, legislative and regulatory requirements, and sustainability and biosecurity practices.</p> <p>However, the PCs, PE and KE do not reference the consideration of sustainable work practices, biodiversity etc.</p> <p>I have not looked at the units with minor changes as yet but will let you know early in the new year if there are any further concerns.</p>	<p>biosecurity legislation, regulations and workplace procedures relevant to managing parks or reserves', 'policies applying across all levels of government and within the specific region, including those under catchment plans relevant to managing parks or reserves', 'principles of the Australian Natural Heritage Charter and the Draft Guidelines for the Protection, Management and Use of Aboriginal and Torres Strait Islander Cultural Heritage Places and the Burra Charter', and 'sports and recreational land use applications and associated environmental implications'. These are all linkages to environmental, sustainability and biosecurity implications related to managing parks and reserves.</p>

Proposed qualifications for deletion

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
AHC40516 Certificate IV in Parks and Gardens	
<p>Government, SA</p> <p>Attachment A shows a number of courses which in my mind seem to be more specific.</p> <p>For Horticulture qualifications to be recognised for the skills they impart, there must be compulsory skills based modules that teach plant ID, Botany etc to a high level. These skills are needed for anyone to successfully undertake any of the units shown in Attachment A.</p> <p>In my view there has been a significant drop in the “plant knowledge” graduates of Cert 4 Horticulture courses have over a number of years, - TAFE provided a much better and more holistic training package than private providers who seem to be concentrating on getting people through, rather than ensuring the enhanced skills of graduates.</p>	<p>Thanks for your feedback, your response will be considered by the SMEWG and Amenity Horticulture, Landscaping, Conservation & Land Management IRC.</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	<p>Unit 4 horticulture workers are normally working in a “hands on” capacity, the management focus of these courses probably sit better in higher level qualifications, - diploma level as a minimum.</p> <p>Perhaps it is time review the idea of a base cert 4 horticulture qualification, concentrating on plant knowledge, and then specialized streams, -</p> <ul style="list-style-type: none"> • Parks and gardens • Turf • Landscaping • Horticulture/nursery <p>Given the changing nature of our public open space there should also be a significant component of CALM subjects, as most public spaces now are an amalgam of developed areas, and natural areas.</p>	
AHC50716 Diploma of Parks and Gardens Management		
		No specific feedback requiring action

Summary of feedback on draft Units of Competency

Revised units of competency

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
AHCPGD101 Support gardening work		
<ul style="list-style-type: none"> RTO, VIC 	Reads well no issues	Thanks for your feedback, your support is noted.
AHCPGD206 Conduct visual inspection of park facilities		
<ul style="list-style-type: none"> RTO, VIC 	Reads well no issues	Thanks for your feedback, your support is noted.
AHCPGD2XX Plant trees and shrubs (formerly AHCPGD201 Plant trees and shrubs)		
<ul style="list-style-type: none"> Industry Association, NT 	AHCPGD2XX Plant trees and shrubs; sequencing of the elements supported. 1.1 important component, WHS is always required to be addressed at the beginning of any works. 4.2 the only practice will be the use of seaweed extract, still achievable in Central Australia. 5.1 recommendation to enhance the language around recycle e.g., recycle where and remainder of waste material disposed from the site. Bare rooted not a practice in central Australia, the potter or bagged plants is achievable. Consider rewording performance evidence to include 'recycling Page 3 of 3 where possible' and excess materials as a first option. Factors affecting and timing method of tree or shrub – very important, the technic is not just a focus on adverse, the affects could also be enhancing the environment. Assessment conditions supported	Thanks for your feedback, your support is noted. Reworded PE to 'cleaned up the site and disposed of or recycled waste', added KE 'methods of disposing of waste to minimise damage to the environment'.
<ul style="list-style-type: none"> RTO, VIC 	PCs 3.1, 3.2, 3.3 - Would have to inspect the plant and root ball for what is required in 3.2 and 3.3? Recognition of water-repellent soil, root ball problems, symptoms of pest and disease. No KE to support these PCs. Knowledge Evidence –	Thanks for your feedback, changed PC 3.1 to 'Inspect plant and root ball condition', and PE to 'inspected plan and root ball condition'. Changed KE to 'basic plant structure, physical and nutritional requirements of plants', 'soil and root ball amelioration techniques'. Added KE 'common plant and root ball problems', 'effects of environmental conditions on plant growth', and 'methods of disposing of waste to minimise damage to the environment'. Removed KE 'the effects of adverse outdoor climatic conditions'.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	<ul style="list-style-type: none"> • basic plant structure and the physical and nutritional requirements of plants - Unclear if these are at a basic level too. • soil amelioration techniques - Should root treatments be included here (PC 3.4) • the effect of adverse outdoor climatic conditions - Which PC is supported by this KE? Planting is carried out under general supervisor according to the Application. • the impact of planting activities on the surrounding environment - Does this support PC 5.1? Should recycling and waste disposal get a mention here? 	
• RTO, VIC	Clear and easy to follow	Thanks for your feedback, your support is noted.
• RTO, National	Watering larger tree specimens prior to planting can make the root ball too heavy increasing manual handling injuries	Thanks for your feedback, changed PC 2.1 to 'Water trees and shrubs prior to planting where appropriate'.
• RTO, National	What do we mean by relationship - supervisor?	Thanks for your feedback, a number of the performance criteria within this unit require interaction with a supervisor (either real or simulated) to achieve the unit.
• RTO, WA	RE PC 2.1: Agree with 703. "if applicable" should be added to Performance criteria.	Thanks for your feedback, changed PC 2.1 to 'Water trees and shrubs prior to planting where appropriate'.
AHCPGD2XX Prepare a gravesite (formerly AHCPGD205 prepare a grave site)		
• RTO, VIC	Addition of PC - is recoding required? New PC 1.1 2 extra PC 3.6, 3.7	Thanks for your feedback, changed title and code of unit to 'AHCPGD2XX Prepare a gravesite'.
• Industry Association, NT	• The importance of retaining AHCPGD205 Prepare a grave site' is due to the activity continuing to be practiced in very remote communities by the councils.	Thanks for your feedback, your support is noted.
AHCPGD2XX Prepare and maintain plant displays (formerly AHCPGD202 Prepare and maintain plant displays)		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> Industry Association, NT 	<p>AHCPGD2XX Prepare and maintain plant; 1.6 Irrigation a plant is part of preparing the tree.</p> <p>3.1 Recommendation to rewrite the sentence e.g., Consider recycling material, dispose of remaining waste.</p> <p>4.2 How can you ensure optimum appearance should be written e.g., how can you maximise plant health.</p> <p>4.4 not suitable in all settings, practice varies.</p> <p>Performance evidence – rewording to ‘consider recycling and dispose of remain material.</p> <p>Knowledge evidence – better language ‘remedial action required for display plants displaying health problems than that written in element 4.2</p>	<p>Thanks for your feedback, this unit is about preparing and maintaining plant displays, optimum health and appearance were considered by the SMEWG as necessary for the outcome of this unit. Performance criteria 4.2 and 4.3 are linked to the KE 'remedial action required for display plants displaying health problems'.</p> <p>Reworded PE to 'cleaned up the site and disposed of or recycled waste', added KE 'methods of disposing of waste to minimise damage to the environment'.</p>
<ul style="list-style-type: none"> RTO, VIC 	<p>3.1 Remove and dispose of rubbish and plant waste material - Is there an opportunity here to include recycling/sustainable work practices?</p> <p>Knowledge Evidence:</p> <ul style="list-style-type: none"> - Could also include a KE point - sustainable practices used for the disposal and removal of waste (sustainable practices has been suggested for inclusion according to the project webpage). • remedial action required for display plants displaying health problems - Would you need to be able to recognise common health problems? 	<p>Thanks for your feedback, PC 3.1 changed to 'Remove and dispose of or recycle rubbish and plant waste material'. Reworded PE to 'cleaned up the site and disposed of or recycled waste', added KE 'methods of disposing of waste to minimise damage to the environment'.</p> <p>First sub-point of KE is 'common problems occurring with display plants'.</p>
AHCPGD2XX Prune shrubs and small trees (formerly AHCPGD203 Prune shrubs and small trees)		
<ul style="list-style-type: none"> RTO, VIC 	<p>Cannot see major change to application wording, reads similar to current version. Changes appear to be element, PC, PE</p>	<p>Thanks for your feedback, unit mapping changed to 'minor change to application', and 'major change to performance criteria'.</p>
<ul style="list-style-type: none"> RTO, National 	<p>Great to see the additional pruning tools!</p>	<p>Thanks for your feedback, your support is noted.</p>
<ul style="list-style-type: none"> RTO, National 	<p>What do we mean by Supervisor relationship? Is this a qualified Horticulturist, a trainer assessor?</p>	<p>Thanks for your feedback, a number of the performance criteria within this unit require interaction with a supervisor (either real or simulated) to achieve the unit.</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> Industry Association, NT 	<p>Agreement with the changes in frequency for AHCPGD203 Prune shrubs and small trees. Recommendation is for the UoC title be changed to 'Pruning' and expanding the performance evidence and knowledge evidence to cover shrubs, small trees, vines, grasses and potted plants etc for example 'pruning on two or more plant habits on at least two occasions'. The UoC will then reflect all types of plant habits, not just shrubs and small trees, which is more reflective across all sections of horticulture industries.</p>	<p>Thanks for your feedback, this unit covers the pruning of shrubs and small trees up to three metres in height, there is a separate unit on hand pruning vines (FBPVIT2003) and pruning trees (FWPFGM2205), this reflects practice across a number of industries including; horticulture, production horticulture, nursery, wine, and forestry.</p>
<ul style="list-style-type: none"> Industry Association, NT 	<p>AHCPGD2xx Prune shrubs and small trees: 3.1 rewording the word 'recycle' at the beginning of the sentence, this will ensure the learner considers what material can be recycled before disposing non recycle materials. Performance evidence again rewording 'dispose of remaining waste to include recycling at the beginning of the sentence. Expand on 'reported' – are the participants reporting to supervisors. Use hygienic practices is not as clear in the elements, if written in the knowledge evidence, should this be expanded in the elements.</p>	<p>Thanks for your feedback, PC 3.1 changed to 'Remove and dispose of or recycle rubbish and plant waste material'. Reworded PE to 'cleaned up the site and disposed of or recycled waste', added KE 'methods of disposing of waste to minimise damage to the environment'. These changes are consistent with the rest of the suite of units at this level. Removed KE 'use of hygienic practices'.</p> <p>Participants are reporting to supervisors, see performance criteria 1.1, 1.2, 1.3 and 3.3. The SMEWG agreed to including hygienic practices in the KE as underpinning knowledge for the unit, rather than including a specific PC.</p>
<ul style="list-style-type: none"> RTO, VIC 	<p>Performance Evidence:</p> <ul style="list-style-type: none"> minimised environmental disturbance - No PC or KE relating to this PE <p>Knowledge Evidence:</p> <ul style="list-style-type: none"> plant health principles - Perhaps be more specific about KE required at AQF level 2. use of hygienic practices - First mention of hygienic practices. AS4373-2007 Pruning of amenity trees - Using the Australian Standard number becomes a problem if the standard changes. <p>Assessment Conditions:</p> <ul style="list-style-type: none"> AS4373-2007 Pruning of amenity trees - Using the Australian Standard number becomes a problem if the standard changes. 	<p>Thanks for your feedback, removed PE 'minimised environmental disturbance'.</p> <p>Changed KE 'plant health principles' to 'plant health principles applicable to pruning shrubs and small trees'</p> <p>Removed KE 'use of hygienic practices'.</p> <p>Use of Australian Standard (AS) numbers was explained to the SMEWG and references to AS numbers has been removed except where the SMEWG considered that a specific reference to an AS number was important for the delivery and assessment of the unit.</p>
<ul style="list-style-type: none"> RTO, WA 	<p>RE Performance Evidence frequency: This statement needs to be clarified: does this mean 3 shrubs and 3 small trees or a total of 3 including shrubs and small trees.</p>	<p>Thanks for your feedback, changed PE frequency statement to 'There must be evidence that the individual has pruned a total of at least three different shrubs and small trees using the following:'.</p>
<p>AHCPGD2XX Transplant shrubs and small trees (formerly AHCPGD204 Transplant small trees)</p>		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> RTO, VIC 	<p>PE have been updated and volume of evidence/frequency added -- why are changes listed as minor. If changes are minor and outcome is the same, then unit does not need to be recoded.</p>	<p>Thanks for your feedback, the title of the unit has changed from 'Transplant small trees' to 'Transplant shrubs and small trees' to more accurately reflect the unit outcome. This has necessitated the code change.</p>
<ul style="list-style-type: none"> Industry Association, NT 	<p>AHCPGD2xx Transplant shrubs and small trees: Appropriate Australian standards – only written in this units, what are the standards? are they going to be listed in the companion volume? 5.2 wording is better 'dispose of or recycle waste material from site'. Strongly support lifting techniques written into the knowledge evidence – very important.</p>	<p>Thanks for your feedback, the SMEWG determined that references to Australian Standards (AS) numbers be removed except where the SMEWG considered that a specific reference to an AS number was important for the delivery and assessment of the unit.</p> <p>PC 5.2 changed to 'Remove and dispose of or recycle rubbish and plant waste material'. Reworded PE to 'cleaned up the site and disposed of or recycled waste', added KE 'methods of disposing of waste to minimise damage to the environment'. These changes are consistent with the rest of the suite of units at this level. Added KE 'transportation, manual handling and lifting techniques applicable to transplanting shrubs and small trees'.</p>
<ul style="list-style-type: none"> RTO, VIC 	<p>PC 3.2 Prune tree roots according to appropriate Australian Standard where required - Recommend removal of reference to external standard in PE. The Australian Standard is in KE to support PE 3.2.</p> <p>3.5 Lift tree and secure for potential storage or transportation using safe lifting techniques -No KE to support safe lifting techniques</p> <p>3.6 Prepare and handle tree or shrub to minimise damage during handling and transportation - May need to add KE on handling and transportation</p> <p>4.2 Modify soil according to the cultural requirements of the species - No soil modification knowledge required in KE</p> <p>5.2 Dispose of or recycle waste material from site - Opportunity to include sustainable waste disposal/recycling/work practices in the KE</p> <p>5.3 Clean, maintain and store tools and equipment -No KE for how to use, clean, maintain tools and equipment</p> <p>Knowledge Evidence:</p> <ul style="list-style-type: none"> shrubs and small trees physiology - Not sure you can have the principles and practices of shrubs and trees physiology. Needs rewriting to fit context and limitations of the unit at AQF level 2. 	<p>Thanks for your feedback, PC 3.2 changed to 'Prune tree roots where required'. Added KE; 'correct and safe use and care of tools and equipment', 'transportation, manual handling and lifting techniques applicable to transplanting shrubs and small trees', and 'methods of disposing of waste to minimise damage to the environment'. Changed KE from 'shrubs and small trees physiology' to 'basic physiology applicable to transplanting shrubs and small trees'.</p> <p>Use of Australian Standard (AS) numbers was explained to the SMEWG and references to AS numbers has been removed except where the SMEWG considered that a specific reference to an AS number was important for the delivery and assessment of the unit.</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	<ul style="list-style-type: none"> • AS4373-2007 Pruning of amenity trees - Recommend wording so that the unit is unaffected by changes to the standard. Assessment Conditions: <ul style="list-style-type: none"> • AS4373-2007 Pruning of amenity trees - Recommend wording so that the unit is unaffected by changes to the standard. 	
AHCPGD303 Perform specialist amenity pruning		
<ul style="list-style-type: none"> • RTO, VIC 	Reads well no issues	Thanks for your feedback, your support is noted.
<ul style="list-style-type: none"> • Industry Association, NT 	Support on the addition of specific tool within 'AHCPGD303 Perform specialist amenity pruning'.	Thanks for your feedback, your support is noted.
AHCPGD304 Implement a landscape maintenance program		
<ul style="list-style-type: none"> • RTO, VIC 	Reads well no issues	Thanks for your feedback, your support is noted.
<ul style="list-style-type: none"> • Industry Association, NT 	Support received for the minor changes and strongly supported the removal of 'cultural and heritage', within AHCPGD304 Implement a landscape maintenance program, the UoC is more specific within a Northern Territory setting.	Thanks for your feedback, your support is noted.
AHCPGD305 Conduct operational inspection of park facilities		
<ul style="list-style-type: none"> • RTO, VIC 	No text recorded	No text recorded.
<ul style="list-style-type: none"> • Industry Association, NT 	Support received for the revised unit 'AHCPGD305 Conduct operational inspection of park facilities' and provided a recommendation for a minor change in '3.4 Complete inspection report, including photographs where required and submit to client or supervisor' to include the wording 'optional' or 'including the wording 'diagram or drawing' due to the difficulty to undertake the element in very remote communities. The ability to purchase or be using a camera is minimal and	Thanks for your feedback, your support is noted. Photographs could be taken on a phone or camera (which should be provided for assessment by the training provider/organisation undertaking the assessment). The submitting to client could be via the internet or memory stick or other suitable option.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	internet connection is often unreliable and difficult to 'submit to client or supervisor'.	
<ul style="list-style-type: none"> RTO, VIC 	<p>If you were teaching/training a cohort of trainees that were all drawn from Councils, the inclusion of AHCPGD 305 may be appropriate, although from my discussions with Council staff it seems that this is a unit that many Council staff would never be asked to use. To make non-Council trainees undertake such a unit as core, is to waste a complete unit within the qualification.</p> <p>This unit should not be part of the core. It does not meet the requirement of a core unit in having wide applicability across all Certificate III Parks and Gardens cohorts. It should remain as an elective, where individual RTO's could include it as part of the qualification depending on the training requirements of a particular cohort of trainees.</p>	Thanks for your feedback, advice from the SMEWG was sought regarding this unit in the core of the qualification, with the following advice being provided: Inspection is a general function of the workplace (whether formal or informal), unit to remain in the core.
AHCPGD306 Implement a maintenance program for an aquatic environment		
<ul style="list-style-type: none"> RTO, VIC 	Reads well no issues	Thanks for your feedback, your support is noted.
AHCPGD3XX Implement a plant establishment program (formerly AHCPGD301 Implement a plant establishment program)		
<ul style="list-style-type: none"> RTO, VIC 	Re AHCPGD301 - Is a code change required, changes to the number of PC from current-outcome not changed? Removed PC from E1 and added 3.6, 5.4	Thanks for your feedback, changed code of unit to 'AHCPGD3XX'.
<ul style="list-style-type: none"> RTO, QLD 	this reads as though a student has to first estimate and then correctly calculate A ,V ,R & AR's?	Thanks for your feedback, changed FS to 'Estimate are, volume and ratios, and calculate application rates'.
<ul style="list-style-type: none"> Industry Association, NT 	Support received for the minor changes within 'AHCPGD301 Implement a plant establishment program'.	Thanks for your feedback, your support is noted.
AHCPGD3XX Plan and maintain plant displays (formerly AHCPGD302 Plan and maintain plant displays)		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
• RTO, VIC	Reads well no concerns	Thanks for your feedback, your support is noted.
• RTO, VIC	<p>1.6 Check irrigation system operation where applicable - No irrigation in KE</p> <p>5.1 Remove and dispose of rubbish and plant waste material - Could include sustainable waste disposal, recycling etc.</p> <p>Foundation Skills - May need some numerical skills other than calculation in the PE</p> <p>Performance Evidence: There must be evidence that the individual has planned and . - Element 1 is about preparing for a plant display. 1.1 is confirming the plant display requirements. Suggest revise for clarity.</p> <ul style="list-style-type: none"> • checked irrigation system where required - Not in specified in KE <p>Knowledge Evidence: • principles and practices of plant display installation and maintenance, including at least ten annual and ten perennial plant types, including their:</p> <p>- Should display planning be included here.</p>	<p>Thanks for your feedback, changed PC 5.1 to 'Remove and dispose of or recycle rubbish and plant waste material', changed PE to 'removed and disposed of or recycled waste material'.</p> <p>Added Numeracy FS 'Estimate area', and 'Apply numerical information to determine quantities, material and application rates'.</p> <p>Changed KE to 'principles and practices of plant display planning, installation...etc', added KE 'irrigation system operation', and 'methods of disposing of waste to minimise damage to the environment'.</p> <p>PC 1.1 is confirming the requirements of the display plan, i.e., the individual is planning, installing, and maintaining plant displays from a display plan.</p>
AHCPGD401 Design plant displays		
• RTO, VIC	PCs relating to client and consultation no KE to support	Thanks for your feedback, added KE 'client consultation and negotiation techniques'.
AHCPGD402 Plan a plant establishment program		
• RTO, VIC	Reads well no issues	Thanks for your feedback, your support is noted.
AHCPGD501 Manage plant cultural practices		
• RTO, VIC	PC 4.3 & 4.4 not mentioned in KE Supervise and appraise staff and contract needs to be added to KE	Thanks for your feedback, added KE 'staff and contractor supervision and performance appraisal'.
AHCPGD502 Plan the restoration of parks and gardens		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> RTO, VIC 	No issues	Thanks for your feedback, your support is noted.
AHCPGD504 Develop and implement a streetscape management plan		
<ul style="list-style-type: none"> RTO, VIC 	No concerns	Thanks for your feedback, your support is noted.
AHCPGD505 Conduct comprehensive inspection of park facilities		
<ul style="list-style-type: none"> RTO, VIC 	No updates or concerns	Thanks for your feedback, your support is noted.
AHCPGD5XX Manage parks and reserves AHCPGD503 Manage parks and reserves)		
<ul style="list-style-type: none"> RTO, VIC 	Element 3 - An opportunity to include principles of sustainability in solutions Performance Evidence: <ul style="list-style-type: none"> • assess environmental impacts on the immediate and... - Environmental impacts of management actions? 	Thanks for your feedback, changed PE to 'assess environmental impacts of management decisions on the...etc'.

Summary of feedback received on Industry Reference Committee questionnaire

A priority for Skills Ministers in 2021 is to ensure employers' and learners' needs can be met through the VET system by reducing the complexity of the training system and improving accessibility of training. One of the key considerations is whether there is a need for formal training of skills through the VET system to achieve competency in the job role.

Enrolment numbers are a key piece of evidence to indicate the need for formal VET training. There may be a number of explanations for low enrolment numbers in a unit of competency, skill set or qualification, and the AISC are asking industry to confirm whether low enrolment numbers are an indication of lack of industry need, or whether there may be reasons for keeping the relevant skill in the formal training system in spite of low enrolment numbers.

Initially, a cut-off point for specific review of units has been set at fewer than 42 enrolments in each of the last three years.

Several of the units and qualifications being reviewed as part of this project have been identified as meeting this criteria between 2015 – 2019.

The AISC will consider industry viewpoints for maintaining these, backed up by evidence of future enrolments as reasons for them to be retained.

To help guide the AISC decision, the Industry Reference Committee sought stakeholder feedback regarding the following factors

- Whether units proposed for retention are core to qualifications being retained?
- Are there linkages with industrial and legislative arrangements?
- Are enrolments expected to increase in the near future? And if so, why?
- Is there employment growth in the skills outlined in the unit/qualifications? And if so, why?
- Is there another specialist requirement to keep the unit/qualification?

Feedback was collected via a questionnaire. Responses to the questions will be considered by the SMEWG and the Amenity Horticulture, Landscaping, Conservation & Land Management Industry Reference Committee.

The following is a summary of the feedback received regarding the questionnaire.

Stakeholder Feedback

Questions:

1. In my opinion, AHC40516 Certificate IV in Parks and Gardens should be: **Deleted** **Retained**
2. Please provide reasons for your answer
3. Are enrolments expected to increase in the near future? Please give reasons for your answer.
4. Is there employment growth in the skills outlined in the AHC40516 Certificate IV in Parks and Gardens? Please give reasons for your answer.
5. Is there another specialist requirement to keep the AHC40516 Certificate IV in Parks and Gardens? Please give reasons for your answer.
6. Is this AHC40516 Certificate IV in Parks and Gardens linked to industrial and legislative arrangements? Please provide your comments/examples.

<ul style="list-style-type: none"> • Industry Association, National 	<p>Delete</p> <p>Due to no related industry positions to this qualification, there is minimum industry demand for this qualification. This is not expected to change in the future. Therefore, the removal of this qualification is supported.</p>
<ul style="list-style-type: none"> • RTO, ACT 	<p>Delete</p> <p>Low enrolments, no enrolments expected in future, no employment growth, no specialist requirements, no link to industrial and legislative arrangements.</p>
<ul style="list-style-type: none"> • Industry, SA 	<p>Retain</p> <p>In response to COVID-19, there has been broader recognition of the wide range of benefits gained from visiting parks and gardens and contact with nature. The industry needs to capitalise on this and use it to encourage more training in this area, which includes having various training options available for people to see it as a career path, that it is valued, and to advocate for quality open space. While numbers have been low, the industry hopes recent research and reflections will lead to a boost in funding for this field in the coming years. Enrolment increase expected as more people have come to recognise the value of parks and gardens especially since COVID-19 and broader acknowledgement of the climate crisis. There is employment growth particularly in response to development and maintenance of parks and gardens resulting from state and federal government infrastructure funding awarded to stimulate the economy from COVID-19.</p>
<ul style="list-style-type: none"> • Industry, NSW 	<p>Retain</p> <p>This is a course that staff of the Queanbeyan-Palerang Regional Council would undertake, if given the opportunity, enrolment information and advertisement of the course. Re expected increase in enrolments- Not sure, that would depend on what information is available for prospective students to access. Re expected employment growth - There is growth in all Council's Parks & Gardens staff across NSW and the ACT Re specialist requirement - requirement for Apprentice Gardener, in particular for Councils Re links to industrial and legislative arrangements - No, but perhaps it should be.</p>
<ul style="list-style-type: none"> • Industry, NSW 	<p>Delete</p> <p>For Apprentices that I hire, I tend to send them into Horticulture I do not believe enrolments are expected to increase in future Re employment growth - I believe a lot of people go down the Horticulture path now Re specialist requirement - no Re links to industrial and legislative arrangements - Not that I am aware of</p>
<ul style="list-style-type: none"> • Industry, NSW 	<p>Delete</p> <p>The primary cause of low enrolments in NSW is a combination of course fee increases outstripping average wages in the sector, and a systematic erosion of course outcomes as a result of privatisation of the training sector and national alignment of training packages being driven by 'course completions' over substance and career outcomes for graduates. The division of horticulture and parks & gardens has also led to confusion amongst employers/employees and led to dividing the pool. The traditional reasons for the division are no longer warranted. The 'tradification' of horticulture in Australia i.e., the removal and dumbing down of course content has led to stagnation of professional</p>

Stakeholder Feedback	
	<p>standards and skill sets which is then used as justification for wage stagnation. It does not stand to reason that the booming construction and greenspace sectors are not providing sufficient trainee/apprentice jobs and therefore low parks and gardens enrolments. Parks and garden jobs simply don't pay enough to justify the out-of-pocket expenses for aspiring entrants to the profession or employers to fork out for the training. A further compounding factor is that the apprenticeship/trainee system is archaic and has not kept pace with modern living costs or other sectors. Given horticulture is not a licensed trade, nor in a highly unionised sector, entrants into the profession are better off simply getting some gardening experience as labourers at non-trainee wages, then pursuing less technical gardening roles until they have enough experience to gain employment based on experience being 'equivalent' to qualifications.</p> <p>Re expected increase in enrolments - Possibly. Primarily due to the resurgence of gardening as a result of the pandemic. This should not be mistaken for a 'real' increase. There will be an influx of new, inspired gardeners who will soon realise wage growth in the sector is low and course quality and professional development is not what they expected.</p> <p>Re expected employment growth - There is employment growth due to the strong green sector however there is very little wage and quality growth in the mid-management jobs on offer</p> <p>Re specialist requirement - No - it should be scrapped and it's technical horticulture modules should be rolled into AQF5 diploma in horticulture. Unless the AQF flow for horticulture/parks & gardens is remodelled similar to turf management and arboriculture, cert IV is simply a redundant box-checking cert that delivers little real world outcomes to students of employers.</p> <p>Re links to industrial and legislative arrangements - It has probably become enshrined in local and state govt recruitment processes due to hiring managers and Hr departments lack of understanding/confusion over what it delivers and what the course covers. Listing it as an essential qual for mid managerial roles entrenches its existence without its worth being considered. Surely Diploma in horticulture (AQF 5) is the appropriate essential qualification for any role higher than gardener/horticulturist? That would also increase quality outcomes in the industry and drive wage growth.</p>
• Industry, NSW	<p>Retain</p> <p>I believe if more managers knew about the course, I think interest would be there</p> <p>Re expected increase in enrolments - This is undetermined until the word is put out there for possible enrolments</p> <p>Re expected employment growth - Parks and Gardens will always need staff. If there is a course directed to the skill set required to enhance staff performance and understanding, then it should be highlighted and encouraged</p> <p>Re specialist requirement - I think any new potential staff member should benefit from a course of this nature. Once again I highlight the need to promote courses of this nature to councils to start with</p> <p>Re links to industrial and legislative arrangements - Unknown</p>
• Industry, NSW	<p>Delete</p> <p>Certificate 3 is entry requirement for Horticulturists. Most students then move to study Diploma level.</p> <p>Re expected increase in enrolments - No</p> <p>Re expected employment growth - No. It's not a qualification we ask for. Many staff now going from Certificate 3 straight to Diploma level.</p> <p>Re specialist requirement - No</p> <p>Re links to industrial and legislative arrangements - No. None that I know of.</p>
• Industry, VIC	<p>Delete</p> <p>Hard to distinguish difference between Certificate 3 and Certificate 4 in Local Government scenario. Our pay scale starts at Cert 3 level as a minimum but not appreciable pay difference if someone had a Cert 4</p> <p>Re expected increase in enrolments - Not aware of any</p> <p>Re expected employment growth - As above, difference between Cert 3 and Cert 4</p> <p>Re specialist requirement – No</p> <p>Re links to industrial and legislative arrangements - Not aware of any.</p>

Stakeholder Feedback	
<ul style="list-style-type: none"> • Industry, VIC 	<p>Retain It provides a career path for those who want to study further, but are not able to study at a higher level Re expected increase in enrolments - No, because there is not a structured career path for graduates Re expected employment growth - Yes, in specific areas such as irrigation and arboriculture Re specialist requirement - As in arboriculture, more education gives more credibility to the industry and knowledge base Re links to industrial and legislative arrangements - What does this mean? Better education, more exposure to different thoughts makes the industry stronger and more appealing</p>
<ul style="list-style-type: none"> • Industry, QLD 	<p>Retain I was the Parks Manager at Logan City Council for almost 10 years. During this time, no staff identified or requested this training in their annual review & planning. I was not aware of this training and suspect neither were they. How & where are these courses advertised and promoted to potential participants? Re expected increase in enrolments - Unlikely if there is a low level awareness of the opportunity. Re expected employment growth - The demands for providing urban greenspace are well documented; supplying urban greenspace is challenging. Parks and greenspace are the "good news stories" for elected officials as they are highly valued by the community. Skills in managing urban greenspace are therefore essential. Re specialist requirement - as above re employment growth Re links to industrial and legislative arrangements - Not to my knowledge in QLD</p>
<ul style="list-style-type: none"> • Industry, QLD 	<p>Retain The qualification has value and Council's respect what it offers to the student. In combination with a trade apprentice or trainee programme it helps prepare students for the industry. The key issue is Councils are cutting back their funding to mandatory rather than discretionary training and there needs to be a bigger focus on State and Federal training schemes for trainees and apprentices which would lead into more take up of this course. Re expected increase in enrolments - No . Students and Councils who may train staff in this area using this certificate cannot currently afford the programme with rate capped revenues Re expected employment growth - yes, as above Re specialist requirement – No Re links to industrial and legislative arrangements - No</p>
<ul style="list-style-type: none"> • Industry, SA 	<p>Retain It is an important foundation course for parks management gaining skills broad park management and horticulture. It's where I started as an apprentice and then gained my diploma, and this gave me the qualification to seek management positions in parks management and related recreation and environmental fields where supervision was key and now even more important in COVID with more people using parks Re expected increase in enrolments - Was a requirement for apprenticeship but not as much now and loose qualifications now due to deregulation so more needs to be done to foster the industry using organizations like Parks and Leisure Australia to promote career paths and portable skills Re expected employment growth - A key area for growth due to COVID and need to support parks and higher use Re specialist requirement - Core to supporting the improvements to parks as COVID is still an issue, Re links to industrial and legislative arrangements - Should be part of apprentice qualification</p>
<ul style="list-style-type: none"> • Industry, WA 	<p>Retain It offers specifics to the Parks and Gardens Industry Re expected increase in enrolments - Not likely Re expected employment growth - Yes. As residential developments continue to expand, maintained green spaces are on the rise</p>

Stakeholder Feedback	
	<p>Re specialist requirement - Yes. It addresses specifics to the public & private parks and gardens industry not covered in general horticulture units</p> <p>Re links to industrial and legislative arrangements - no answer</p>
<ul style="list-style-type: none"> • Industry, VIC 	<p>Retain</p> <p>Technically trained parks and gardens staff are essential to the professionalism of our industry. The ability to more than pick up litter and mow grass is essential in the delivery and maintenance of our open space assets. The importance of open space has been highlighted during Covid lockdowns, and is now more than ever valued by the community. The ability to offer a wide range of reserves that meet the varied requirements of the community is only achievable with skilled staff.</p> <p>Re expected increase in enrolments - Melbourne Uni no longer offers the degree in Horticulture. With the Advanced Diploma now being the highest undergraduate qualification available in Vic, the Cert IV is even more important, as it provides a pathway into higher education and management for those without the grades to enter into a diploma course.</p> <p>Re expected employment growth - In Melbourne, the subdivisional growth is delivering streetscapes and reserves at a high rate. Contractor and Council staff are always in demand, with few qualified people available to fill these roles. Without the qualifications, it is very difficult to progress in a career in horticulture.</p> <p>Re specialist requirement - Quality horticultural skills are in short supply. Without these it is not possible to maintain high quality assets such as feature gardens, civic centres and botanical gardens. The absence of these assets, or the dumbed down result of not having experienced and qualified staff would be a great loss to our cities and towns.</p> <p>Re links to industrial and legislative arrangements - None that I know of. Potentially Crown Land Committees of Management may require specialist skills for heritage properties etc.</p>
<ul style="list-style-type: none"> • Industry, NT 	<p>The training provider we – and most Territorians - use is Charles Darwin University.</p> <p>They have for years under-resourced their VET sector, particularly Horticulture and somewhat in Aquaculture and Conservation Land Management.</p> <p>We don't use these units because they are never offered. Neither are the Qualifications (the Cert IV or Diploma).</p> <p>I know we don't have large student numbers in the Territory, but students can never learn what isn't available.</p>
<p>A Decision was sought from the IRC –</p> <p>Action: Delete</p>	
<p>Questions:</p> <ol style="list-style-type: none"> 1. In my opinion, AHC50716 Diploma of Parks and Gardens Management should be: Deleted Retained 2. Please provide reasons for your answer 3. Are enrolments expected to increase in the near future? Please give reasons for your answer. 4. Is there employment growth in the skills outlined in the AHC50716 Diploma of Parks and Gardens Management? Please give reasons for your answer. 5. Is there another specialist requirement to keep the AHC50716 Diploma of Parks and Gardens Management? Please give reasons for your answer. 6. Is this AHC50716 Diploma of Parks and Gardens Management linked to industrial and legislative arrangements? Please provide your comments/examples. 	
<ul style="list-style-type: none"> • Industry Association, National 	<p>Delete</p> <p>Due to limiting training providers providing this course and limited positions within industry requiring these skill sets. This is not expected to change in the future.</p> <p>Therefore, the removal of this qualification is supported.</p>
<ul style="list-style-type: none"> • RTO, ACT 	<p>Delete</p> <p>Low enrolments, no enrolments expected in future, no employment growth, no specialist requirements, no link to industrial and legislative arrangements.</p>
<ul style="list-style-type: none"> • Industry, SA 	<p>Retain</p>

Stakeholder Feedback	
	<p>In response to COVID-19, there has been broader recognition of the wide range of benefits gained from visiting parks and gardens and contact with nature. The industry needs to capitalise on this and use it to encourage more training in this area, which includes having various training options available for people to see it as a career path, that it is valued, and to advocate for quality open space. While numbers have been low, the industry hopes recent research and reflections will lead to a boost in funding for this field in the coming years.</p> <p>Re expected increase in enrolments - Yes, increase is expected as more people have come to recognise the value of parks and gardens especially since COVID-19 and broader acknowledgement of the climate crisis.</p> <p>Re expected employment growth - There is employment growth particularly in response to development and maintenance of parks and gardens resulting from state and federal government infrastructure funding awarded to stimulate the economy from COVID-19.</p> <p>Re specialist requirement - Unsure</p> <p>Re links to industrial and legislative arrangements - Unsure</p>
• Industry, NSW	<p>Retain</p> <p>Of interest to Council's Parks & Recreation staff.</p> <p>Re expected increase in enrolments - Not sure, that would depend on the advertising of this course.</p> <p>Re expected employment growth - There is employment growth in the Parks & Recreation sector of local government. Additionally, all levels of government advocate healthy living and the benefits of being outdoors. This course should be more widely advertised.</p> <p>Re specialist requirement - There is employment growth in the Parks & Recreation sector of local government. Additionally, all levels of government advocate healthy living and the benefits of being outdoors. This course should be more widely advertised.</p> <p>Re links to industrial and legislative arrangements - No, but perhaps it should be.</p>
• Industry, NSW	<p>Delete</p> <p>Same as for Cert IV</p> <p>Re expected increase in enrolments – No</p> <p>Re expected employment growth - Same as for Cert IV</p> <p>Re specialist requirement - Same as for Cert IV</p> <p>Re links to industrial and legislative arrangements - Same as for Cert IV</p>
• Industry, NSW	<p>Retain</p> <p>Diploma of Horticulture. Is the qualification that signifies a significant leap in technical horticulture skill/knowledge from that of AQF 3 horticulture/parks & gardens. cert. 4 only resurged to force students to pay for an additional course to get to Diploma of Horticulture therefore boosting TAFE and RTO profits. The scrapping of cert 4 and rolling any technical modules from it into Diploma of Horticulture, would improve course quality, value and outcomes for students and employers who are paying significantly more for full fees than 10 years ago. Retention and improvement of Diploma of Horticulture. Will also improve the quality and professionalism of horticulture in Australia and therefore improve wage growth and career opportunities. We need to look to the UK and US models for horticulture training and quality (don't look to them for wage as an indicator though!)</p> <p>Re expected increase in enrolments - Probably, as a result of the pandemic and strong green sector.</p> <p>Re expected employment growth - Yes. The green sector is strong and mid-to upper management roles are increasingly more technical.</p> <p>Re specialist requirement - Without it, we won't be able to fix the volume of technical horticultural problems that will arise in coming years as a result of the boom the industry has been in since 2000 and the degradation of quality in the horticultural training leading to lots of landscapes being poorly designed, constructed and planted. It is the horticulturists that manage and inherit the sins of the architects and landscapers</p> <p>Re links to industrial and legislative arrangements - Yes. It is enshrined in govt hiring policies/procedures as well as in local government DCPs as an essential qualification for report writers</p>
• Industry, NSW	<p>Retain</p> <p>I see this course for promoted staff, this will help them improve leadership skills and work performance</p> <p>Re expected increase in enrolments - Unknown but would advertise it with councils to see what interest might come about</p>

Stakeholder Feedback	
	<p>Re expected employment growth - There is always growth within the parks and gardens area</p> <p>Re specialist requirement - Advertise the courses more frequently and make them affordable to councils</p> <p>Re links to industrial and legislative arrangements - Unknown</p>
• Industry, NSW	<p>Retain</p> <p>This qualification should be promoted as a logical step for people who have gained Certificate 3.</p> <p>Re expected increase in enrolments - I do not have any staff interested in this qualification currently.</p> <p>Re expected employment growth - Yes, Certificate 3 is the entry requirement, but more and more people now have diploma level qualifications.</p> <p>Re specialist requirement - Natural progression for students from Certificate 3 level.</p> <p>Re links to industrial and legislative arrangements - None that I know of.</p>
• Industry, VIC	<p>Retain</p> <p>We need to maintain a Diploma standard qualification for a growing industry in Parks & Gardens and green infrastructure management</p> <p>Re expected increase in enrolments - Not sure</p> <p>Re expected employment growth - Yes, but at the supervisory/management level</p> <p>Re specialist requirement - Not sure</p> <p>Re links to industrial and legislative arrangements - No</p>
• Industry, VIC	<p>Retain</p> <p>Again, it provides a career path for those wanting to further themselves in the industry</p> <p>Re expected increase in enrolments - No, because of the poor structure in the industry and lack of recognition of the qualification. When you can earn more picking and packing at Officeworks than you can in the Horticultural industry as a full time employee, doesn't that say something about the state of the industry</p> <p>Re expected employment growth - I have completed the old Associate Diploma of Horticulture and I then transitioned into the Degree program, which again opened more doors</p> <p>Re specialist requirement - Yes, better understanding of people management and legal requirement in the workplace. Better understand of workflow and more expertise in horticulture</p> <p>Re links to industrial and legislative arrangements - Again, what is meant by this question?</p>
• Industry, QLD	<p>Retain</p> <p>I was the Parks Manager at Logan City Council for almost 10 years. During this time, no staff identified or requested this training in their annual review & planning. I was not aware of this training and suspect neither were they. How & where are these courses advertised and promoted to potential participants?</p> <p>Re expected increase in enrolments - Unlikely if there is low-level awareness of the opportunity.</p> <p>Re expected employment growth - See previous response - perhaps the title should be revised to "Urban Greenspace Management". Parks and gardens is a very narrow focus and not representative of the diversity of municipal urban greenspace.</p> <p>Re specialist requirement - refer to response given for Cert IV</p> <p>Re links to industrial and legislative arrangements - Not to my knowledge in Qld.</p>
• Industry, QLD	<p>Delete</p> <p>On the job leadership training or more formal leadership training is required at this level. For our industry this offers too narrow a focus for a leadership role development</p> <p>Re expected increase in enrolments – No</p> <p>Re expected employment growth – No</p> <p>Re specialist requirement – No</p> <p>Re links to industrial and legislative arrangements - No</p>

Stakeholder Feedback	
<ul style="list-style-type: none"> • Industry, SA 	<p>Retain</p> <p>In my case was a great management foundation and as this area deals with variables like managing growing assets, visitor management to ensure consistent experiences for users and key to wider tourism offers , in my case I managed aligned areas like environment and recreation facilities as they all overlap with parks facilities like sports fields playgrounds recreation trails etc . Led to my role as a general manager in urban planning and elite management before my current role where my horticulture and park management experience was key to getting better outcomes in master plans I managed , projects like sporting complexes I project managed in construction, parks management requires holistic management of parks recreation and environmental assets and these key elements need to be reflected in the course to make it more relevant to gain more enrolments</p> <p>Re expected increase in enrolments - Yes if retained and pitched as holistic covering recreation and environmental assets along with parks where these other assets are a subset</p> <p>Re expected employment growth - Yes in my view if it is managed well and worked on with the industry like Parks and Leisure Australia</p> <p>Re specialist requirement - Create holistic understanding and paths to environmental and recreation assets</p> <p>Re links to industrial and legislative arrangements - Not currently</p>
<ul style="list-style-type: none"> • Government, WA 	<p>Retain</p> <p>Valuable for the attainment of skills not easily gained through on the job experiences</p> <p>Re expected increase in enrolments - Yes. As the current Management base of facilities ages, prospective new management personnel will be looking to supplement their skill base.</p> <p>Re expected employment growth - No. State and Local governments are not recruiting more people at this level.</p> <p>Re specialist requirement - Yes. It contains specific skill sets required for management of Parks and Gardens not easily attained through on the job experience.</p> <p>Re links to industrial and legislative arrangements - No answer</p>
<ul style="list-style-type: none"> • Industry, VIC 	<p>Retain</p> <p>I believe this is the highest undergraduate course in horticulture that can be undertaken in Vic, as Melbourne University no longer offers a degree course.</p> <p>Re expected increase in enrolments - As professional horticulturalist like myself, get older and approach retirement, there are few qualified and experienced people available to take our place. The professionalism of the industry is imperative, and younger Cert IV horticulturalist should be mentored and encouraged to further their qualifications, so they can advance into management.</p> <p>Re expected employment growth - With subdivisional growth increasing the size of our cities such as Melbourne, streetscapes and reserves are being delivered at a high rate. More Team Leaders and Coordinators are required to oversee the increasing number of assets, and without a suitable qualification, it is difficult for people to advance. The skills learnt in this course help people learn how to manage staff, as well as the parks and open space environment, in a safe, efficient and professional way.</p> <p>Re specialist requirement - As stated above, open space and horticultural assets are increasing with the growth of our cities. Management must keep up with all the skills that the industry and organisation requires. These include budgeting, project management, collaborating and working in multidisciplinary teams, OH&S, staff training, people management and leadership.</p> <p>Re links to industrial and legislative arrangements - Minimum qualifications for positions in Vic for Band 5 and above are required.</p>
<ul style="list-style-type: none"> • Industry, NT 	<p>The training provider we – and most Territorians - use is Charles Darwin University.</p> <p>They have for years under-resourced their VET sector, particularly Horticulture and somewhat in Aquaculture and Conservation Land Management.</p> <p>We don't use these units because they are never offered. Neither are the Qualifications (the Cert IV or Diploma).</p> <p>I know we don't have large student numbers in the Territory, but students can never learn what isn't available.</p>
<p>A Decision was sought from the IRC –</p> <p>Action: Delete</p>	

Stakeholder Feedback

Questions:

1. In my opinion, AHCPGD205 Prepare a grave site should be: **Deleted Retained**
2. Please provide reasons for your answer
3. Are enrolments expected to increase in the near future? Please give reasons for your answer.
4. Is there employment growth in the skills outlined in the AHCPGD205 Prepare a grave site? Please give reasons for your answer.
5. Is there another specialist requirement to keep the AHCPGD205 Prepare a grave site? Please give reasons for your answer.
6. Is this AHCPGD205 Prepare a grave site linked to industrial and legislative arrangements? Please provide your comments/examples.

• Industry Association, National	Delete This skill set (sic) has limited need within the Parks and Gardens industry and there is an existing qualification within another Industry Reference Committee, Personal Services, SIF30213 Certificate III in Gravedigging, Grounds and Maintenance. Therefore, the removal of this unit is supported.
• Industry, VIC	Delete Another qualification available - (SIF30213) Certificate III in Gravedigging, Grounds and Maintenance Re expected increase in enrolments - No, not a core function of Parks and Gardens industry. Re expected employment growth - No - there is another qualification that provides the skills for the industry. Re specialist requirement – No Re links to industrial and legislative arrangements -No
• RTO, ACT	Delete Low enrolments Re expected increase in enrolments – No Re expected employment growth – No Re specialist requirement – No Re links to industrial and legislative arrangements - No
• Industry, NSW	Delete I do not believe this is required Re expected increase in enrolments – No Re expected employment growth – No Re specialist requirement - Not that I know of Re links to industrial and legislative arrangements - Not that I know of
• Industry, NT	The training provider we – and most Territorians - use is Charles Darwin University. They have for years under-resourced their VET sector, particularly Horticulture and somewhat in Aquaculture and Conservation Land Management. We don't use these units because they are never offered. Neither are the Qualifications (the Cert IV or Diploma). I know we don't have large student numbers in the Territory, but students can never learn what isn't available.

A Decision was sought from the IRC –

Action: Delete

Questions:

1. In my opinion, AHCPGD503 Manage parks and reserves should be: **Deleted Retained**
2. Please provide reasons for your answer
3. Are enrolments expected to increase in the near future? Please give reasons for your answer.
4. Is there employment growth in the skills outlined in the AHCPGD503 Manage parks and reserves? Please give reasons for your answer.
5. Is there another specialist requirement to keep the AHCPGD503 Manage parks and reserves? Please give reasons for your answer.

Stakeholder Feedback

6. Is this AHCPGD503 Manage parks and reserves linked to industrial and legislative arrangements? Please provide your comments/examples.	
<ul style="list-style-type: none"> Industry Association, National 	<p>Retain This skill set could be incorporated within another qualification (AHC50416 – Diploma of Horticulture) as an elective unit. This will enable future manager and leaders within our industry to develop some necessary skills. Therefore, this unit should be retained.</p>
<ul style="list-style-type: none"> Industry, VIC 	<p>Retain This is a industry specific unit that provides skills at this level Re expected increase in enrolments - If provided as an elective unit of Diploma of Horticulture, industry can support the unit. Re expected employment growth - This skill could be supported by future Manager level positions Re specialist requirement – No Re links to industrial and legislative arrangements - No</p>
<ul style="list-style-type: none"> RTO, ACT 	<p>Delete Low enrolments Re expected increase in enrolments – No Re expected employment growth – No Re specialist requirement – No Re links to industrial and legislative arrangements - No</p>
<ul style="list-style-type: none"> Industry, NSW 	<p>Delete I steer my apprentices and people wanting to do courses towards Horticulture Re expected increase in enrolments - I do not believe so. I believe Horticulture is where people go now Re expected employment growth - As above Re specialist requirement - As above Re links to industrial and legislative arrangements - Not that I am aware of</p>
<ul style="list-style-type: none"> Industry, NT 	<p>The training provider we – and most Territorians - use is Charles Darwin University. They have for years under-resourced their VET sector, particularly Horticulture and somewhat in Aquaculture and Conservation Land Management. We don't use these units because they are never offered. Neither are the Qualifications (the Cert IV or Diploma). I know we don't have large student numbers in the Territory, but students can never learn what isn't available.</p>
A Decision was sought from the IRC –	
Action: Retain	
<p>Questions:</p> <ol style="list-style-type: none"> In my opinion, AHCPGD504 Develop and implement a streetscape management plan should be: Deleted Retained Please provide reasons for your answer Are enrolments expected to increase in the near future? Please give reasons for your answer. Is there employment growth in the skills outlined in the AHCPGD504 Develop and implement a streetscape management plan? Please give reasons for your answer. Is there another specialist requirement to keep the AHCPGD504 Develop and implement a streetscape management plan? Please give reasons for your answer. Is this AHCPGD504 Develop and implement a streetscape management plan linked to industrial and legislative arrangements? Please provide your comments/examples. 	

Stakeholder Feedback	
<ul style="list-style-type: none"> • Industry Association, National 	<p>Retain This skill set could be incorporated within another qualification (AHC50416 – Diploma of Horticulture) as an elective unit. This will enable future manager and leaders within our industry to develop some necessary skills. This skill is in high demand in the current focus of the industry. Therefore, this unit should be retained.</p>
<ul style="list-style-type: none"> • Industry, VIC 	<p>Retain Tree strategies within industry are growing in complexity and supported by the industry. Re expected increase in enrolments - Yes, industry has more demand for this skill Re expected employment growth - Yes, industry has more demand for this skill Re specialist requirement – No Re links to industrial and legislative arrangements - No</p>
<ul style="list-style-type: none"> • RTO, ACT 	<p>Delete Low enrolments Re expected increase in enrolments – No Re expected employment growth – No Re specialist requirement – No Re links to industrial and legislative arrangements - No</p>
<ul style="list-style-type: none"> • Industry, NSW 	<p>Retain I am not sure that this needs to be kept, I believe that there should be more put into Arboriculture and Horticulture for these types of works Re expected increase in enrolments - I am unsure Re expected employment growth - I would rather have someone with Horticulture and Arboriculture skills Re specialist requirement - Same as above Re links to industrial and legislative arrangements - I am not sure.</p>
<ul style="list-style-type: none"> • Industry, NT 	<p>The training provider we – and most Territorians - use is Charles Darwin University. They have for years under-resourced their VET sector, particularly Horticulture and somewhat in Aquaculture and Conservation Land Management. We don't use these units because they are never offered. Neither are the Qualifications (the Cert IV or Diploma). I know we don't have large student numbers in the Territory, but students can never learn what isn't available.</p>
<p>A Decision was sought from the IRC – Action: Retain</p>	