



Case for Endorsement

**ACM Animal Care and Management Training
Package
Version 2.0**

**Submitted by Skills Impact
on behalf of
ACM Animal Care and Management IRC**

June 2018

Contents

A. Administrative details.....	4
B. Description of work and request for approval.....	6
C. Evidence of Industry support	10
D. Industry expectations about training delivery.....	14
E. Implementation of the training package components	15
F. Quality assurance reports	16
G. Implementation of COAG Industry Skills Council reforms to training packages	17
H. Evidence of completion.....	18
I. IRC support	19
Appendix 1: Components for endorsement	20
Appendix 2: Industry support	28
Appendix 3: Quality assurance report	51

A. Administrative details

This section provides an overview of the relevant organisations, the case for change, and training package components for endorsement.

Industry Reference Committee submitting the Case for Endorsement

This submission is made by the Animal Care and Management Industry Reference Committee.

Skills Service Organisation supporting the submission

Skills Impact Ltd is the Skills Service Organisation (SSO) supporting this submission.

Components submitted for approval

The *ACM Animal Care and Management Training Package* has been reviewed to address work/activity orders for the following:

Farrier Qualification and units of competency:

- 2 qualifications
 - Certificate IV in Farriery
 - Certificate III in Equine Hoof Care
- 18 units of competency
- 1 skill set (non-endorsed component)
 - Equine Emergency Shoe Replacement Skill Set

Work Safely Around Animals (Infection Control):

- 13 units of competency
- 1 skill set (non-endorsed component)
 - Promote Animal Health in Remote Communities Skill Set

Performance Horse (Transitioning)

- 2 units of competency.

Please refer to **Appendix 1 Components for endorsement** for full details of all components.

Case for Change details

The Activity Order Skills Impact/TPD/2017-18/002 was approved on 1 August 2017. The *ACM Animal Care and Management Training Package Case for Endorsement* covers two components:

- Farrier qualification and unit update
- Work safely around animals (infection control).

Activity start date: 1 August 2017

Activity finish date: 30 June 2018

Requirements set by the Australian Industry and Skills Committee (AISC) in relation to the training package development work

Farriery

The *ACM30510 Certificate III in Farriery* and its related units of competency were included in the Equine Safety in Training project however, the qualification and units were only adjusted to comply with the *Standards for Training Packages 2012* and to incorporate, where appropriate, safety measures. The *ACM30517 Certificate III in Farriery* had not undergone a full review.

Skills Impact were tasked to carry out a full review of the Farriery qualification, to align with changed industry practice and job roles, with the following key deliverables:

- Review and improvement of the *ACM30517 Certificate III in Farriery*
- Review and improvement of the current 12 farriery units of competency
- Development, as identified, of up to 5 new units of competency.

Work safely around animals (infection control)

Skills Impact were tasked to update existing units and develop new units relating to work safety around animals through minimisation of the risk of infection in veterinary clinics and other animal care environments with the key deliverables:

- Updating existing units and developing new units (total of 8 units) relating to work safely around animals

Performance horse (transitioning)

Skills Impact were tasked in 2016-17 to transfer performance horse components from a state accredited course into the national system. The majority of performance horse units were transferred during the *Safety in Equine Training Project*. The remaining two units were to have been transferred as part of the transitioning of units of competency in the *ACM10 Animal Care and Management Training Package* to meet the *Standards for Training Packages 2012*. However, two performance horse units of competency required further subject matter expert consultation to confirm their suitability. Therefore, there was a need to:

- Review two units of competency from a state accredited course to ensure suitability for inclusion in the national system.

B. Description of work and request for approval

This section describes the work undertaken and the decision being sought from the AISC.

Evidence of consultation with states and territories and evidence that the views of key stakeholders have been considered is provided in this document.

All components submitted for endorsement have been developed and reviewed in accordance with the *Standards for Training Packages 2012*, the *Training Package Products Policy 2012* and the *Training Package Development and Endorsement Policy, 2016*.

1. Farrier Qualification Project

During the consultation phase of the project, key issues were identified relating to the need to:

- ensure units within the farriery qualification are current and relevant to the needs of farriers
- address the AQF alignment of the current qualification to reflect the scope of work, level of autonomy and responsibility of farriers, and current training delivery practices
- strengthen business skills to support farriers in self-employment after the completion of their apprenticeship / qualification
- address increased requirements for animal welfare and safety when interacting with equines while undertaking farriery and hoof care activities
- address a strongly expressed requirement from industry to ensure national consistency of farriery training delivery and assessment using core units only in the qualification
- address the needs of an emerging industry group that provides equine barefoot trimming and hoof care that currently has very limited access to nationally recognised training or a relevant qualification
- mandate 120 hours of work placement to ensure those individuals who do not undertake the training through an apprenticeship have access to the workplace and supervision by a qualified farrier or currently commercially active provider of farriery or hoof care services.

Industry advice received during the project has resulted in the development of the following:

- 2 qualifications:
 - *ACM30918 Certificate III in Equine Hoof Care*
 - *ACM40818 Certificate IV in Farriery*
- 18 units of competency:
 - 12 revised units
 - 6 new units
- 1 new Skill Set (non-endorsed component):
ACMSS00015 Equine Emergency Shoe Replacement Skill Set

Skills Impact have received fourteen letters of support for the creation of the Certificate III in Equine Hoof Care and these can be seen in **Appendix 2: Industry support**.

Decision being sought: Two qualifications and 18 units of competency be endorsed as part of the Case for Endorsement of the proposed components of the *ACM Animal Care and Management Training Package Version 2.0*. It should be noted that one Skill Set will be released with this body of work.

2. Work Safely Around Animals (Infection Control)

During the consultation phase of the project, key issues were identified relating to the need to better prepare individuals handling and caring for animals in disease identification, control and biosecurity. There is an increasing threat of exotic and infectious diseases (particularly within the equine industry due to high transportation/mobility of horses) and a need to increase awareness of animal diseases as a public safety threat to humans. Animal care workers need skills and knowledge to prevent the contraction

of zoonotic diseases and strategies to control the spread of diseases when working with animals. In many businesses there is a lack of infection control and biosecurity management in place. To address these concerns the following needs were identified:

- develop new units relating to infection control for individuals working with:
 - native wild animals in shelters and foster care
 - companion animals in shelters and foster care and in catteries/kennels and grooming businesses
 - community animals in remote Aboriginal communities
- develop two new units, at different levels, relating to biosecurity and infection control for individuals working in equine environments
- develop a unit for individuals with oversight of biosecurity and infection controls for organisations that work with animals
- develop a unit on how to develop organisational animal infection control guidelines
- consultation feedback also identified the need for a new unit related to responsible companion animal/pet ownership for learners with low language and literacy skills
- revise five existing units to include references to infection control and where relevant biosecurity to make more explicit as a work health and safety issue working with animals.

Decision being sought: Five revised and eight new units of competency be endorsed as part of the Case for Endorsement of the proposed components of the *ACM Animal Care and Management Training Package Version 2.0*. It should be noted that one Skill Set will be released with this body of work.

3. Performance Horse (Transitioning)

Agrifoods Industry Skills Council created drafts of the following two new units of competency that were to be transitioned from a NSW accredited performance horse course to the nationally endorsed system:

- *ACMPHR409 Analyse performance horse pedigrees*
- *ACMPHR501 Manage legal aspects of horse enterprises.*

These new units were not endorsed in 2015 as they did not meet the *Standards for Training Packages 2012*. As part of the transition project for the *ACM10 Animal Care and Management Training Package* it was found that these units required further consultation with industry experts and were therefore not included in Release 1 of the *ACM Animal Care and Management Training Package* in August 2017.

Julie Fieldler, Executive Officer, Horse SA and a member of the Animal Care and Management IRC, willingly agreed to Skills Impact's request for assistance in carrying out the initial review of these units. Following Julie's expert advice and incorporating the changes suggested, Skills Impact then sought further advice from TAFENSW who are currently the only RTO that are in the process of bringing *ACM50417 Diploma of Performance Horse Management* on their scope of delivery.

Linda Molloy, coordinator / teacher at TAFENSW - Equine Online, carried out this further review on these two units and further changes were made to *ACMPHR409 Analyse performance horse pedigrees* to ensure this unit met the required outcomes.

A conference session with TAFENSW discussed the issues with adding the two units to the elective bank of the *ACM50417 Diploma of Performance Horse Management* at this time. It was discussed that if these two new units were added to the elective bank, that three superseded units from the *SIS Sport, Fitness and Recreation Training Package* (see table below) would also need to be updated. A significant issue with the superseded SIS units is that their replacements are non-equivalent and have two prerequisite units. These pre-requisite units would need to be added to Diploma qualification, impacting on the packaging rules and flexibility of the qualification. Another significant issue is that one of the prerequisite units duplicates a large proportion of the content of the ACM unit *ACMEQU202 Handle horses safely*,

which already is listed in the Diploma qualification and a pre-requisite for a large number of equine units in the ACM Training Package.

Core / Elective	Current imported units within the Diploma	Status	Current units on tga.com.au	Notes
Elective	SISOEQO409A Train and condition horses	Superseded	SISOEQU013 Condition horses for sport or recreational performance	<ul style="list-style-type: none"> Superseded by but not equivalent to Title changed to reflect unit content which is about conditioning of horses, not behavioural or discipline-specific training; also, to reflect industry applicability Performance criterion relating to transportation removed Significant changes to knowledge evidence Prerequisites added: <ul style="list-style-type: none"> SISOEQU001 Handle horses SISOEQU010 Identify hazards, assess and control safety risks for horse handling and riding activities.
Core	SISOEQO418 Apply anatomy and physiology to equine performance	Superseded	SISOEQU012 Assess horses for sport or recreational performance	<ul style="list-style-type: none"> Superseded by but not equivalent to Title changed to better reflect intent of the unit also to reflect industry applicability Assessing physiological capacity and health of horses removed; requires considerable specialist knowledge far exceeding scope of the unit Prerequisites added: <ul style="list-style-type: none"> SISOEQU001 Handle horses SISOEQU010 Identify hazards, assess and control safety risks for horse handling and riding activities.
Elective	SISOEQO516A Manage the education of horses	Superseded	SISOEQU015 Acquire and educate horses for sport or recreational programs	<ul style="list-style-type: none"> Superseded by but not equivalent to Title changed to reflect unit content and industry applicability Two units merged due to overlap of skills coverage and duplication of content: <ul style="list-style-type: none"> SOEQO407A Select horses for a program SISOEQO516A Manage the education of horses Significant additions to performance criteria and knowledge evidence. Prerequisites added: <ul style="list-style-type: none"> SISOEQU001 Handle horses SISOEQU010 Identify hazards, assess and control safety risks for horse handling and riding activities.

As a short-term solution, Skills Impact discussed with TAFENSW the impact of releasing the units as orphan units. As the current packaging rules require six elective units of which four must be selected from those listed in the qualification, these orphan units could still be utilised as up to two units can come from any currently endorsed training package. This would potentially restrict industry and RTO choices of electives, i.e. if they wanted to use both of the orphan units, then they would be unable to select any other electives from outside those listed in the Diploma. However, this was not seen as a negative outcome for delivery. Skills Impact have added this Diploma to the Issues Register so that it will be considered for a full review in the next Skills Forecast.

Therefore, in the longer term, there needs to be consideration given to reviewing the Performance Horse qualifications, not just for the superseded units, but also for partial duplications with horse breeding and other equine units.

A letter of support for importing these two performance horse units as a short-term solution from Mr Mark Grove, Head Agribusiness SkillsPoint, TAFENSW can be viewed at **Appendix 2: Industry support.**

Decision being sought: Two units of competency be endorsed as part of the Case for Endorsement of the proposed components of the *ACM Animal Care and Management Training Package Version 2.0*.

C. Evidence of Industry support

This section provides evidence that the *ACM Animal Care and Management Training Package Version 2.0* is supported by industry.

Support by IRC(s)

Members of the Animal Care and Management IRC recorded their support for this submission in the Minutes of Meeting held on 25 May 2018.

Please refer to Section I. IRC support for written evidence of support.

Consultation with stakeholders

1. Farrier Qualification

During the development and review of the training package components, the following communication strategies were used for consultation with stakeholders.

- A project page was set up on the Skills Impact website at the start of the project with information about the project, together with progress updates. The project page remained on the website throughout the project. Visitors were invited to register their interest so that they received email alerts about the project and activities, public consultation workshops or opportunities to provide feedback on draft materials. <https://www.skillsimpact.com.au/animal-care/training-package-projects/farriery-project/>
- Meetings were held with subject matter experts across Australia in Melbourne, Perth, Brisbane, Adelaide, Hobart and Sydney in October and November 2017.
- Nine public consultation workshops were held around Australia in January and February 2018 (Woodside South Australia, Melbourne, Launceston, Hobart, Richmond and Scone NSW, Perth, Gatton QLD and Darwin) to enable as many industry stakeholders as possible to review and comment on Farriery qualifications and units of competency.
- During the public consultation period in Melbourne, Mark Cummings (member of the Victorian Master Farriers Association (VMFA) and member of the Animal Care and Management IRC), John Bunting (President of the VMFA) and Daniel Chambers (Vice President VMFA) stated that the farriery qualification or any units of competency that were developed solely for use by the farriers and had farriery in the title could not be used in a qualification or skill set for the barefoot trimmers. However, they were supportive for barefoot trimmers to have their own qualification if these requirements were met.
- Emails and newsletters were sent to state and territory training authorities (STAs /TTAs), VET regulators and other stakeholders to keep them informed of the project's progress.
- Draft materials were hosted on the Skills Impact website for a four-week period, with an additional two-week period for validation of final drafts. Stakeholders provided feedback via online questionnaires, emails or telephone calls.

Please refer to **Appendix 2: Industry support**, for a list of activities conducted, together with organisations and individuals consulted.

State/Territory engagement: Meetings and workshops were conducted in each state and territory (except the ACT) to gain industry feedback on all aspects of the farriery qualification and the emerging needs of the equine barefoot trimmers. Four of the nine consultation workshops were held in regional locations in the late afternoon to encourage greater participation. Most farriers and trimmers are self-employed and work in rural or urban fringe areas close to properties holding equines.

The meetings were very well attended. The table below summarises the numbers of participants who attended meetings and workshops held nationally.

State/Territory	Nos. of participants SME meetings (Oct/Nov 2017)	Nos. of participants Consultation workshops (Jan/Feb 2018)	Nos. of participants Total
Tasmania	3	11	14
Victoria	9	4	13
NSW	11	12	23
Queensland	11	14	25
Northern Territory	NA	9	9
Western Australia	10	10	20
South Australia	1	6	7
Total			111

2. Work safely around animals (infection control)

During the development and review of the training package components, the following communication strategies were used for consultation with stakeholders.

- A project page was set up on the Skills Impact website at the start of the project with information about the project, together with progress updates. The project page remained on the website throughout the project. Visitors were invited to register their interest so that they received email alerts about the project, public consultation workshops and opportunities to provide feedback on draft materials. <https://www.skillsimpact.com.au/animal-care/training-package-projects/work-safely-around-animals-infection-control/>
- All 51 RTOs that have *ACMINF301 Comply with infection control policies and procedures in animal care work* on their Scope of Registration were advised via email the project had commenced and invited to register their interest in the project.
- Face to face meetings and teleconferences were held with subject matter experts in Melbourne, Sydney, Darwin and Alice Springs in February and March 2018.
- Two national webinars were conducted on 15 March 2018.
- Emails and newsletters were sent to state and territory training authorities (STAs /TTAs), VET regulators and other stakeholders to keep them informed of the project's progress.
- Draft materials were hosted on the Skills Impact website for a four-week period, with an additional two-week period for validation of final drafts. Stakeholders provided feedback via online questionnaires, emails or telephone calls. The table below summarises the numbers of participants who contributed feedback.

State/Territory	Nos. of stakeholders Consultation and Validation
Tasmania	0
Victoria	5
NSW	13
Queensland	2
Northern Territory	8
Western Australia	2
South Australia	2
Total	32

Please refer to **Appendix 2: Industry support**, for a list of activities conducted together with organisations and individuals consulted.

Alternative approaches

Farrier Qualification

Throughout the information gathering period with SMEs and the consultation meetings held nationally two key issues emerged that Skills Impact have addressed in the training products included in this Case for Endorsement.

a. National consistency in training delivery and assessment

Six RTOs have the *Certificate III in Farriery* on their scope of registration – four deliver training (QLD, NSW (2) and VIC), one conducts assessment only (SA) and one RTO does not currently offer training (SA). Due to a 'thin market', delivery via an RTO occurs only in the Eastern states in large RTOs. Other states rely on on-the-job training via an apprenticeship and assessment-only pathway or undertake informal training with an employer and proceed to work as there are no licensing or qualification requirements to practice as a farrier.

The current *Certificate III in Farriery* is a core-only trade qualification with no elective units. Industry participants view this approach favourably as a means of ensuring consistent outcomes nationally. This issue led to very strong views expressed by the major industry associations and many consultation participants that the qualification should 'not be watered down' or diminished in any way to cater for delivery and resource concerns.

The revised *Certificate IV in Farriery* qualification has been created to ensure the standards for qualified farriers is maintained and preserves a core only trade qualification with no elective units to ensure that farriers have the breadth and depth of skills which are viewed as essential by industry participants. It should be noted that maintaining the qualification with core units only and no electives was a view adamantly expressed by most participants. The units within the qualification have also been reviewed and a gap in the training around running a small business has been filled with the inclusion of some business (BSB) units to address the skills needed for farriers to work in their own business as sole traders or micro/small business operators.

Some participants in states and territories with limited access to RTO training, while acknowledging the good intentions and concerns expressed above, indicated that a lack of resources in some workplaces (for example: forges), access to RTO training and geographic distances, presented barriers if all units in the qualification are to be mandatory as in the current *Certificate III* qualification.

The IRC, although acknowledging the delivery and resource issues, has implemented the view of the majority of stakeholders in reflecting the full scope of the skills and knowledge identified for the work of a farrier in the revised *Certificate IV* qualification.

b. Emerging industry trend – equine hoof care practitioners

The national consultations also highlighted the emergence of a trend towards 'barefoot hoof care' of equines as opposed to making and fitting metal shoes for hoof protection undertaken by farriers. Although some of the skills in analysing hoof problems, determining hoof care plans, trimming hooves and fitting of hoof protection using 'boots' are common to both farriers and 'trimmers' the fundamental philosophy of the two groups and the composition of the two cohorts are very different.

Attempting to accommodate the needs of both cohorts was problematic with little compromise relating to the farrier qualification and some units of competency, and the desire of the 'trimmers' to have their own separate qualification rather than the initially proposed skill set. Consequently, a new *Certificate III in Equine Hoof Care* was developed to cater for the needs of this emerging industry group and to provide access to a nationally recognised qualification which hasn't been previously available. Currently, most training in this field is informal or based on statements of attainment in a few national units that are not always a close fit to the practitioner role, or via a privately owned accredited course at diploma level.

Some units in the two qualifications presented for endorsement are common to both the farriery and equine hoof care qualifications and could be delivered by the current RTOs active in this industry. The development of the *Certificate III in Equine Hoof Care* allows for some mobility and credit transfer between the two sectors.

This trend for separate farriery and equine hoof care qualifications is not limited to Australia. National Occupational Standards (NOS) are available for both farriery and equine barefoot care¹ in the United Kingdom.

Work Safely around Animals (Infection Control) Project

No alternative approaches or views were proposed in this project.

Reports by exception

There are no reports by exception.

¹ <https://www.barefoothorse.info/wp-content/uploads/2015/01/Equine-Barefoot-Care-NOS-April-2010.pdf>

D. Industry expectations about training delivery

This section explains the advice provided in the Companion Volume Implementation Guide for the *ACM Animal Care and Management Training Package*, together with recommendations for delivery of qualifications as traineeship/apprenticeship.

1. Training delivery

The creation of the *ACM Animal Care and Management Training Package V2.0* has resulted in some significant changes to units of competency and qualifications.

Within the companion volume, there is information that covers key industry expectations about:

- qualifications suitable for vocational education and training delivered to secondary students
- qualifications suitable for delivery as apprenticeships or traineeships
- entry requirements to ensure that an individual has the skills and knowledge required to undertake a qualification
- amount of training/volume of learning requirements to ensure that the individual can gain the necessary skills and knowledge
- implementing work placement requirements
- key legislative requirements
- clustering of units of competency for effective delivery
- essential knowledge requirements.

2. Delivery as apprenticeship/traineeship

The *ACM40818 Certificate IV in Farriery* is suitable and highly recommended for delivery as an apprenticeship as students are required to have access to equines, clients, equipment and tools and a qualified farrier or currently commercially active provider of farriery services to supervise work performing day-to-day farriery activities for a minimum of 120 hours for assessment purposes.

The *ACM30918 Certificate III in Equine Hoof Care* is suitable and highly recommended for delivery as a traineeship or apprenticeship as students are required to have access to a qualified farrier or currently commercially active provider of farriery or hoof care services to supervise work performing day-to-day equine hoof care activities for a minimum of 120 hours for assessment purposes.

E. Implementation of the training package components

This section explains how the training package meets occupational and/or licensing requirements and identifies particular implementation issues and strategies to manage these issues.

1. Meeting occupational and licensing requirements

Farriery

Although the farriery industry associations and most consultation participants were very keen to see licensing introduced for this occupation, no occupational and/or licensing requirements apply to farriery (qualification or units of competency) at this stage.

Note: During the consultations, reference was often made to the highly regarded system in the United Kingdom (UK). Farriery is regulated in the UK and an individual must be a registered farrier to practice. To be registered an individual must complete an Advanced Apprenticeship comprising a prescribed period of experience of four years and two months² and completion of the Worshipful Company of Farriers Diploma in Farriery (including an NVQ Level 3 and a Technical Certificate). A final exam is conducted using independent assessors. Many consultation participants would like to see elements of this system implemented within Australia.

Work Safely around Animals (Infection Control)

There are no occupational and licensing requirements applicable to the units of competency or Skill Set developed for the Work Safely around Animals (Infection Control) project.

The following statement is used for both sectors: “No occupational licensing, legislative or certification requirements apply to this unit at the time of publication”.

2. Implementation issues and management strategies

Farriery Qualification

Independent assessors

Some stakeholders requested that independent assessors be used for assessment in the *Certificate IV in Farriery* to ensure the quality and consistency of assessments. Stakeholders were advised that such information could be included in a companion volume. Suggested implementation advice for RTOs on topics such as validation of assessment resources, moderation of assessment outcomes; professional development by rotating assessors/trainers between RTOs and the upskilling of farriers to undertake assessment activities are included in the Companion Volume: *User Guide for Farriery and Equine Hoof Care*. This User Guide has been developed by Skills Impact to support delivery and good practice implementation of these qualifications.

Access to resources

As stated previously some stakeholders indicated that not all working farriers use a forge which is required in some units within the farriery qualification. This may create issues for apprentices who do not have access to an RTO with the required equipment as they have limited opportunities to develop skills using a forge and making shoes by hand.

Some stakeholders indicated that they gave their apprentice an opportunity to work with other employers who do have the required equipment. Others organised for their apprentice to travel interstate to receive the required training. While this situation is not ideal, the strong advice from industry was that skills in using a forge and making shoes by hand are essential. Once qualified, a farrier can then choose how they wish to operate by making and/or modifying pre-manufactured shoes.

² <https://www.lantra.co.uk/sites/default/files/Farriery%20Factsheet%20%282010-2011%29.pdf>

F. Quality assurance reports

Skills Impact declares that the proposed components of the *ACM Animal Care and Management Training Version 2.0* meet the requirements of the *Standards for Training Packages 2012* and the *Training Package Development and Endorsement Process Policy*.

The table below provides a statement of evidence that the components meet the Training Package Quality Principles.

Principle	Evidenced by:
1. Reflect identified workforce outcomes	<ul style="list-style-type: none"> ▪ Changes demonstrate a clear link back to relevant AISC decisions commissioning the work and the Case for Change ▪ Training package components are compliant with the <i>Standards for Training Packages 2012</i>, the <i>Training Package Products Policy</i> and the <i>Training Package Development and Endorsement Process Policy</i> ▪ Open and inclusive consultation and validation commensurate with scope and impact has been conducted.
2. Support portability of skills and competencies including reflecting licensing and regulatory requirements	<ul style="list-style-type: none"> ▪ Identification of skill sets that respond to client needs ▪ Other national and international standards for skills are considered.
3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry	<ul style="list-style-type: none"> ▪ Active engagement across industry has sought to achieve a national consensus about the advice provided to the AISC.
4. Be flexible to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces	<ul style="list-style-type: none"> ▪ Qualifications can be applied in a range of contexts, such as vocational education and training delivered to secondary students, apprenticeships and traineeships. ▪ Prerequisites have been minimised but are used to ensure that learners have the necessary knowledge and skills to complete the unit of competency safely and effectively.
5. Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors	<ul style="list-style-type: none"> ▪ Qualifications in this training package support the progression of an individual through school and vocational education sectors, and information about progression is provided in the Implementation Guide.
6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements	<ul style="list-style-type: none"> ▪ Units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth ▪ Compliance with the TPCMS/National Register requirements for publication ▪ Implementation advice is provided in two companion volumes: <i>ACM Animal Care and Management Implementation Guide</i>, and <i>Ferriery and Equine Hoof Care (User Guide)</i> are ready for publication at the same time as the Training Package.

The declaration and statement of evidence is confirmed by the independent Quality Report which is provided in **Appendix 3: Quality Report**.

The *ACM Animal Care and Management Implementation Guide and Ferriery and Equine Hoof Care (User Guide)*, have been quality assured through Skills Impact quality processes.

G. Implementation of COAG Industry Skills Council reforms to training packages

The decision being sought from the AISC would support the COAG Industry and Skills Council reforms to training packages. Completion of training package development work, together with extensive consultation with relevant stakeholders, confirms that the submission:

- does not duplicate existing qualifications or units of competency
- explains how it meets industry's expectations of training delivery.

H. Evidence of completion

Skills Impact confirms that the proposed components of the *ACM Animal Care and Management Training Version 2.0* have been completed according to the work assigned by the AISC in the Business Case and the subsequent Activity Order.

Evidence that training package component(s) are prepared for publication

The Quality Report provides confirmation that the draft components meet the *Standards for Training Packages 2012*.

All components have been created to comply with the National Register requirements for publication. The **Mapping Summary** provided in **Appendix 1 Components for endorsement** provides details of the changes to the training package components that are required to allow them to be published on the National Register.

I. IRC support

The Animal Care and Management IRC supports the submission of the training package components detailed in this Case for Endorsement.

Signed for and on behalf of the Animal Care and Management IRC by its appointed Chair.

Name of Chair: Laurie Milner

Signature of Chair:



Date: 27 June 2018

Appendix 1: Components for endorsement

a. List of qualification titles and codes

Qualifications in the <i>ACM Animal Care and Management Training Package Version 2.0</i>	
Code	Title
ACM30918	Certificate III in Equine Hoof Care
ACM40818	Certificate IV in Farriery

b. List of unit titles and codes and associated assessment requirements

Units of competency in the <i>ACM Animal Care and Management Training Package Version 2.0</i>	
Code	Title
ACMFAR305	Perform welding tasks using a forge
ACMFAR307	Make standard shoes for a range of equines
ACMFAR313	Trim equine hooves
ACMFAR314	Perform routine welding techniques for farriery activities
ACMFAR315	Use and maintain hand and power tools for farriery or hoof care activities
ACMFAR316	Select and fit hoof boots to meet individual equine need
ACMFAR317	Replace equine shoes as an emergency measure
ACMFAR318	Repair and manufacture hand tools used in farriery
ACMFAR319	Handle equines safely during farriery or hoof care services
ACMFAR401	Apply knowledge of equine musculoskeletal system, biomechanics and pathology for effective hoof care
ACMFAR402	Fit shoes to alleviate moderate abnormalities and defects in equines
ACMFAR403	Fit shoes to alleviate severe abnormalities and defects in equines
ACMFAR404	Use farriery techniques to meet special needs of equines
ACMFAR405	Coordinate day-to-day equine service operations
ACMFAR406	Work effectively in the farriery industry
ACMFAR407	Respond to emergencies and apply first aid to equines

Units of competency in the <i>ACM Animal Care and Management Training Package</i> Version 2.0	
Code	Title
ACMFAR408	Determine hoof care and hoof protection plans for equines
ACMFAR409	Select and fit shoes for normal healthy equines
ACMINF101	Take responsibility for the health and welfare of animals in own care
ACMINF201	Handle companion animals following infection control guidelines
ACMINF301	Comply with infection control policies and procedures in animal care work
ACMINF302	Follow equine biosecurity and infection control procedures
ACMINF303	Implement infection control in the handling and care of native wildlife
ACMINF304	Promote environmental health and safety for community animals in remote communities
ACMINF401	Oversee site biosecurity and infection controls working with animals
ACMINF501	Develop organisational infection control guidelines for animal care workplaces
ACMINF502	Manage equine biosecurity and infection control
ACMPHR409	Analyse performance horse pedigrees
ACMPHR501	Manage legal aspects of horse enterprises
ACMWHS201	Participate in workplace health and safety processes
ACMWHS301	Contribute to workplace health and safety processes
ACMWHS401	Maintain workplace health and safety processes
ACMWHS501	Manage workplace health and safety processes

c. Skill sets (not for endorsement)

Skill sets in the <i>ACM Animal Care and Management Training Package</i> Version 2.0	
Code	Title
ACMSS00015	Equine Emergency Shoe Replacement Skill Set
ACMSS00016	Promote Animal Health in Remote Communities Skill Set

d. Credit arrangements

Credit arrangements for <i>ACM Animal Care and Management Training Package Version 2.0</i>		
Qualification Code	Qualification Title	Credit Arrangement Details
ACM40818	Certificate IV in Farriery	At the time of endorsement of this Training Package no national credit arrangements exist
ACM30918	Certificate III in Equine Hoof Care	At the time of endorsement of this Training Package no national credit arrangements exist

e. Mapping information

Qualifications

Mapping of qualifications for <i>ACM Animal Care and Management Training Package Version 2.0</i>			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACM30517 Certificate III in Farriery	ACM40818 Certificate IV in Farriery	Changes to reflect scope and level of work to core units and addition of new units and work placement requirements	No equivalent qualification
Not applicable	ACM30918 Certificate III in Equine Hoof Care	New qualification	No equivalent qualification

Skill sets

Mapping of skill sets for <i>ACM Animal Care and Management Training Package Version 2.0</i>			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
Not applicable	ACMSS00015 Equine Emergency Shoe Replacement Skill Set	New skill set	No equivalent skill set
Not applicable	ACMSS00016 Promote Animal Health in Remote Communities Skill Set	New skill set	No equivalent skill set

Units of competency

Mapping of units of competency for <i>ACM Animal Care and Management Training Package Version 2.0</i>			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMEQU405 Maintain and monitor horse health and welfare Release 1	ACMEQU405 Maintain and monitor horse health and welfare Release 2	Corrected typographical error	Equivalent unit
ACMFAR301 Handle equines safely during farriery services	ACMFAR319 Handle equines safely during farriery services	Minor edits and additions to performance criteria and knowledge evidence for clarity. Minor change to title.	Equivalent unit
ACMFAR302 Work effectively as a farrier	ACMFAR406 Work effectively in the farriery industry	Changes to title and code changed to reflect AQF alignment. Changes to reflect scope of work. Repetition reduced (element 3 deleted) and additions of new elements 4 and 5 and performance criteria.	No equivalent unit
ACMFAR303 Perform routine day-to-day farriery activities	ACMFAR405 Coordinate day-to-day equine service operations	Changes to title and code changed to reflect AQF alignment. Changes to reflect scope of work including new elements 5 and 6. Work placement requirements added.	No equivalent unit
ACMFAR304 Respond to emergencies and apply first aid	ACMFAR407 Respond to emergencies and apply first aid to equines	Coding of unit changed to reflect indicative AQF level 4. Title changed and minor edits to performance criteria for clarity of scope of activity.	Equivalent unit
ACMFAR305 Perform welding tasks using a forge Release 1	ACMFAR305 Perform welding tasks using a forge Release 2	Changes to assessment requirements	Equivalent unit
ACMFAR306 Maintain, repair and manufacture hand tools used in farriery	ACMFAR318 Repair and manufacture hand tools used in farriery	Changes to clarify assessment requirements and title.	Equivalent unit

**Mapping of units of competency for ACM Animal Care and Management Training
Package Version 2.0**

Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMFAR307 Make standard shoes for a range of equines Release 1	ACMFAR307 Make standard shoes for a range of equines Release 2	Minor changes to clarify intent of unit. Assessment requirements updated.	Equivalent unit
ACMFAR308 Determine foot care and shoeing plans for equines	ACMFAR408 Determine hoof care and hoof protection plans for equines	Coding of unit changed to reflect indicative AQF level 4. Minor changes to clarify intent of unit. Changed title and content from foot care to hoof care and shoeing plans to hoof protection plans for consistency throughout units and to reflect industry terminology.	Equivalent unit
ACMFAR309 Select and fit shoes for normal healthy equines	ACMFAR409 Select and fit shoes for normal healthy equines	Coding of unit changed to reflect indicative AQF level 4. Minor changes to clarify intent of unit. Performance evidence requirements modified.	Equivalent unit
ACMFAR310 Fit shoes to alleviate moderate faults and defects in equines	ACMFAR402 Fit shoes to alleviate moderate abnormalities and defects in equines	Changes to title and code changed to reflect AQF alignment and scope of work. Changes to assessment requirements.	Equivalent unit
ACMFAR311 Fit shoes to alleviate severe faults and defects in equines	ACMFAR403 Fit shoes to alleviate severe abnormalities and defects in equines	Changes to title and code changed to reflect AQF alignment. Changes to clarify intent of unit. Changes to assessment requirements to reflect level of work.	Equivalent unit
ACMFAR312 Use farriery techniques to accommodate special needs equines	ACMFAR404 Use farriery techniques to accommodate special needs equines	Code changed to reflect AQF alignment. Changes to performance criteria to clarify intent of unit and scope of work.	Equivalent unit

Mapping of units of competency for ACM Animal Care and Management Training Package Version 2.0			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
		Changes to assessment requirements to reflect level of work.	
Not applicable	ACMFAR313 Trim equine hooves	New unit	No equivalent unit
Not applicable	ACMFAR314 Perform routine welding techniques for farriery activities	New unit	No equivalent unit
Not applicable	ACMFAR315 Use and maintain hand and power tools for farriery or hoof care activities	New unit	No equivalent unit
Not applicable	ACMFAR316 Select and fit hoof boots to meet individual equine need	New unit	No equivalent unit
Not applicable	ACMFAR317 Replace equine shoes as an emergency measure	New unit	No equivalent unit
Not applicable	ACMFAR401 Apply knowledge of equine musculoskeletal system, biomechanics and pathology for effective hoof care	New unit	No equivalent unit
ACMGAS305 Rescue animals and apply basic first aid Release 1	ACMGAS305 Rescue animals and apply basic first aid Release 2	Corrected typographical error	Equivalent unit
Not applicable	ACMINF101 Take responsibility for the health and welfare of animals in own care	New unit	No equivalent unit
Not applicable	ACMINF201 Handle companion animals safely and follow infection control guidelines	New unit	No equivalent unit
ACMINF301 Comply with infection control policies and procedures in animal	ACMINF301 Comply with infection control policies and procedures in animal	Minor changes to performance criteria to increase clarity and reflect	Equivalent unit

Mapping of units of competency for ACM Animal Care and Management Training Package Version 2.0			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
care work Release 1	care work Release 2	industry trends relating to biosecurity. Assessment requirements revised.	
Not applicable	ACMINF302 Follow equine biosecurity and infection control procedures	New unit	No equivalent unit
Not applicable	ACMINF303 Implement infection control in the handling and care of native wildlife	New unit	No equivalent unit
Not applicable	ACMINF304 Promote environmental health and safety for companion animals in remote communities	New unit	No equivalent unit
Not applicable	ACMINF401 Oversee site biosecurity and infection controls working with animals	New unit	No equivalent unit
Not applicable	ACMINF501 Develop organisational infection control guidelines for animal care workplaces	New unit	No equivalent unit
Not applicable	ACMINF502 Manage equine biosecurity and infection control	New unit	No equivalent unit
Not applicable	ACMPHR409 Analyse performance horse pedigrees	New unit	No equivalent unit
Not applicable	ACMPHR501 Manage legal aspects of horse enterprises	New unit	No equivalent unit
ACMVET201 Assist with veterinary nursing reception duties Release 1	ACMVET201 Assist with veterinary nursing reception duties Release 2	Corrected legislative statement in application	Equivalent unit
ACMVET202 Carry out daily practice routines	ACMVET202 Carry out daily practice routines	Corrected legislative statement in application	Equivalent unit

**Mapping of units of competency for ACM Animal Care and Management Training
Package Version 2.0**

Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
Release 1	Release 2		
ACMVET203 Assist with surgery preparation Release 1	ACMVET203 Assist with surgery preparation Release 2	Corrected legislative statement in application	Equivalent unit
ACMWHS201 Participate in workplace health and safety processes Release 1	ACMWHS201 Participate in workplace health and safety processes Release 2	Minor changes to make infection control more explicit as a workplace health and safety issue	Equivalent unit
ACMWHS301 Contribute to workplace health and safety processes Release 1	ACMWHS301 Contribute to workplace health and safety processes Release 2	Minor changes to include infection control as a workplace health and safety issue Minor changes to assessment requirements	Equivalent unit
ACMWHS401 Maintain workplace health and safety processes Release 1	ACMWHS401 Maintain workplace health and safety processes Release 2	Minor changes to make infection control more explicit as a workplace health and safety issue	Equivalent unit
ACMWHS501 Manage workplace health and safety processes Release 1	ACMWHS501 Manage workplace health and safety processes Release 2	Minor changes to make infection control more explicit as a WHS issue	Equivalent unit

Appendix 2: Industry support

Farriery Subject Matter Experts Hobart TAS 19 October 2017

Name	Organisation
Jen Clingly	Australian Certified Equine Hoofcare Practitioners (ACEHP) – Co-founder
Marg Richardson	ACEHP – Co-founder
Jeremy Ford	ACEHP – Co-founder

Farriery Subject Matter Experts Adelaide 23 October 2017

Name	Organisation
Bill Hunt	Educational Services RTO - Director

Farriery Subject Matter Experts Perth 8 November 2017

Name	Organisation
Phil Smailes	Farrier – Boss/trainer
Russel Williams	Farrier - Boss
Mark Maxwell	4M Farrier Services – Employer/Trainer
Kim Broad	Farrier
Chris Boag	Farrier
Rob Raven	Farrier
Bill Hunt	Educational Services RTO - Director
John Godwin	Combined farriers - Partner
Ron Fleming	RWWA – Training Manager
Anna Thomas	FutureNow – Industry Manager

Farriery Subject Matter Experts Melbourne 13 November 2017

Name	Organisation
Daniel Chambers	V.M.F.A – Vice President
Mark Cumming	V.M.F.A Member and ACM IRC Member
Dr Luke Wells-Smith	Motion Equine Podiatry Consulting
Liam Ryan	Mustad Australia – Sales manager
Colin Smith	Melbourne Polytechnic – Senior Lecturer

Melenie Quick	The Problem Horse – Vet/Farrier
John Russell	Melbourne Equine Veterinary Group - Vet
John Bunting	V.F.M.A – President / Farrier
Peter Heppell	V.F.M.A – Secretary / Treasurer

Farriery Subject Matter Experts Sydney 16 November 2017

Name	Organisation
Darren Robertson	Sydney Hoofcare Centre - Trimmer
Steven Roberts	Private Veterinarian
Georgie Pankhurst	Charles Sturt University Equine Research (Hoof Care) – Research Student and Sole Trader
Jeffery Wilkinson	Equine Veterinarians Australia – Executive Officer
Stuart Murphy	TAFE NSW – Scone Head Teacher
Laurie Milner	RSPCA, ACM IRC Chair – Veterinarian / Animal Welfare
Bob Sim	Professional Farriers Association NSW - President
Rodney Wallace	TAFE NSW – Head Teacher
Jim Middleton	Master Farriers Association of NSW - Secretary
Barney Rogers	TAFE NSW – Teacher
Wayne “Link” Baumann	Equine Podiatry and Lameness Centre - Farrier

Farriery Subject Matter Experts Brisbane 24 November 2017

Name	Organisation
Glen Van Emmerick	UQ – GVEC – Training Co-Ord
Luke Riding	UQ – GVEC – Trainer/Farrier
Craig Jones	UQ – GVEC – Trainer/Farrier
Chris Pollitt	UQ – Vet – Trainer/Veterinarian
Mark Hognon	UQ – GVEC – Trainer/Farrier
Adam Tighe	Farrier
Mark O’Leary	QLD Professional Farriers Association – Farrier
Ollie Mackee	Farrier
Stephen Riggs	Farrier
Stephen Crosbie	Professional Farriers & Blacksmiths Association QLD – Farrier

Name	Organisation
Wayne Nugent	Australian Farriers and Blacksmith Association – President

Industry Feedback

Farriery workshop participants Adelaide 15 January 2018

Name	Organisation
Richard Van Dijk	Train Teach Trim – CEO
Jenny Austin	Jenny Austin's Equine Services
Harley Watts	Chapel Lodge Standardbred Rescue & Rehabilitation
Kristina Fletcher	Information not provided
Pauline Williams	Horse FX
Todd Herraman	Todd Herraman Farriers – Owner

Farriery workshop participants Melbourne 16 January 2018

Name	Organisation
Mark Cumming	V.M.F.A Member and ACM IRC Member
John Bunting	V.M.F.A – President
Daniel Chambers	V.M.F.A – Vice President
Tia Simpson	Australian Certified Equine Hoofcare Practitioners – Member

Farriery workshop participants Launceston 17 January 2018

Name	Organisation
Jen Clingly	ACEHP – Co-founder
Danny Del Vecchio	ACEHP – Trimmer
Milton Ford	ACEHP – Hoof Trimmer
Jeremy Ford	ACEHP – Co-Founder
Gorgeina Eastley	ACEHP – Hoof Trimmer
Jess Wall	ACEHP – Hoof Trimmer
Sue Jones	ACEHP – Hoof Trimmer
Marg Richardson	ACEHP – Trimmer
Meghan Smith	ACEHP – Hoof Trimmer

Farriery workshop participants Hobart 18 January 2018

Name	Organisation
Angie Howard	ACEHP – Trimmer
Julia Stroh	ACEHP – Trimmer

Farriery workshop participants Richmond NSW 22 January 2018

Name	Organisation
Steven Roberts	Private Veterinarian
Barney Rogers	TAFE NSW – Farrier Teacher
Michael Short	TAFE NSW – Head Teacher

Farriery workshop participants Perth 29 January 2018

Name	Organisation
Sandra Hall	ACEHP – KISS Horsecare
Jacky Ynema	ACEHP – Trimmer/Boot Fitter
Kirsten Melis	Painted Park
John Godwin	Combined Farrier Supplies
Ron Fleming	RWWA
Belinda Taylor	ACEHP – Hoof Hearted Hoof Care
Lara Greatley	ACEHP – Greatley Appreciated Stock Handling
Stephen Riggs	FITS Australia – Farrier
Kim Broad	Broad Nominees Pty Ltd – Farrier
Anna Thomas	Future Now – Industry Manager

Farriery workshop participants Scone NSW 31 January 2018

Name	Organisation
Darren Robertson	Unicorn Solutions P/L
Matt Caban	Matt Caban Farrier Service Pty Ltd
Dave Winter	Winters Equine Services – Owner
Michael Neville	Valley Farriers – Director
Bret Jones	B R Jones Farrier – Owner
Bob Sim	Professional Farrier Association NSW – President and Associateship of the Worshipful Company of Farriers
Trent Bell	Bells Farrier Service – Owner
Dave Adams	Farrier and teacher
Brad Hinze	Brad Hinze Horseshoeing – Owner
Wayne “Link” Baumann	Equine Podiatry and Lameness Centre – Farrier
Stuart Murphy	TAFE NSW – Scone Head Teacher
James Balfe	Farrier

Farriery workshop participants Gatton QLD 2 February 2018

Name	Organisation
Chris Pollitt	UQ – Equine Medicine

Name	Organisation
Mark Hognno	UQ – GVEC – Trainer/Farrier
Andy McDonald	UQ – GVEC – Farrier
Delwyn Richardson	UQ – GVEC – Farrier
Terrance Rowe	Farrier
Tom Affleck	Farrier
Caitlin Downes-Saxby	Apprentice Farrier
Joel Stewart	Farrier
Wayne Nugent	Australian Farriers and Blacksmiths Association - President
Mark O’Leary	Professional Farriers & Blacksmiths Association QLD – Farrier
Glen Van Emmerik	UQ – GVEC – Training Co-Ord
Adam Tighe	Farrier
Kent Wells	Australian Farrier and Blacksmiths Association – Farrier
Craig Jones	UQ – GVEC – Trainer/Farrier

Farriery workshop participants Darwin 5 February 2018

Name	Organisation
Pat Johnston	Farrier
Matt Deveraux	Tanminmin College – VET Instructor – Farrier
Garry Butt	Farrier
Kaelan Marshall	Apprentice Farrier
Andrew O’Toole	Thoroughbred Racing Northern Territory – CEO
Phil Cole	Phil Cole Racing Stables
Alison Haines	Charles Darwin University – RTO
Fiona Bond	Industry Skills Advisory Council NT – Admin – Redgum Horsemanship - Trainer
Alana Treagus	Industry Skills Advisory Council NT – Industry Support Officer

Farriery webinar participant 8 February 2018

Name	Organisation
Penny Challinor	Dynamic Barefoot - Equine podiotherapist

Farriery survey respondents

Name	Organisation	State
John Bunting	V.M.F.A – President	VIC
Chris Boag	Chris Boag	WA

Farriery emailed respondents

Name	Organisation	State
Colin Smith	Melbourne Polytechnic	VIC
Ron Fleming	RWWA	WA
Anna Thomas	FutureNow	WA
Dr Melanie Quick	The Problem Horse	VIC

Farriery validation emailed respondents

Name	Organisation	State
Chris Boag	Chris Boag	WA
Anna Thomas	FutureNow	WA
Phil Smailes	Farrier	WA
Russell Williams	Farrier	WA
Michael Saunders	Farrier	WA
Lara Greatley	Greatley Appreciated Hoof Care & Working Dogs	WA
Andrea Douglas	Student Barefoot Practitioner	WA
Gemma Hawkins	The Travelling Trimmer	NSW
Carol Layton	Balanced Equine Nutrition	NSW
Sandra Hall	KISS Horsecare - naturally reliable	WA
Marg Richardson	Australian Certified Equine Hoofcare Practitioners (ACEHP)	TAS
Gabriel Ramos	Mary Valley Hoof Care	QLD
Jacky Ynema	ACEHP	WA
Loretta Frino	That Barefoot Chick	NSW
Julia Stroh	ACEHP	TAS
Jen Clingly and Jeremy Ford	Co-founders ACEHP and WILD ABOUT HOOVES	TAS
Dan Smith	Hoof Nerd	NSW
Lou Nunn	Agriculture, Animal & Equine Studies Melbourne Polytechnic	VIC
Stephen Crosbie	Professional Farriers & Blacksmiths Association	QLD
Evie-ray Hersom	Evale Gypsy Cobs & Gypsy Trades Co	WA
Colin Smith	Melbourne Polytechnic	VIC
John Bunting	V.M.F.A – President	VIC
Shane Roulstone	AWU – National Organiser	NAT

Farriery validation survey respondents

Name	Organisation	State
Carola Adolf	Equine Soundness	VIC
David Leigh	Australian Association of Equine Podiotherapists	NSW
Julia Stroh	ACEHP	TAS

Name	Organisation	State
Gabriel Ramos	Mary Valley Hoof Cars	QLD
Kylie Tuckerman	Wandilla Equine Services	QLD
Angie Howard	Stepping Stone Equine Hoof Care	TAS
Jacky Ynema	ACEHP	WA
Sandra Hall	ACEHP	WA
Kim Broad	Farrier	WA
Steven Roberts	Self-employed veterinarian	NSW
Marg Richardson	ACEHP	TAS
Dr Luke Wells-Smith	Motion Equine Podiatry Consulting	VIC

Infection Control Subject Matter Experts 16- 22 February 2018

Name	Organisation
Julie Fiedler	Horse SA
Emily Small	Wildlife Victoria,
Nicky Mock	Wildlife Victoria,
Jenifer Donaldson	The Lost Dogs Home, Frank Samways Veterinary Clinic, North Melbourne
Dr Laura Hardefeldt	Faculty of Veterinary and Agricultural Sciences, The University of Melbourne, Melbourne, Victoria
Dr Catherine Chicken	Faculty of Veterinary and Agricultural Sciences, The University of Melbourne, Melbourne, Victoria
Dr Alex Burleigh	NT Veterinary Services, Katherine NT
Jan Allen	Animal Management in Rural and Remote Indigenous Communities (AMRRIC) Darwin, NT
Graham Murnik	MacDonnell Regional Council Companion Animal Health Program, Alice Springs, NT

Infection Control Consultation Meetings and Webinar –March 2018

Name	Organisation
Meetings	
Debbie Neutze	Policy Manager, Australian Veterinary Association, NSW
Jeffrey Wilkinson	Executive Officer, Equine Veterinary Association, NSW
Paula Vale	Aboriginal Health and Medical Research Council (AHMRC), NSW
Hannah Ryan	Wildlife Information, Rescue and Education Service, NSW

Name	Organisation
Webinars	
Celia Thomson	TAFE NSW
Kerrie Haynes-Lovell	TAFE NSW
Kelli Johnston	TAFE NSW
Angela Shears	TAFE NSW
Janine Hughes	TAFE NSW
Juliana Fitzpatrick	SA Government
Jess Howe	Goulburn Ovens TAFE, Victoria
Hope Young-Barney	University Queensland
Pauline Halse	ISACNT Industry Skills Advisory Council NT
Bonny Cumming	AMRRIC Animal Management in Rural and Remote Indigenous Communities
Allison Dorahy	TAFE NSW
Deahnn Johnson	ACAAS Australian College of applied Animal Studies

Infection Control Consultation Survey and Email Feedback March 2018

Name	Organisation
Kwang Poh Sim	TAFE NSW
Jodie Davis	Australian Nursing & Midwifery Federation
Bruce Landsdown	Department of Agriculture (NAQS), Cairns, Queensland
Jillian Atkinson	TAFE NSW Animal Ethics Committee, TAFE NSW Goulburn
Vicki Simlesa	Crocodile Technical & Apiary Unit, Department of Primary Industry Fisheries, NT
Tony Woolrich	Training Products Unit, Department of Education and Training, VIC
Kim Ticehurst	Open Colleges
Harrie Phillips	Australian College of Veterinary Nursing, VIC
Debbie King	Applied Vocational Training, WA
Norbert Fischer	TAFE NSW Richmond
Dr Debbie Neutze	Australian Veterinary Association
Deahnn Johnson	ACAAS Australian College of applied Animal Studies

Name	Organisation
Melanie Robinson	Public and Aboriginal Health Division, WA Government
Kate Bryce	VET/Primary Industries Curriculum Maintenance Manager, Melbourne Polytechnic
Belinda Watson-Noblet	Melbourne Polytechnic
Julie Fiedler	Horse SA
Pauline Halse	Industry Skills Advisory Council, NT
Dr Bonny Cumming	Animal Management in Rural and Remote Indigenous Communities (AMRRIC)
Dr Jan Allen	Animal Management in Rural and Remote Indigenous Communities (AMRRIC)
Dr Kate Blaszcak	Board of Management, Animal Management in Rural and Remote Indigenous Communities (AMRRIC)
Dr Ted Donelan	Animal Management in Rural and Remote Indigenous Communities (AMRRIC)
Jaemie Page	Animal Management in Rural and Remote Indigenous Communities (AMRRIC)

Letters of Support for the Farriery Project

Hi Wayne

Since taking over the educational management of the Certificate II Farriery Qualifications in 2014, whilst employed as Head Teacher Hunter Institute RTO 90002, I identified much of the content of the current qualification to be outdated.

I sort advice from part time teachers and industry practitioners, as to what was required, to update the qualification to better reflect current industry practices. This highlighted to need to completely review the content of the current qualification.

As a delivering Registered Training Organisation in NSW, I actively assisted our Skills Service Organisation- Skills Impact in organising the initial planning workshop and subsequent validation workshop at Scone Campus, attended by 15 practicing farriers in January 2018.

As a result of these and other workshops held nationally, the review and development of the new qualification will ensure the Farrier industry will have training and assessment that will equip learners, with the skills and knowledge to better perform the tasks demand by the Equine and associated Rural industries across Australia.

I recommend and fully endorse the need and subsequent approval of the Certificate IV in Farriery.

Your Sincerely

Stuart Murphy
Head Teacher- Agriculture, Horticulture, Conservation & Land Management
Newcastle - Kurri Kurri- Singleton and Scone Campuses.
T 0265403206 | M 0428 467 546
E stuart.murphy@tafensw.edu.au

TAFE NSW
2 Flemington Drive Scone NSW2337
tafensw.edu.au



From: Evie-ray Hersom <evie_ray.87@icloud.com>
Sent: 21 March 2018 20:32
To: Evan Cooper <ecooper@skillsimpact.com.au>
Subject: Farrier units

Good morning

I just wanted to send you a message in regards to adding barefoot HoofCare to a nationally recognised qualification

I own GT Hoof Care

A natural balanced holistic hoof care business

I'm passionate about my role in the industry and fully support the units in **Farriery** to include us in a more regulated industry and give our role some support in the industry we choose

Evie-ray L Hersom
Evale Gypsy Cobs & Gypsy Trades Co
Mob#0448881932
Evie-ray.87@bigpond.com

Evie-ray L Hersom
Evale Gypsy Cobs & Gypsy Trades Co
Mob#0448881932
Evie-ray.87@bigpond.com

Hi Wayne

Sorry for the late response

- The farrier stuff is good.
- The pest control stuff is also fine
- I had a quick look at Chemical handling stuff and couldn't find any specific reference to making sure the appropriate MSDS is available and is checked before you start handling it.

Maybe I just missed it, if I did fine, if not you may want to make sure there is clear reference to it.

Kind Regards

SHANE ROULSTONE | NATIONAL ORGANISER
M 0438 141 380 | P 02 8005 3319
shane.roulstone@nat.awu.net.au |
Level 1 | 16-20 Good Street | Granville NSW 2142

WWW.AWU.NET.AU



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-----Original Message-----

From: Lara Greatley <lara.greatley@gmail.com>
Sent: 09 March 2018 15:37
To: Evan Cooper <ecooper@skillsimpact.com.au>
Subject: Nationally recognized barefoot hoof care

Hi Even,

Lara Greatley here I'm just starting up my own hoof trimming business "Greatley Appreciated Hoof Care & Working Dogs" I started my training in October 2017 with ACEHP (Australian Certified Equine Hoof Practitioner) and if it wasn't for them then there wouldn't be such a high standard of trimmers out in the industry.

I believe that it is important that we are all recognized nationally as professionals as both professions are caring for hooves.

Even though farriers and barefoot practitioners both aim for a healthier hoof, we do have a different understanding of how to achieve that healthy hoof and that difference in how we practice hoof care requires different training techniques. Therefore I believe it is imperative that there are 2 separate qualifications.

Thank you for your time.

Kind Regards Lara Greatley

Subject: Feedback - Farriery Project

Hi Evan,

My name is Andrea Douglas and I'm currently (In-training) as a Barefoot Practitioner through ACEHP (Australian Certified Equine Hoofcare Practitioner).

I've read through the requirements for your draft proposals under your website <https://www.skillsimpact.com.au/animal-care/training-package-projects/farriery-project/> and wish to offer my support to your draft proposals.

My personal view is that I will never, ever, shoe (metal) a horse as in my eyes and in the current market, there are some of the most wonderful booting alternatives around to suit even the most difficult horses and they are much more cost effective but in saying that, I've seen some very ordinary horseshoeing in my travels and it would be wonderful to have everyone engaged in the equine service area be better qualified with more knowledge to ensure that they are offering the best service and welfare to the horse.

Thank you for your time.

Regards

Andrea Douglas

From: Gemma Hawkins <gemjhawkins@gmail.com>
Sent: 09 March 2018 13:56
To: Evan Cooper <ecooper@skillsimpact.com.au>
Subject: Natural Hoof Care/Trimming Certificate

Hello Evan,

I am writing to express my support for a nationally recognised qualification in Equine Hoof Care. The health and welfare of horses in our society could be significantly improved if there were more qualified hoof care practitioners.

I am currently trimming professionally, and I am in the process of obtaining certification through the Australian Certified Equine Hoof Practitioners (ACEHP) course this year. I have worked in the equine industry, as a stable hand/groom/rider for Thoroughbred Studs and for high goal polo teams. I have a Certificate IV in Horse Management. I have also studied animal and veterinary subjects at a tertiary level and graduated with a degree in Applied Science. I completed the ACEHP two week intensive last year and it has completely shifted my approach to trimming and to horse care.

I believe there is mounting evidence from veterinarians and hoof practitioners that suggest that hoof maintenance and rehabilitation can be completed with regular trimming from hoof care experts, without the need for metal shoes. The farrier courses and apprenticeships are long and costly for students. To train trimmers to a certified standard in hoof care, will be faster and more economical for both students and the training provider.

How will certification affect horses and horse owners?

Horse owners will be able to have access to a cheaper hoof care provider and thus will be more likely to use their trimmer more frequently than normal. Many horse owners do not have or do not delegate sufficient funds to the care of their horse - be it hoof care, dental or general health.

Thus, if you make hoof care cheaper the horse can be trimmed more frequently (ideally every 4-6 weeks) to maintain healthy feet. Some owners try to stretch out time between shoeing and trimming their horse (8 weeks or more) and this often leads to neglected, unbalanced hooves and often physical imbalance which can affect the movement and comfort of the horse.

Trimmers training with the ACEHP course learn to look at the horse holistically and often suggest changes in diet, environment, etc. that can also improve the overall health and well being of the horse.

Certifying hoof trimming will also hopefully help weed-out the 'backyards hacks', the untrained trimmers and farriers, who charge lower prices but do not fully understand hoof anatomy, general horse health and how to balance a hoof. Untrained/not certified farriers and trimmers can cause physical damage to the horse. Those who are capable trimmers but not certified will be more likely to get certified in a cheaper trimming course than through a farrier course.

Balance hoof trimming is not complicated and it is easy to teach someone who is physically able and interested in equine anatomy and the practice of trimming.

The current mentor programs that ACEHP community facilitates allows for new trimmers to 'unofficially' apprentice. Which results in better quality trimming from newly certified trimmers.

The future certification process should involve the following subjects: equine anatomy and physiology, history of hoof care, trimming methods, equine nutrition, animal welfare/animal rights, current veterinary research, consultation methods and customer service, business skills, and most importantly it should involve a thorough mentor/apprenticeship program and case studies to be provided by students.

I think the equine industry and recreational horse owners will significant benefit from having access to more qualified hoof trimmers... and the horses will definitely have better hooves and healthier lives.

Warm regards,

Gemma Hawkins

From: Carol Layton <carol.layton@gmail.com>
Sent: 08 March 2018 15:24
To: Evan Cooper <ecooper@skillsimpact.com.au>
Subject: Support for Certificate 3 in Barefoot Hoof Care Skill Impact

Hi Evan and all

I've been advised by a number of colleagues of the Skills Impact proposed Certificate 3 in Barefoot Hoof Care and absolutely delighted that finally the hoof care practitioners can be recognised for their professional work. I am an independent equine nutritionist, providing advice and recommendations to horses owners on what feeds and supplements are in the best interest of their horses, taking into account a number of factors. In many cases it is professionally rewarding to work with vets and trimmers, all have a role to play.

I would like to see the years of training, studying and mentor-ships for trimmers to be given a professional recognised status. I would like to see the value of trimmers recognised officially.

There is a growing number of studies showing how balanced barefoot trimming can be successful for many horses and especially performance horses. Dr Debra Taylor of Auburn University USA has published her work along with Pete Ramey, an internationally recognised trimmer on how balanced trimming along with diet changes have successfully rehabilitated seriously laminitic horses. Prof Bob Bowker has published studies on the benefits of trimmed hooves compared to shod hooves.

Personally I have experienced how beneficial an experienced and trained trimmer can be for my own horses. My horse Omani Mr Sqiggle was a national Australian champion endurance horse in points and distance, all endurance kilometres were barefoot. Many performance horses are competing barefoot and excelling in all equestrian sports where it is allowed.

--
Regards

Carol Layton
Independent Equine Nutritionist
<http://www.balancedequine.com.au>

For feeding advice and optimised, mineral balanced diets

Evan

I have recently heard from Jen Clingly who, along with the Australian Hoof Care team, has been working closely with you in the consultation process of redeveloping the "Farriery" course. She has advised that it is time to add our support for the proposed changes to the course.

I attended a meeting with Skills Impact in Gosnells (Perth) late January of this year. I am contacting you to express my support in the development of a standalone barefoot hoof care course. It was identified at that meeting that there is enough information in the course outline to justify a separate barefoot hoofcare course. I did note at that meeting that my preferred option would be develop separate hoof care courses and I am pleased to hear that this recommendation is being given serious consideration and the development of a "Certificate 3 in Barefoot Hoof Care" is now almost a reality.

I qualified with the Australian Certified Equine Hoofcare Practitioners (ACEHP) team in 2015. I am also a member of the ACEHP Leadership team and run workshops with other members training up and coming students.

The ACEHP course provides students with a solid grounding in holistic hoofcare, considering;

1. The wild horse and how its lifestyle informs the development of sound and healthy hooves.
2. The key details of a good trim.
3. Understanding equine lower limb anatomy.
4. The importance of the equine diet and how that impacts on the quality of hooves.
5. Equine husbandry and paddock management.
6. The impact of the body and how hooves effect the body and vice versa.
7. The ability to identifying, manage and care for hoof pathologies.
8. Providing hoof care advice to clients.
9. Working in partnership with other equine professionals.
10. Business management

This course is well supported by industry insurer's with all graduates able to purchase Professional Indemnity insurance. I feel that this is an important factor for the protection of this hoof care modality and the clients can be sure that the trimmer they employ is knowledgeable and able to offer qualified advice. Currently there is not an industry standard for the licensing of trimmers, meaning that anyone can call themselves a "barefoot trimmer" no matter how limited their training might be. This raises huge concern for me regarding the risk management and the horses who may be injured by poor trimming methods. The development of an accredited course for natural hoof care will not only protect the clients and their equines but will also establish a standard for trimmers protecting those who have committed their time, effort, and money to develop their knowledge.

You may recall, in our particular meeting, that the thoughts and recommendations of the natural hoof care practitioners were met with some opposition from the attending members of the traditional farrier industry but as discussions continued all parties found there was a lot of common ground in their expectations and ideas of how the current Farriery course could be improved. I believe that this was an encouraging development, with the farriers later identifying that their training did not furnish them with the same level of insurance protection as the natural hoof care practitioners; with the farriers not able to advise clients about all the necessary elements of equine management to ensure good hoofcare. I believe that it is a priority for any future course.

You may have also noticed that there are very discrete difference in the two hoof care modalities. While there is value in both, I believe that it is important to acknowledge the differences and embrace them with the development of two separate courses so that those who might be interested

in purchasing this training can be clear about their pathways, developing the necessary skills and achieving their desired outcomes.

I run a business "KISS Horsecare" in partnership with my friend. As a result of completing my ACEHP course our business now provides the following services

1. Natural Hoofcare
2. Hoof care training workshops
3. Equine Sports Massage Therapy
4. Equine Massage training
5. Pre-purchasing assessment and reporting
6. We fit and supply several brands of Hoof boots
7. We are the Australian distributors for "Hoof Armor"
8. We stock and supply "Balanced Equine" Mineral Mixes
9. In consultation with Carol Layton we have developed and sell horse feed specifically designed to match international recommendations for equine dietary needs.

I work full time and have over 200 clients on my books. We have a great relationship with all our local Veterinary services and related equine professionals, they often refer clients to us to assist in the care and management of their equines.

I would like to express how important I think it is to have a good quality Barefoot hoofcare course for all future students and those interested in a modality that compliments the current (soon to be improved) Farriery course.

Kind regard

Sandra Hall

From: Marg Richardson [<mailto:marg.richardson@bigpond.com>]
Sent: 07 March 2018 18:19
To: Evan Cooper <ecooper@skillsimpact.com.au>
Cc: Jen Clingly <jencingly@yahoo.com.au>
Subject: Certificate III in Equine Hoof Care

My name is Marg Richardson, I am a coordinator for the Australian Certified Equine Hoofcare Practitioners – www.australianhooftrimmers.com. This course has run for over 10 years with over 100 qualified practitioners around Australia and internationally. It is currently run underpinned by equine related units.

This course has had consistently high student attendance due to the strong interest in Australia for qualified, experienced natural hoofcare practitioners, with a shortage in many areas where there is large populations of horses, this is proven again and again as our existing qualified trimmers are inundated with work and queries.

As there is currently no Nationally accredited Certificate III qualification for this trade, there has been an increasing demand for it to be available. Not only by horse owners and those wishing to qualify, but RTO's such as TASTAFE who have expressed strong interest to deliver this course. *"as the Education Manager for the Primary Industries NW team; I would be very keen to meet with you to discuss the option of a partnership in the delivery of this new qualification...."*
Denise Colledge
Education Manager – Primary Industries North West | TasTAFE"

It can never be underestimated the strength of the natural hoofcare movement globally and in Australia. At each industry meeting held in every state of Australia to develop the farriers qualification, there were natural hoofcare practitioners attending expressing their desire to be recognised at this national level and include units that pertained to their trade.

As an experienced professional in this field, I can only celebrate that this qualification may finally be made available, that we may be able to teach in a trade that is nationally accredited and **therefore consistently delivered Australia wide, meaning professional standards are met nationally and quality control can be maintained.**

My husband who is an equine veterinarian with over 30 years experience in the field has also expressed a strong support for this course to be delivered, acknowledging this profession in the equine industry is both growing exponentially, and of a significant contribution to both the veterinary profession and horse owners.

We look forward to it being delivered in the very near future.

Kind Regards

Marg Richardson

From: Mary Valley Hoof Care [<mailto:maryvalleyhoofcare@gmail.com>]

Sent: 07 March 2018 18:03

To: Evan Cooper <ecooper@skillsimpact.com.au>

Subject: Support for Certificate 3 in Barefoot hoof care

Dear Evan

I would like to express my support for the proposed national recognition of the bare-hoof care qualifications.

I completed the Australian Certificate of Equine Hoof-care Practitioner (ACEHP) in 2016. I have been working full-time as a bare foot trimmer since. I run a very successful trimming business with over 200 horses under my care. I completely attribute my success to the knowledge and experience I have gained during the ACEHP course.

It is imperative that the certificate gains Australia wide recognition because the knowledge and skills attained during the course far out weights what can be learnt on "Learn to trim weekends" workshops. It marks the difference between the "professional trimmers" and the amateurs lay person.

The certificate III in barefoot hoof care also inspires the participants to a professional level, setting in place a desire for continued professional development.

The recognition of the course will lessen the gap between the professional farrier and the professional trimmer and will only benefit the equine community.

There is no logical reason for opposition to the course not to be recognise, as in no way diminishes the recognition of the traditional farrier. It only adds to the professionalism of the equine hoof care practitioner community.

I am looking forward to receiving a positive out come for the national recognition of the barefoot care qualifications.

Kind Regards

Mr Gabriel Ramos
Mary Valley Hoof Care
0417120758

www.facebook.com/maryvalleyhoofcare



-----Original Message-----

From: Jacky Ynema [<mailto:jacky@ynema.net>]

Sent: 07 March 2018 16:38

To: Evan Cooper <ecooper@skillsimpact.com.au>

Subject: Equine Hoofcare Skill Set

Hi Evan,

Following on attending the Perth Meeting to discuss the proposed new Skill set for Equine Hoof Care along side the updating the Farrier course I'd like to support the proposed nationally recognized Cert 3 course for Equine Trimmers.

I attended the ACEHP Course in Tasmania in 2009 to complete my qualification and this has put me on a course of Professional Trimming. My business is in South West corner near Bunbury and I travel as far as Albany for trimming and locally.

My business has branched out to involve hoof boot supply and fitting as well as trimming approximately 200 plus horses regularly. This also includes holistic care and involves rehabilitation of horses with various pathologies and a lot of work with nutrition as we seem to be feeding our horses like our children. Too much sugar and starch, and incorrect balance of minerals and not enough fibre.

My journey also involves being student liaison person with the ACEHP Course that we will be running again at Muresk Institute along side with Central Regional TAFE in September 2018. At present we are using units from the Cert 3 in Agriculture which are not ideal. I am very excited about having specific units designed to cover what we need. I am also Mentoring all students and mark all the assignments for this course.

We have enormous interest in the ACEHP courses and 35 plus people have expressed interest in attending this course in 2018 from all over Australia. Enquiries are coming in constantly.

I have also traveled to America on three occasions and to the east to learn from various people the latest techniques from Nutritionists, Veterinarians and Farriers to rehabilitate horses with Laminitis, Navicular Syndrome and other issues.

I am looking forward to being involved with the new Equine Hoofcare Skill Set and working along side the traditional Farriers and Veterinarians to provide the very best care for our horses.

Cheers

Jacky Ynema

--

Jacky Ynema

jacky@ynema.net

C/O PO Burekup, WA, 6227

Mobile: 0408 263 168

Home: 08 9726 3168

From: Mackie Shooter [<mailto:lorriefrino@gmail.com>]
Sent: 07 March 2018 15:09
To: Evan Cooper <ecooper@skillsimpact.com.au>
Subject: Certificate 3 in Barehoof Care

Hi Evan

I am writing to support the proposed, nationally recognised course in Barehoof Care.

My name is Loretta Frino (known as Lorrie Frino from That Barefoot Chick) and I have been trimming professionally for the last two years and under mentor ship for five years prior to that.

In 2016 I completed the course run by Australian Certified Equine Hoofcare Practitioners, a course that set me on a path to running a successful equine hoof care business that is fulfilling both professionally and personally. I have a clientele of 185 horses that I am responsible for and my approach to hoof care is holistic, meaning that under the guidance of other professionals we also refer work to qualified nutritionists and equine bodyworkers (modalities vary depending on horses needs) to achieve the best outcome for the horses in our care.

As a professional I regularly attend workshops to further my skills and knowledge and feel that professional development and updates on the latest research is paramount to having not only a great foundation of knowledge, but being able to pass this onto clients and in turn see their horses flourish.

Barehoof care is not something that is done by weekend warrior horse owners, we are growing because there is not only a need for the kind of service we provide, but we are also results driven and provide options for horse owners and vets that they may otherwise not know about or have heard of. We pride ourselves on educating our clients and using simple yet effective techniques to get positive outcomes.

I feel it is extremely important that along side the work that traditional farriers provide, that there is a nationally recognised course for barehoof care and ultimately have less of a divide between the two modalities.

For some the traditional farrier is an option but it would also be in the best interest of the equine community to have our work recognised on a national level.

I trust that the outcome will be positive and that the objections of those that might feel we have no right to the recognition be seriously scrutinised.

Kind regards
Loretta Frino
That Barefoot Chick
0405443655

From: Julia Stroh [<mailto:ju@live.com.au>]
Sent: 07 March 2018 09:37
To: Evan Cooper <ecooper@skillsimpact.com.au>
Subject: Nationally recognised qualification in Natural Hoofcare

Hi Evan,

My name is Julia Stroh and I am a qualified Barefoot trimmer with ACEHP.
I am from southern Tasmania and have attended to Skills Impact session on Farriery and Barefoot hoofcare in Hobart.

I believe it to be of major importance to get Nationally recognised qualification in Barefoot hoof care. It will help the horse owner to make a better decision for their horses and it will help the barefoot industry immensely by having a national standard. We don't wish to have a negative impact on traditional Farriery but rather be recognised for our specific skill set.

Thank you for your time.
Kind regards
Julia Stroh

From: Jen Clingly [<mailto:jenclingly@yahoo.com.au>]
Sent: 07 March 2018 09:26
To: Evan Cooper <ecooper@skillsimpact.com.au>
Subject: nationally recognised training in hoof care

Dear Evan

Thank you for the opportunity to discuss the proposed changes to the Certificate 3 in Farriery. All of the "Australian Certified Equine Hoof Care Practitioners" - ACEHP team who joined your consultations around Australia can see the importance and value in providing a stand alone qualification in bare hoof care.

We are 100 per cent in support of the new Certificate 3 in Barefoot Hoof Care.

As you are aware, ACEHP - The Australian Certified Equine Hoof Care Practitioners are training providers and are keen to see the development and evolution of new equine/hoof care units which are relevant to industry needs.

Our current ACEHP 12 month course evolved because of demand in the equine industry for qualified, knowledgeable and skilled practitioners capable of providing hoof care services and hoof rehabilitation. To date, we have over 150 qualified practitioners in an industry that over 12 years ago was not recognised nationally in the equine sector. We are now well recognised as leaders in practical hoof care education. These practitioners have busy practices all over Australia.

Jeremy and myself also operate Wild About Hooves. A hoof trim practice (a client base in Tasmania of 250) and an education business that specialises in natural hoof care. We travel Australia wide and internationally educating horse owners on the importance of hoof care and teaching the basics on maintaining their own horses hooves. We run approximately 12 of these a year and participants of the workshops who are keen and passionate to further study often join the ACEHP 12month course and start their own businesses.

We trust our input, in-depth knowledge and collective experiences was of value to your industry reference meetings.

We are confident that the proposed units, skills set and qualification reflect the existing and emerging hoof care industry needs.

Please don't hesitate to contact us if you would like further consultation. We are very excited to be part of this new nationally recognised certificate in barefoot care.

The future of the equine industry with education that broadly covers all aspects of hoof care - barefoot or farriery - makes it a very successful national training package.

Kind regards

JEN CLINGLY, and JEREMY FORD
co-founders ACEHP and WILD ABOUT HOOVES
www.australianhooftrimmers.com
www.wildabouthooves.com.au

From: Dan Smith [<mailto:dansmithhoofnerd@outlook.com>]
Sent: 07 March 2018 10:40
To: Evan Cooper <ecooper@skillsimpact.com.au>
Subject: Nationally recognised qualification for barefoot hoof care

Good morning Evan

I would like to offer my support for the plan to officially recognise non-farrier hoof care as an alternative nationally recognized industry.

I am a qualified hoof care practitioner and in my experience my colleagues and I provide a very important alternative to traditional shoeing, one that is professional in its outlook and presentation. This would not be possible without the work of education providers.

A nationally accredited qualification framework is also essential for maintaining strong standards in an industry which is currently unregulated and at reputational risk from non-educated practitioners.

Please consider this my support for proposed frameworks being enacted.

Regards

Dan

Get [Outlook for Android](#)

Letters of Support for Performance Horse (Transitioning)



TAFE
NSW

NEVILLE PLACE
GRIFFITH NSW
2680 AUSTRALIA



Evan Cooper
Industry Facilitation Manager – Racing and Animal Care and Management
Skills Impact Ltd
559A Queensberry Street (PO BOX 466)
North Melbourne VIC 3051

Dear Evan,

Letter of support – ACM50417 Diploma of Performance Horse Management imported units

TAFE NSW supports the inclusion of the following units of competency in the ACM50417 Diploma of Performance Horse Management as imported units:

- ACMPHR409 Analyse performance horse pedigrees
- ACMPHR501 Manage legal aspects of horse enterprises

We understand that Skills Impact Ltd is working to get these two units to be named elective units in the same qualification in future.

Yours sincerely

Mark Grove
Head Agribusiness SkillsPoint
TAFE NSW
19 April 2018

Appendix 3: Quality assurance report

Section 1 – Details of draft training package components

Information required	Detail
Training Package title and code	ACM Animal Care and Management Training Package V2.0
Number of new or revised qualifications	2
Number of new or revised units	33
Confirmation that the draft endorsed components meet the <i>Standards for Training Packages 2012</i>	I, Maree Thorne, confirm that the draft endorsed components meet the <i>Standards for Training Packages 2012</i>
Name of panel member completing Quality Report	Maree Thorne, Compliance Assist Pty Ltd
Statement that the panel member <ul style="list-style-type: none"> • is independent of development and/or validation activities associated with the <i>Case for Endorsement</i> • has not undertaken the <i>Equity and/or Editorial Report</i> is independent of the Training Package or Training Package components being reviewed.	<p><i>I, Maree Thorne, declare that I have conducted this review independent of the development and validation activities associated with the Case for Endorsement</i></p> <p><i>I have not undertaken the Equity and Editorial Reports, and further, I declare my independence from the Training Package and the Training Package components reviewed.</i></p>
Date completed	6 June 2018

Section 2 – Compliance with the standards for training packages

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
<p>Standard 1 Training Packages consist of the following:</p> <p>1. AISC endorsed components:</p> <ul style="list-style-type: none"> • units of competency • assessment requirements (associated with each unit of competency) • qualifications • credit arrangements. <p>One or more quality assured companion volumes.</p>	<p>Yes</p>	<p>The proposed components of the ACM Animal Care and Management Training Package (Version 2.0) meet the requirements of Standard 1.</p> <p>The Training Package components in the Case for Endorsement include two qualifications, 33 units of competency, each with associated assessment requirements, and two skill sets (non-endorsed components).</p> <p>The 33 units of competency (and associated assessment requirements) include units from the two qualifications as well as:</p> <ul style="list-style-type: none"> • 13 Work Safely Around Animals (Infection Control) units (five revised and eight new units). The five (existing) revised units are proposed for endorsement as version releases with minor changes only. • two performance horse units which will be incorporated as electives into the ACM50417 Diploma of Performance Horse Management when it is reviewed, as specified in the Case for Endorsement (CfE). <p>The Case for Endorsement specifies that no credit arrangements exist at the time of development.</p> <p>The ACM Animal Care and Management Training Package V2.0 Companion Volume Implementation Guide (CVIG) provides implementation advice, with two further companion volumes providing guidance being available at time of endorsement, including:</p> <ul style="list-style-type: none"> • User Guide: Farriery and Equine Hoof Care • User Guide: Safety in Equine Training

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
Standard 2 Training Package developers comply with the AISC <i>Training Package Products Policy</i> .	Yes	<p>As indicated in the Editorial Report, the developer has complied with the AISC <i>Training Package Products Policy</i> through:</p> <ul style="list-style-type: none"> • compliance with coding and titling of qualifications and units of competency. There are no entry requirements for the ACM qualifications, and where possible pre-requisite units have been removed. Pre-requisite units required for safety in handling equines are clearly stipulated in the relevant equine units. • the inclusion of implicit foundation skills described against the Australian Core Skills Framework (ASCF) and skills from the Core Skills for Work (CSfW) Framework in each unit of competency, aligned to performance criteria and assessment requirements, with advice about Foundation Skills provided in the CVIG; • Pathway advice is included in the Companion Volume Implementation Guide (CVIG) with additional suggested details such as clustering for training, provided in the User Guide, Farriery and Equine Hoof Care, ACM Animal Care and Management, Version 2.0 • inclusion of equivalency mapping to superseded training products in the CVIG.

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
<p>Standard 3 Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i>.</p>	<p>Yes</p>	<p>The Editorial Report and Case for Endorsement (CfE) provides comprehensive information about Skills Impact’s development and endorsement processes of the draft components, including alignment to and compliance with ASIC’s Activity Order, which comprised:</p> <ul style="list-style-type: none"> • review of the existing farriery qualification to align to current occupational role, resulting in a Certificate IV in Farriery and a new Certificate III in Equine Hoof Care; • update of existing units and development of new units relating to working safety around animals through minimisation of the risk of infection in veterinary clinics and other animal care environments; • completing the transition of two performance horse units of competency commenced in a previous <i>Safety in Equine Training</i> project. <p>The CfE outline of communication strategies and contributing personnel listed in Appendices, supports evidence of extensive consultation undertaken throughout the development process with a wide range of stakeholders, including industry, training organisations, subject matter experts (SME) and Industry Reference Committees.</p> <p>Consultation and validation strategies inclusive of online project information, face to face workshops and webinars, direct notifications, newsletters and online questionnaires support provision of wide range of opportunities for engagement with industry and other relevant parties in the development and validation processes.</p> <p>Project(s) information on the Skills Impact website supports invitations to subject matter experts to assist in development, as well as provide updates of changes made throughout the development and validation processes.</p> <p>The CfE articulates strong industry driven/directed development of the farriery qualification requirements, including a ‘core units’ only qualification and the inclusion of a mandatory workplace requirement incorporated in the assessment requirements of unit ACMFAR405 Co-ordinate day-to-day equine service operations.</p> <p>The Equity and Editorial report notes that Skills Impact advised ‘industry’ insistence for the requirements when potential accessibility restrictions were raised in discussions.</p>

Standards for Training Packages		Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
Standard 4	Units of competency specify the standards of performance required in the workplace.	Yes	All units of competency have been reviewed to ensure they specify the standards of performance required in the workplace.
Standard 5	The structure of units of competency complies with the unit of competency template.	Yes	
Standard 6	Assessment requirements specify the evidence and required conditions for assessment.	Yes	<p>The Editorial Report found that all draft units of competency specify the performance evidence and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment as per the appropriate template.</p> <p>References to volume and frequency of Performance Evidence are clearly stated, as are Assessment Conditions in relation to how evidence must be gathered, and in some units the requirement to show how the companion volume <i>User's Guide: Safety in Equine Training</i> is used is stipulated to strengthen safety in assessment.</p> <p>As noted in the Editorial Report, the assessment requirements cross-reference well to the unit requirements.</p>
Standard 7	Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template.	Yes	All draft units of competency have associated assessment requirements, which comply with the assessment requirements template and the Standards for Training Packages 2012
Standard 8	Qualifications comply with the Australian Qualifications Framework specification for that qualification type.	Yes	<p>The Editorial Report confirmed that Standard 8 had been met and that the skills and knowledge in the draft qualifications map to their appropriate AQF level.</p> <p>Whilst no actual 'mapping' of the qualification to the AQF was reviewed in the Quality Review, the qualification packaging and performance requirements of individual units of competency are considered to align to the AQF level 4 specifications for the Certificate IV in Farriery qualification (including the collective complexity of required performance and knowledge). Information in the Case for Endorsement also confirmed that qualification compliance with the AQF Frameworks had been considered in reflecting the scope of work, level of autonomy and responsibility of farriers.</p>

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
<p>Standard 9 The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template.</p>	<p>Yes</p>	<p>The structure of the information for the Certificate IV in Farriery complies with the qualification template. A mandatory supervised work placement of a minimum duration is specified in the qualification description.</p> <p>The qualification template requires specification of a total number of units to achieve the qualification.</p> <p>The template packaging rules further requires specification of the number of core and elective units. It is expressed in the CfE that it is the farriery industry’s direction that all units are specified to be core units.</p> <p>Pre-requisite units are indicated in the structure per the template requirements.</p>
<p>Standard 10 Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template.</p>	<p>Yes</p>	<p>The Case for Endorsement and ACM CVIG indicate that no national credit arrangements exist at this time.</p>
<p>Standard 11 A quality assured Companion Volume Implementation Guide produced by the Training Package developer is available at the time of endorsement and complies with the Companion Volume Implementation Guide template.</p>	<p>Yes</p>	<p>The Training Package components in this submission are supported by the ACM Animal Care and Management Training Package V2.0 Companion Volume Implementation Guide (CVIG).</p> <p>The guide complies with the companion volume implementation guide template included in the 2012 Standards.</p>
<p>Standard 12 Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	<p>Yes</p>	<p>Endorsed components’ Assessment Requirements within the ACM Training Package reference requirements to refer to additional companion volume <i>User Guide: Safety in Equine Training</i>, which is available at time of endorsement.</p> <p>A further companion volume <i>User Guide: Farriery and Equine Hoof Care V2.0</i> providing implementation guidance was reviewed in the quality report process and available at the time of endorsement.</p>

Section 3 – Comments on how the draft training package components meet the quality principles

1. Reflect identified workforce outcomes

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Driven by industry's needs	<ul style="list-style-type: none"> Changes demonstrate a clear link back to relevant AISC decisions commissioning the work, the IRC Skills Forecast and Proposed Schedule of Work, National Review Schedule and/or Case for Change, or demonstrate other evidence of industry needs 	Yes	<p>The Case for Endorsement (and further confirmed in the Editorial Report) provides clear and comprehensive information about the consultation and changes that occurred in the review. These changes show a clear link to the Case for Endorsement and AISC Activity Order imperatives.</p> <p>There is evidence in the Case for Endorsement that the SSO has addressed the need for industry responsiveness and has undertaken comprehensive and appropriate stakeholder consultation including consideration of the 2015 training package reforms, in the development and validation process for the endorsed components submitted.</p>
Compliant and respond to government broad policy initiatives	<ul style="list-style-type: none"> Training package components are compliant with the Standards for Training Packages 2012, the Training Package Products Policy and the Training Package Development and Endorsement Process Policy Evidence that the training package components respond to Ministers' policy initiatives, in particular the 2015 training package reforms 	Yes	<p>The endorsed components have been developed in accordance with the 2012 Standards for Training Package Development, the Training Package Products Policy and the Training Package Development and Endorsement Policy, evidenced via</p> <ul style="list-style-type: none"> Compliance with endorsed component templates CfE evidence of national and broad industry and industry associated consultation and validation Qualifications supported by skill sets Inclusion of units from other nationally endorsed training packages where appropriate to minimise duplication

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<ul style="list-style-type: none"> Open and inclusive consultation and validation commensurate with scope and impact has been conducted 	<p>Yes</p>	<p>The CfE outline of communication strategies and contributing personnel listed in Appendix 2, supports evidence of extensive consultation undertaken throughout the development process with a wide range (national) of stakeholders, including industry and subject matter experts (SME), training organisations, regulatory authorities and Industry Reference Committee.</p> <p>Consultation and validation strategies inclusive of online project information, face to face and webinar consultation and workshops, newsletters and online questionnaires support provision of a wide range of opportunities and accessibility for engagement with industry and other relevant parties in the review and development process.</p>

2. Support portability of skills and competencies including reflecting licensing and regulatory requirements

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support movement of skills within and across organisations and sectors	Packaging rules, qualifications framework, and pathways support movement within and across sectors Identification of skill sets that respond to client needs	Yes	<p>The draft Units of Competency and associated Assessment Requirements are written in a manner that allows adaptability and flexibility in relation to a broad range of industry variables. This enables the units to be contextualised to meet the various needs of a wide range of animal care and management contexts.</p> <p>The CfE includes two skill sets to address specific industry needs. As noted in the Equity report and in the CVIG, the draft components provide pathways from entry and preparatory level (Certificate II in Horsecare) to facilitate movement between schools and VET. There are no entry requirements to the qualifications, and pre-requisite units are included as core units where necessary.</p> <p>The CfE also acknowledges that some units in the two qualifications presented for endorsement are common to both the farriery and equine hoof care qualifications and allows for some mobility and credit transfer between the two sectors.</p>

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Promote national and international portability	Other national and international standards for skills are considered	Yes	<p>As noted in the CfE, and supported by consultation registers, active engagement across industry has sought to achieve a national consensus about the advice provided to the AISC. National and international standards for infection control and biosecurity are incorporated into units of competency and referenced in the CVIG.</p> <p>The companion volume <i>User Guide: Safety in Equine Training</i> incorporates best practice guidelines, legislation and codes of practices for work health and safety and animal welfare, and evidence of application of the guide is a requirement in specific units of competency.</p>
Reflect regulatory requirements and licensing	Solutions to incorporate licensing and regulatory requirements are brokered and there is clear evidence of support from licensing and industry regulatory bodies	Yes	<p>Licensing and regulatory statements are included in units of competency, where relevant and worded to enable flexibility to cater for jurisdictional variations.</p> <p><i>(for example, 'State or territory licensing, legislative or certification requirements apply in some jurisdictions'</i></p> <p>Specific information about contact information for each jurisdiction is provided in companion volumes so that it can be quickly updated when required.</p>

3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Reflect national consensus	<ul style="list-style-type: none"> Active engagement across industry has sought to achieve a national consensus about the advice being provided to the AISC. 	Yes	<p>The CfE evidences a national and extensive consultation process providing opportunities to participate via a number of communication channels, to capture ongoing feedback on the endorsed components throughout the duration of the review.</p> <p>The CfE Appendix 2 reflects a range of respondents including national industry participants, state training authorities, industry /content expert and training practitioners.</p>
Recognise convergence and connectivity of skills	<ul style="list-style-type: none"> Best use is made of cross-industry and work and participation bank units 	Yes	Units listed in the qualifications include imported units from other nationally endorsed training packages.

4. Be flexible to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Meet the diversity of individual and employer needs	<ul style="list-style-type: none"> Provide flexible qualifications that enable application in different contexts 	Yes	Performance Criteria and Performance Evidence within the endorsed components enable flexibility to apply to a range of workplace, or simulated contexts to meet the diversity of

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
			<p>individual and employer needs, whilst Assessment Conditions for most endorsed components enable assessment to be undertaken in the workplace, or in simulated environments.</p> <p>Prerequisites have been minimised but are used where necessary in equine units to ensure that learners have the necessary knowledge and skills to complete the units of competency safely and effectively.</p> <p>The Equity Report identifies that the endorsed component ACM30918 offers a broad choice of units of competency to meet individuals and or employer contexts.</p> <p>It further acknowledges that whilst ACM40818 requiring all core and no elective units is quite restrictive, it is a trade qualification and its structure meets regulatory requirements, and strongly articulated industry requirements for the occupational outcome of a farrier.</p>
Support equitable access and progression of learners	<ul style="list-style-type: none"> • Provide multiple entry and exit points • Pre-requisite units of competency are used only when required 	Yes	<p>Entry and exit points are shown on the qualification pathways charts in the draft Companion Volume Implementation Guide.</p> <p>As per the Equity Report, access and equity is described and addressed with advice provided in the CVIG on reasonable adjustments for learners with disabilities</p> <p>Foundation skills which are not explicit in the unit of competency, are identified in the units of competency and described against the ACSF and skill clusters from the CSfW Framework.</p>

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
			<p>The inclusion of pre-requisite units (and a limited pre-requisite chain of units) are discussed in the CfE and are proposed by industry and the developer to ensure safety and animal welfare, especially in a training environment and ensure skill development and progression to address safety issues, especially dealing with equines in training and workplace environments.</p> <p>As noted in the Equity and Editorial reports, endorsed competent ACMFAR405, a core unit in both qualifications, specifies at least 120 hours of work supervised by a qualified farrier or currently commercially active provider of farriery or hoof care services. Issues relating to accessibility restrictions were raised and discussed during the editorial process, and Skills Impact advised and noted in the CfE that the Farrier Associations maintained that the 120 hours of work placement is an industry requirement that ensures training delivery integrity.</p>

5. Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support learner transition between education sectors	<ul style="list-style-type: none"> Provide pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications 	Yes	<p>The CVIG provides information about the pathways and opportunities for transition or movement between (upwards and crossways) qualifications.</p> <p>The CfE notes that the qualifications are suitable for apprenticeships.</p> <p>The CVIG notes that there are currently no nationally applicable credit arrangements between ACM qualifications and higher education qualifications.</p>

6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support implementation across a range of settings	<ul style="list-style-type: none"> Industry advice about delivery is provided via a Companion Volume Implementation Guide ready for publication at the same time as the Training Package 	Yes	<p>The CVIG, ready for publication at the time of ACM Training Package endorsement, provides comprehensive and ACM specific advice about delivery requirements including reasonable adjustments, foundation skills, and progressions and pathways between qualifications.</p> <p>Two further companion volumes providing guidance (including detailed delivery and assessment advice, and required materials and equipment for farriery as well as equine safety) are available at time of endorsement, including:</p> <ul style="list-style-type: none"> User Guide: Farriery and Equine Hoof Care User Guide: Safety in Equine Training
Support sound assessment practice	<ul style="list-style-type: none"> Units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth 	Yes	<p>The draft Units of Competency and associated Assessment Requirements have consistent depth and breadth, including references to volume and frequency of Performance Evidence and Assessment Conditions specifying how evidence must be gathered.</p> <p>Units are written in a manner that allows adaptability and flexibility which enables the units to be contextualised to meet the varied and broad needs of the ACM industries.</p> <p>These intentions are reflected in the Assessment Conditions as applicable.</p>

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support implementation	<ul style="list-style-type: none"> • Compliance with the TGA/National Register requirements for publication • Implementation advice is provided in a Companion Volume Implementation Guide that is ready for publication at the same time as the Training Package 	Yes	<p>The CVIG, ready for publication at the time of ACM Training Package endorsement, provides comprehensive and ACM specific advice about delivery requirements including reasonable adjustments, foundation skills, and progressions and pathways between qualifications.</p> <p>Two further companion volumes providing guidance (including detailed delivery and assessment advice, and required materials and equipment for farriery as well as equine safety) are available at time of endorsement, including:</p> <ul style="list-style-type: none"> • User Guide: Farriery and Equine Hoof Care • User Guide: Safety in Equine Training