



Case for Endorsement

**ACM Animal Care and Management Training
Package**

Part 1 of 2

Version 1.0

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

October 2017

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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 *ACM10 Animal Care and Management Training Package* has been reviewed as part of three projects:

- Safety in Equine Training
- Review of Veterinary Nursing non-veterinary sector units of competency
- Transitioning of ACM10 Animal Care and Management qualifications and units of competency to meet the Standards for Training Packages 2012.

This Case for Endorsement covers the Safety in Equine Training project, Transitioning of ACM10 Animal Care and Management qualifications and units of competency to meet the Standards for Training Packages 2012, non-veterinary sector units of competency that were reviewed under the Veterinary Nursing project, Veterinary Nursing units of competency ACMVET201 - 203 and Equine Dental units of competency.

Safety in Equine Training

One qualification and 78 units of competency are submitted for approval. Please refer to **Appendix 1 Components for endorsement** for full details of all components.

Transitioning

Eighteen (18) qualifications and 85 units of competency are submitted for approval. Please refer to **Appendix 1 Components for endorsement** for full details of all components.

Veterinary Nursing Component One

One (1) qualification and 27 units of competency are submitted for approval. Please refer to **Appendix 1 Components for endorsement** for full details of all components.

Note: Please refer to the Case for Endorsement *ACM Animal Care and Management Training Package* Part 2 of 2 for details of components covered by the review of Veterinary Nursing.

Case for Change details

The Activity Order Skills Impact/TPD/2016-2017/002 was approved on 17 November 2016.

Activity start date: 5 January 2017

Activity finish date: 30 June 2017

Case for Change details Transitioning of ACM10 Animal Care and Management Training Package

The Activity Order AA/2015-16/001 was approved on 20 June 2016 for ACM10 Animal Care and Management Training Package.

Activity start date: 20 June 2016

Activity finish date: 30 June 2018

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

1. Review units of competency

The review is to focus on specific parts of the units of competency.

- Application – include the level of rider proficiency required for participation in training and update the licensing statement.
- Elements and performance criteria – ensure strong and consistent focus on safety in riding and handling.
- Foundation skills table – ensure it is completed.
- Performance and knowledge evidence – ensure that it covers the performance criteria and consider inclusion of content from relevant resources and advice from the Technical Advisory Committee (TAC).
- Assessment conditions – tighten assessment and assessor requirements and consider ways to address safety issues associated with training delivery.

2. Develop new units of competency

Three new units of competency are required.

- Develop a unit to ensure trainers are skilled in understanding and managing horse behaviour so that they select the correct horse for each trainee.
- Develop a unit for trainees that focuses on understanding horse behaviour to minimise risk to self and others.
- Develop a unit about minimising risk of injury from falls from horses. The unit should emphasise safe riding practices but address injury minimisation through rational action if a fall is inevitable. It is recognised that this is a complex issue to train and assess, requiring specialised equipment and approaches, so would only be viable as an optional unit if considered appropriate by industry.

3. Review one qualification

Check the *Certificate II in Horse Care* (a non-endorsed qualification) to identify if new and/or revised units should be incorporated and packaging rules adjusted and include prerequisite units where approved by the TAC.

4. Develop new skill sets

Two new skill sets are required.

- Beginner horse handling safety

- Incorporating safety when training and assessing beginners in horse handling

5. User Guide

In addition to the Companion Volume Implementation Guide, an additional companion volume is required. This is to include information about safety and risk management in handling and riding horses that addresses issues specific to horse related units, including training delivery and assessment (and potentially use of templates from the *Procedures for the Delivery of Horse Industry Training*).

Requirements set by the AISC in relation to the training package development work Veterinary Nursing and transitioning of ACM10 Animal Care and Management

During 2015 the *ACM10 Animal Care and Management Training Package* was reviewed by the AgriFoods Industry Skills Council to meet the *Standards for Training Packages 2012*.

The AISC considered the training package for endorsement on 21 March 2016. The AISC did not endorse the training package due to issues identified with the veterinary nursing components. An activity order was issued to complete the transitioning work, then a separate activity order was issued to review veterinary nursing components.

The total number of components reviewed are:

- 24 qualifications
- 136 units of competency
- 6 Skill Sets.

The above components were completed under two projects. Details of each project are included below and in the Case for Endorsement ACM Animal Care and Management Training Package Part 2 of 2.

Requirements set by the Australian Industry and Skills Committee (AISC) in relation to Veterinary Nursing project

1. Review one qualification

Carry out a full review of the certificate II in Animal Studies qualification to identify if new and/or revised units should be incorporated and packaging rules adjusted where approved by the TAC.

2. Review units of competency

Review 27 units of competency to:

- address quality issues identified in the Quality Report prepared November 2015
- strengthen assessment conditions information and specific assessor requirements to comply with Standard 6.

Requirements set by the Australian Industry and Skills Committee (AISC) in relation to transitioning of ACM10 Animal Care and Management

1. Units of competency

Transition the remaining 79 units of competency to meet the *Standards for Training Packages 2012*.

2. Qualifications

Transition the remaining 18 qualifications to meet the *Standards for Training Packages 2012*.

Please refer to **Appendix 1: Components for Endorsement** for details.

B. Description of work and request for approval

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

Work undertaken and why – Safety in Equine Training

During 2015 ASQA undertook a strategic review of safety in equine training. As a result of this review, ASQA released in December 2015 a report *Training in equine programs in Australia*, which included recommendations that related to training package developers.

In response to the report the AISC requested Skills Impact to consult with relevant Industry Reference Committees (IRCs) and industry to discuss, formulate, agree on and implement the required changes to training products to improve safety, quality and consistency in the delivery of equine training. The AISC has flagged the review of equine qualifications and units of competency as a priority.

During this project we have specifically addressed the following recommendations from the ASQA report.

Recommendation	Action recommended	Work undertaken
4	<p>Training package developers should collaborate with industry to consider whether templates from the <i>Procedures for the Delivery of Horse Industry Training</i> should be specified in the Range of Conditions or Assessment Conditions field of the units as mandatory for use by RTOs in their training and assessment strategies.</p>	<p>The following statement is in the Assessment Conditions section of units requiring learners to have direct contact with horses:</p> <p>Training and assessment strategies must show evidence of the use of guidance provided in the <i>Companion Volume: User Guide: Safety in Equine Training</i>.¹</p> <p>The Companion Volume: <i>User Guide: Safety in Equine Training (User Guide: Safety in Equine Training)</i> that has been developed during this project, uses information from:</p> <ul style="list-style-type: none"> • Safe Work NSW, Code of practice: Managing risks when new or inexperienced riders or handlers interact with horses in the workplace, February 2017, and • Safe Work Australia Guide to Managing Risks when New and Inexperienced Persons Interact with Horses, June 2014. <p>Templates from the <i>Procedures for the Delivery of Horse Industry Training</i> are included as appendices in the User Guide</p>

<p>5</p>	<p>Training package developers in their review of equine qualifications and the development of a new entry level Certificate II in Horse Care:</p> <ul style="list-style-type: none"> ensure that regardless of the vocational stream, each unit has a strong and consistent focus on safety in riding and handling and in understanding horse behaviour specify the level of rider proficiency required for participation in training for horse riding units ensure that all learners identified as novice or inexperienced in horse riding or handling complete the core units of the new Certificate II as part of any qualification/accredited course relating to horses. In addition, those learners wishing to achieve a horse riding outcome from their course must also complete the units in the new Certificate II which are about achieving riding competency. At the time of the ASQA report the draft Certificate II included two riding units of competency: <i>Perform horse riding skills at walk and trot</i>, and <i>Perform horse riding skills at walk, trot and canter</i>. 	<p>The draft Certificate II in Horse Care has been reviewed and distributed for consultation as <i>ACM20217 Certificate II in Horse Care</i>. During the review of <i>ACM20217 Certificate II in Horse Care</i>, feedback indicated that <i>Perform horse riding skills at walk and trot</i> should be removed as all riding skills were covered by <i>ACMEQU206 Perform horse riding skills at walk, trot and canter</i>.</p> <p>Units have a strong safety focus. There are specific safety references in the Application, Performance Criteria, Foundation Skills, Performance and Knowledge Evidence and Assessment Conditions.</p> <p>Prerequisite units have been added to units which require novice or inexperienced learners to interact with horses, for example, beginner riding units. This has been done to ensure that learners are deemed competent in their knowledge of horse behaviour and skills in handling horses safely before they are assessed in more challenging units, such as those requiring riding. While this has added to the number of units with prerequisites, industry feedback and TAC advice is that the units are necessary to ensure the safety of learners.</p> <p>The level of rider proficiency is clearly stated in the Application section of all units of competency included in the qualification. In addition in the <i>User Guide</i>, there are clear descriptions of rider proficiency, together with descriptions of types of horses and how horses can be matched to the rider/handler/driver.</p>
<p>6</p>	<ul style="list-style-type: none"> Jurisdictions that have not implemented the <i>Safe Work Australia Guide to Managing Risks when New and Inexperienced Persons Interact with Horses</i> should give consideration to its implementation in their jurisdictions and promote it as a resource for this industry The training package developers in their review of equine qualifications consider the contents of the <i>Guide to Managing Risks when New and Inexperienced Persons Interact with Horses</i> in collaboration with industry, to determine whether any aspects of the hazard and risk assessment and control measures should be embedded into the equine units of competency and qualifications, and The training package developers, in collaboration with state and territory work health and safety regulators and ASQA, consider measures to improve safety in equine training programs. 	<p>The <i>User Guide: Safety in Equine Training</i> that has been developed during this project, uses information from:</p> <ul style="list-style-type: none"> Safe Work NSW, Code of practice: Managing risks when new or inexperienced riders or handlers interact with horses in the workplace, February 2017, and Safe Work Australia Guide to Managing Risks when New and Inexperienced Persons Interact with Horses, June 2014. <p>Templates from the <i>Procedures for the Delivery of Horse Industry Training</i> are included as appendices in the <i>User Guide</i>.</p>

8	<ul style="list-style-type: none"> • Provide clearer and more specific requirements for performance evidence, knowledge evidence and assessment conditions for each unit of competency • Specify, where required, the direct observation of competency by a qualified assessor • Consider whether specifications of mandatory templates for valid skills observation documents and assessment tools should be included in the performance evidence and assessment conditions of units of competency, and • Specify in assessor requirements that assessors must have qualifications in instruction or coaching of horse riding/handling, noting that there is currently a range of such qualifications in use and that these should be reviewed to consider their suitability. 	<p>Clear and specific requirements for performance evidence, knowledge evidence and assessment conditions have been specified for each unit of competency submitted for approval.</p> <p>Assessor requirements are clearly outlined, including, where relevant, the requirement to hold recognised qualifications for instructing or coaching horse riding and handling and/or experience in organising and handling groups, and different types of riders and horses.</p> <p>Templates from the <i>Procedures for the Delivery of Horse Industry Training</i> are included as appendices in the User Guide.</p>
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Decision being sought

This submission puts forward the Case for Endorsement of the proposed components of the *ACM Animal Care and Management Training Package Version 1.0*.

The draft components submitted for endorsement by the AISC are:

- ACM20217 Certificate II in Horse Care
- 78 units of competency consisting of:
 - Four new units of competency (note that in addition to the three units listed in the Activity Order, an additional unit of competency was developed) developed during this project
 - 32 currently endorsed units that were reviewed and amended
 - 17 units being transferred from accredited courses into the ACM Animal Care and Management Training Package that were reviewed and amended
 - 25 draft units of competency developed by previous Industry Skills Council, but not endorsed that were reviewed and amended.

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*.

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

This Case for Endorsement is approved by the Animal Care and Management IRC and is therefore submitted, through the Department of Education and Training, for AISC consideration.

Components outlined in the Business Case that ARE NOT submitted for endorsement

At a teleconference held on 31 May, 2017 the Rural and Related IRC decided on the following actions.

1. The following units were reviewed during the Safety in Equine Training project but are also under full review in the *Veterinary Nursing Project*. The safety related content from these units of competency has been provided to the staff involved in the *Veterinary Nursing project*. The following units of competency are contained within the Case for Endorsement ACM Animal Care and Management Training Package Part 2 of 2 as part of the Veterinary Nursing project and subsequently **ARE NOT** included in this case for endorsement:

- *ACMVET414 Nurse foals*
- *ACMVET415 Provide intensive foal care and nursing.*

2. The following units were reviewed during the Safety in Equine Training Project, but recent advice from industry suggests that further consultation is required to ensure that the content of units is accurate and ensure the safety and welfare of horses.

3. The following units were reviewed during the Safety in Equine Training Project however they are not being submitted for endorsement as they duplicate content of other units of competency:

- *ACMHBR301 Assist with mating mares*
- *ACMHBR402 Determine nutritional requirements*
- *ACMPHR201 Lunge performance horses for exercise.*

Additional unit not to be considered

Feedback received on the draft unit *ACMEQU102 Develop horse riding skills at walk and trot* (titled *ACMEQU205 Develop horse riding skills at walk and trot* in the Business Case) was that the unit was unnecessary as it:

- duplicated content in *ACMEQU206 Perform basic horse riding skills at walk, trot and canter*
- posed a safety issue by not addressing 'cantering' as cantering is a natural horse response which riders need to experience
- had no vocational outcome and could be misleading and confusing to potential employers who expect that all riders would be able to canter.

The Technical Advisory Committee discussed the issue and their advice was to align the unit with the Certificate I qualification. However, during the validation of the unit, safety issues were raised by stakeholders again and during the edit and equity check, the reviewer pointed out that *ACMEQU206* was not an appropriate prerequisite unit for *ACMEQU102*.

It is therefore requested that the draft unit *ACMEQU102 Develop horse riding skills at walk and trot* is not considered for endorsement.

Work undertaken and why - Veterinary Nursing Project

The AISC considered the Training Package for endorsement on 21 March 2016. The AISC did not endorse the Training Package as it did not meet the Standards for Training Packages 2012. Also, industry feedback indicated that a full review, rather than just transitioning to meet the Standards for Training Packages 2012, was required to ensure that the veterinary nursing components of the ACM10 Animal Care and Management Training Package reflected current skill needs. The Veterinary Nurses Council of Australia (VNCA), National Industry Advisory Group for Veterinary Nursing (NIAG) and the Australian Veterinary Association (AVA) agreed that many graduates lacked the skill levels needed to carry out the work required in veterinary practices.

In order to reduce the administrative burden to both the industry and vocational education and training sectors, the review of the *Certificate II in Animal Studies* and all units of competency within this qualification, including the AQF Level 2 veterinary nursing sector units of competency plus all non-veterinary sector units of competency within the *Certificate IV in Veterinary Nursing* are being submitted for consideration in this Case for Endorsement.

Meetings with industry identified the following key points:

- review the duplication of units of competency between the *Certificate IV in Veterinary Nursing* and the *Certificate II of Animal Studies*.

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

- Vague assessment requirements in units of competency that did not meet the *Standards for Training Packages 2012* have been identified and replaced by educationally sound assessment requirements that specify the skills and knowledge.
- Units of competency in the *ACM20117 Certificate II in Animal Studies* were reviewed to ensure that the qualification was aligned to AQF level 2 and accurately reflected industry skill requirements, as well as ensuring compliance with the *Standards for Training Packages 2012*.

Work undertaken and why – Transitioning of ACM10 Animal Care and Management Training Package Project

The Activity Order for the ACM Animal Care and Management Training Package states specific changes are required to the veterinary nursing components only. However, in addition to the full review of all veterinary nursing components, the following changes have been made to 18 qualifications and 85 units of competency.

- All changes made by the AgriFoods Industry Skills Council to the above components have been reviewed to ensure that components meet the *Standards for Training Packages 2012*. In units of competency foundation skills mapping has been completed and performance evidence, knowledge evidence and assessment conditions have been reviewed.
- In qualifications, all units of competency, including imported units, have been checked and elective banks have been updated, where required.

In addition:

- A check of the *Certificate IV in Animal Control and Regulation* identified that an imported core unit of competency, *PSPREG404C Investigate non-compliance*, had been deleted from the *Public Services Training Package*. The deleted unit has been replaced by three units of competency (*PSPINV001 Plan and initiate an investigation*, *PSPINV002 Conduct an investigation* and *PSPINV003 Finalise an investigation*)
- During the check of *ACMACR405A Euthanase sick, injured or unwanted pound animals*, Skills Impact queried some content changes made by the AgriFoods Industry Skills Council which would have required non-veterinarians to carry out euthanasia of pound animals. The content and amended title, *ACMACR405 Assist with the euthanasia of sick, injured or unwanted pound animals*, reflect the work of an individual who can assist with euthanasia of an animal under the direct supervision of a qualified veterinarian.
- Five units of competency related to equine dentistry were initially reviewed during the *Safety in Equine Training Project* but work completed during this project includes content changes to the five units of competency, including a work placement requirement and the development of an additional companion volume, *User Guide: Equine Dentistry* which includes delivery and assessment advice, essential equine dentistry knowledge and an explanation of work placement requirements.

Decision being sought – Veterinary Nursing

This submission puts forward the Case for Endorsement of the proposed components of the *ACM Animal Care and Management Training Package Version 1.0*.

The draft components submitted for endorsement by the AISC are:

- One qualification
- 27 units of competency

Evidence of consultation with states and territories, and evidence that the views of key stakeholders have been considered is provided in the Case for Endorsement ACM Animal Care and Management Training Package Part 2 of 2.

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*.

Decision being sought – Transitioning of ACM10 Animal Care and Management Training Package Project

This submission puts forward the Case for Endorsement of the proposed components of the *ACM Animal Care and Management Training Package Version 1.0*.

The draft components submitted for endorsement by the AISC are:

- 18 qualifications
- 85 units of competency (which includes five units of competency related to equine dentistry)

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*.

This Case for Endorsement is approved by the Animal Care and Management Industries Reference Committee (IRC) and is therefore submitted, through the Department of Education and Training, for AISC consideration.

C. Evidence of Industry support

This section provides evidence that the *ACM Animal Care and Management Training Package Version 1.0* 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 6 October 2017.

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

Consultation with stakeholders

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, for example, public consultation workshops, opportunities to provide feedback on draft materials. <http://www.skillsimpact.com.au/racing/training-package-projects/equine-safety-training/>
- Meetings, both face-to-face and via teleconference were held with TAC members and invited guests including an ASQA representative and representatives from Skills IQ.
- Workshops were held with working groups comprising experts in their fields. Members attended face-to-face workshops during which they discussed and reviewed units of competency, relevant to their areas of expertise, and the content required for the user guide
- Six public consultations workshops were held around Australia (Melbourne, Mornington, Hobart, Perth, Scone and Adelaide) to enable as many industry stakeholders as possible to review and comment on safety aspects of units of competency.
- Emails and newsletters were sent to state and territory training authorities (STAs), 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.
- A representative from Skills Impact accepted an invitation to attend RTO network meetings organised by Kate Bryce, Curriculum Maintenance Manager Primary Industries in Victoria.

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

State/Territory engagement

Workshops have been conducted throughout Australia. Skills Impact staff have travelled, where possible, to areas where equine related businesses are situated, e.g. Scone in New South Wales and Mornington in Victoria, to minimise the inconvenience to stakeholders and to maximise involvement. Feedback has been received from various sources, including industry and state training authorities.

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

Alternative approaches

Safety measures applied to units of competency

During the project, there were competing views regarding the types of safety measures that could be introduced into units of competency. It became evident through consultation and feedback from the TAC that what might be considered an improvement in safety in one context could actually increase the level of danger in another. In particular the Racing Industry has a set of specific circumstances that were quite different to other areas. An example is that in a number of units the type of horse is described and particularly for entry level units, the units of competency specify that the unit is suitable for a beginner using a calm, educated horse. The Racing Industry stated that in their industry a large proportion of the training is delivered on site and that a person needs to be competent with handling and riding high energy animals. On the recommendation of the Racing IRC and supported by all Principal Racing Authorities and key stakeholders, Skills Impact have put forward a case to the department requesting that the racing components of the project have an extension to undertake further consultation with the expectation that they will be submitted for consideration and endorsement by December 2017. The level of enrolments in these components is low compared to the enrolments in the *ACM Animal Care and Management Training Package* where there is a higher likelihood of inexperienced riders engaging in training.

Minimising injuries when falling from a horse

There were competing views on whether it was appropriate to offer a unit of competency with a focus on handling falls from horses, with some stakeholders being highly supportive and others at the opposite end. As a result, instead of embedding a 'falling off' safety component within one unit of competency, two units have been created. *ACMEQU302 Apply knowledge of minimising impact of falling from a horse* focuses on the skills and knowledge required to reinforce safe horse riding techniques to minimise the risk of falling, and knowledge of techniques to minimise the risk of injury from a fall from a horse. *ACMEQU303 Demonstrate riding techniques for avoiding falls and reducing the impact of falls* focuses on the skills and knowledge required to simulate riding skills to avoid falls and introduce basic skills and techniques for reducing the impact of potential falls from a horse.

Equine dentistry

Skills Impact was unable to gain agreement about equine dentistry units. Feedback during the four-week consultation period was mixed and a subsequent teleconference was held with stakeholders who had responded to try to gain agreement. Agreement was reached on all but one of the five units. However, late in the two-week validation period, Skills Impact received new advice suggesting that further consultation is required to ensure that all content in the five units is accurate and will ensure the safety and welfare of horses.

Skills Impact has requested to the Department of Education that the five dentistry units of competency listed in the Business Case are not submitted for endorsement at this time. It is proposed that Skills Impact organises meetings and workshops with equine dentist experts and key industry stakeholders to review and reach agreement on the components. These components would then be submitted with the *Animal Care and Management Compliance Project* which is due for completion in August 2017.

Reports by exception

There are four reports by exception

Ms Juliana Waugh (independent)

Ms Waugh has continued concerns with safety in horse riding units and has expressed that teacher/assessors should possess a 'teaching riding' qualification because it is the only way to ensure the teacher/ assessor is trained in safety in equine training for riding. Juliana states, "I believe the horse industry can't have it both ways - be the 'most dangerous activity' that a person can do and 'not be required to hold current recognised qualifications for delivering training and being an assessor of horse riding units."

Action taken

Skills Impact has included assessor requirements within the unit and details of suitable qualifications in the *User Guide: Safety in Equine Training* as shown in the following example for the unit ACMEQU206 Perform horse riding skills at walk, trot and canter.

Assessment conditions (extract)

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. The following specific assessor requirements apply to this unit. The assessor must:

- hold a current, recognised qualification for instructing or coaching horse riding and handling skills (refer to User Guide for details), and
- have three years of experience organising groups and responding to different types of riders and horses in order to prevent incidents that could lead to injury of rider or horse.

User Guide: Safety in Equine Training (extract)

Specific requirements apply to the following units. For these units the assessor must hold a current, recognised qualification for instructing or coaching horse riding and handling skills.

Code	Title
ACMEQU206	Perform horse riding skills at walk, trot and canter
ACMEQU207	Develop riding skills for exercising horses
ACMEQU303	Demonstrate riding techniques for avoiding falls and reducing the impact of falls
ACMPHR201	Ride performance horses for exercise in an arena

Recognised instructing or coaching horse riding qualifications include **one** of the following:

- Level 1 or 2 National Coaching Accreditation, or
- Horse Safety Australia instructor accreditation, or
- Riding for the Disabled specialist coaching levels for those teaching riding to people with disabilities, or
- Skill Sets from the SIS10 Sport, Fitness and Recreation Training Package
 - SISSS0006 Horse riding instructor
 - SISSS00062 Horse riding instructor- senior, or
 - SISOEQO414A Instruct horse riding and handling skills (statement of attainment), or
- a minimum of three years' workplace experience riding horses in a supervisory role or overseeing a team*.

* Please note that 'a minimum of three years' workplace experience riding horses in a supervisory role or overseeing a team' is included in this list upon the advice of the TAC.

Lindsay Nylund (*Horse Rider Fall Safety Training* <<http://www.horseriderfallsafety.com.au/>>

Mr Nylund has corresponded with Skills Impact, ASQA and the Department of Education and Training voicing a number of concerns:

1. The original draft falls safety unit Minimise incidents and injuries from falling from a horse, should not have been separated into two units, (one knowledge-based and the other skills-based) because:
 - trainers without the practical knowledge and experience will not be able to correctly advise students on how to respond in a fall and properly answer questions
 - the purpose of interactive learning activities should go beyond what could be learned from a book or online
 - there is no reference to the qualifications of the person teaching ACMEQU302 specific to the knowledge being taught. Providing widespread incorrect advice to riders by instructors who have no qualifications in fall safety can lead to serious injury in falls
 - during the consultation process, it was advised that the competency standards included a high level of specificity about trainer skills. The Unit ACMEQU302 has no detail or specificity about trainer qualifications or skills in fall safety training, but only some generic assessor requirements that are not specific to rider fall safety training . . . “Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.” Where the consequences of error include death or permanent disability, it is not appropriate that it be left up to RTOs to decide what the words “suitably qualified” mean
 - students who complete the knowledge-based unit may believe they do not need to follow up with practical training, which is the more important component in relation to fall safety skills.
2. Instructors must have advanced accreditation in gymnastics or martial arts and have completed an appropriate bridging program to learn the differences between standard techniques and equestrian fall safety techniques. Under the Gymnastics Australia skills matrix, the teaching of a number of the important skills needed for rider fall safety requires advanced accreditation.
3. The competency standard has been drafted by individuals without proper qualifications/subject matter expertise in fall safety training.

Action taken

1. Mr Michael Hartman, CEO of Skills Impact, has explained to Mr Nylund that the draft falls safety unit was redeveloped into two units as stakeholder feedback indicated that most RTOs would not have trainers and assessors who could deliver the practical skills involved in training learners in safe falls techniques. The content was redeveloped into a knowledge-based unit (*ACMEQU302 Apply knowledge of minimising impact of falling from a horse*) and a practical unit (*ACMEQU303 Demonstrate riding techniques for avoiding falls and reducing the impact of falls*) to address feedback received. Having two separate units (one focusing on knowledge, and one on practical skills), enables RTOs to deliver training around the knowledge areas even though they may not be able to deliver practical falling skills training. This meets the industry objective of providing widespread access to information to improve safety for horse riders.

2. There is a general requirement, under the *Standards for RTOs 2015* (Clause 1.13) that training and assessment is delivered only by persons who have vocational competencies at least to the level being delivered and assessed; current industry skills directly relevant to the training and assessment being provided; and current knowledge and skills in vocational training and learning that informs their training and assessment.
(<https://www.asqa.gov.au/standards/about-standards-rtos-2015/standard-one/clauses-1.13-1.16>). Trainers and assessors of the knowledge-based unit would therefore be required to be suitably qualified.

It has also been explained that training methods used, structuring of qualifications and selection of trainers cannot be done in training packages; the responsibility for these lies with the RTO.

The two draft units were made available for feedback for a two-week validation period and no other feedback was received indicating that the approach taken was not supported.

3. The assessment conditions section of the Assessment Requirements for *ACMEQU303* provides the following additional assessor requirements (i.e. those in addition to the requirements under the *Standards for RTOs, 2015* outlined above):

... assessors are to hold a current, recognised qualification for instructing or coaching horse riding, and either a current, recognised qualification for teaching falls safety in the field of gymnastics, martial arts or equivalent OR a minimum of three years' verified workplace experience working in a falls safety field.

4. Mr Nylund's book is listed in the 'Horse safety and work health and safety resources' section of the *User Guide: Safety in Equine Training*.

Ron Fleming (Representing WA Equestrian, WA Wagering and Racing, TAC member, Racing IRC member)

Mr Fleming has voiced the following concerns:

1. The new unit *ACMEQU205 Apply knowledge of horse behaviour* is not required and would be better embedded in other units, e.g. horse handling and riding unit.
2. Including use of 'calm, consistent and obedient horses assessed as suitable for the experience and skill of the individual' for assessment purposes could mean that individuals are not vocationally competent as they may be required to work with less calm and obedient horses.
3. Prerequisite units which have been added to improve safety of equine training are unnecessary and will make units difficult to deliver and assess in the workplace.
4. *ACMEQU102 Develop horse riding skills at walk and trot* may suit people such as those with disabilities.

Action taken

1. The unit about horse behaviour was a required deliverable for the project.
2. The use of consistent terminology to describe horses and then include particular types of horses for particular certificate levels, e.g. 'calm, consistent and obedient horses' at Certificate II level was devised by, and supported by, TAC members. Wider industry feedback has not raised this as an issue.
3. Prerequisite units have been added where there is a specific need to ensure the safety of the trainee, for example, *ACMEQU202 Handle horses safely* and *ACMEQU205 Apply knowledge of horse behaviour* are included as prerequisites in *ACMEQU206 Perform horse riding skills at walk, trot and canter*.
4. A number of the issues raised appear to relate to the racing industry. As a result, units and qualifications specific to the racing industry (*RGR Racing Training Package*), which were included in the Business Case for this project, will not be submitted for endorsement. Skills

Impact has discussed and confirmed this action with the Department of Education and Training and is awaiting further advice.

5. No other stakeholder feedback considers that *ACMEQU102 Develop horse riding skills at walk and trot* may suit people with disabilities. A number of stakeholders have voiced safety concerns related to teaching beginner riders only walking and trotting, when any horse could break into a canter at any time.

Lee Carter (Manager, Training Products Unit, Department of Education and Training, Victoria)

Mr Carter, in representing the Victorian State Training Authority (STA) considers that the following statement that appears in the Assessment Conditions sections of many Units of Competency does not comply with Standard 7 of the Standards for Training Packages, 2012:

Training and assessment strategies must show evidence of the use of guidance provided in the Companion Volume: User Guide: Safety in Equine Training.

The Victorian STA suggests that the template provided in the *Standards for Training Packages 2012* is clear in its statement that this field is used to stipulate mandatory conditions for assessment and that mandating the use of guidance is non-specific and non-definitive and does not fit with the intent of Standard 7. The potential for different interpretations by RTOs and auditors creates more confusion than certainty. In addition this is not auditable because clauses 1.1-1.4 of Standard 1 in the *Standards for RTOs, 2015* which relates to training and assessment strategies does not reference the Companion Volume; and the Companion Volume is a non-endorsed component.

The Victorian STA therefore offers conditional support stating, "I am prepared to offer my support for this Case for Endorsement proceeding to the AISC subject to the removal of this non-compliant statement from the Assessment Conditions."

Action taken

Skills Impact staff met directly with Lee Carter to explain the rationale for the inclusion of the statement, however the Victorian STA was unwilling to change its perspective.

Skills Impact communicated its proposal for the inclusion of the statement to both the Commonwealth Department of Education and Training and ASQA early in the project and were not advised to remove the statement.

Note:

The New South Wales, Northern Territory, Western Australian and South Australian STAs have provided support for the Case for Endorsement. In particular the SA STA states:

The SA STA supports the approach taken by Skills Impact in including reference to a User Guide in the Assessment Requirements for units specific to handling and riding horses in response to the ASQA recommendations. Whilst additional assessment requirements may initially have an impact on training providers intending to deliver the qualification the importance of safety and risk management outweighs the impact. Similarly, the inclusion of pre-requisite units will impact learners, however the importance of ensuring learners have basic knowledge of horse behavior and safe horse handling cannot be overlooked.

Consultation with stakeholders – Veterinary Nursing

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, for example, public consultation workshops, opportunities to provide feedback on draft materials. <http://www.skillsimpact.com.au/animal-care/training-package-projects/veterinary-nursing/>
- Meetings, both face-to-face and via teleconference were held with the Technical Advisory Committee (TAC) members.
- Face-to-face meeting with staff from Melbourne Polytechnic regarding the Certificate II in Animal Studies and Certificate IV in Veterinary Nursing.
- Eight public consultation workshops were held around Australia (Sydney, Adelaide, Perth, Melbourne, Hobart, Darwin, Brisbane and Coffs Harbour) to enable as many industry stakeholders as possible to review and comment on Veterinary Nursing qualifications and units of competency.
- Emails and newsletters were sent to state and territory training authorities (STAs), 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.
- A representative from Skills Impact accepted an invitation to attend RTO network meetings organised by Kate Bryce, Curriculum Maintenance Manager Primary Industries in Victoria.

Please refer to **Appendix 2: Industry support within the Case for Endorsement ACM Animal Care and Management Training Package Part 2 of 2** for a list of activities conducted, together with organisations and individuals consulted.

Consultation with stakeholders – Transitioning of ACM10 Animal Care and Management Training Package Project

The Activity Order for the ACM Animal Care and Management Training Package states specific changes are required to the veterinary nursing components only. However, in addition to the full review of all veterinary components, the following issues were uncovered via the industry consultation that has taken place.

- A check of the *Certificate IV in Animal Control and Regulation* identified that an imported core unit of competency, *PSPREG404C Investigate non-compliance*, had been deleted from the *PSP Public Services Training Package*. Skills Impact sought industry advice from Mr Mike Butcher, IRC member and Animal Control and Regulation expert, to address this issue. The deleted unit has been replaced by three units of competency (*PSPINV001 Plan and initiate an investigation*, *PSPINV002 Conduct an investigation* and *PSPINV003 Finalise an investigation*).
- During the check of *ACMACR405A Euthanase sick, injured or unwanted pound animals*, Skills Impact queried some content changes made by the AgriFoods Industry Skills Council which would have required non-veterinarians to carry out euthanasia of pound animals. Skills Impact sought advice from Dr Julia Crawford, Director Australian Veterinary Association, who further consulted with Lawrie Milner at the RSPCA regarding this issue. As a result, the content and amended title, *ACMACR405 Assist with the euthanasia of sick, injured or unwanted pound animals*, reflect the work of an individual who can assist with euthanasia of an animal under the direct supervision of a qualified veterinarian.

- Five units of competency related to equine dentistry were initially reviewed during the *Safety in Equine Training Project*. However, after six weeks of industry consultation there were outstanding issues from the equine dentist industry. These issues were addressed during the transitioning project via a face-to-face meeting with an industry panel, subsequent wider industry feedback and a survey sent to employers of equine dentists to gauge the level of support for a work placement. This has resulted in content changes to the five units of competency, including a work placement requirement. Skills Impact has also developed an additional companion volume, *User Guide: Equine Dentistry*, which includes delivery and assessment advice, essential equine dentistry knowledge and an explanation of work placement requirements.

Alternative approaches for Equine Dentistry issues

Some stakeholders believed that a large amount of knowledge should be embedded into the units of competency. It was explained that the Range of Conditions could not be used for such inclusion and it was agreed that an additional companion volume, *User Guide: Equine Dentistry*, could detail essential equine dentistry knowledge.

Feedback regarding the equine dentistry qualification title was divided. Some stakeholders considered that the existing title (Certificate IV in Equine Dentistry) should be retained, while others considered that the title should be changed to Certificate IV in Equine Dental Service Provision. As this matter could not be settled during the face-to-face meeting or subsequent feedback, it was referred to the Industry Reference Committee for a final determination.

Although stakeholders generally supported the inclusion of a work placement, some stakeholders believed that it should be included in four out of the five units of competency, while others believed it should be included in all five units of competency. As this matter could not be settled during the face-to-face meeting or subsequent feedback, it was referred to the Industry Reference Committee for a final determination.

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 traineeships/apprenticeships.

Training delivery

This project was instigated by the AISC with a focus on increasing safety in equine training, rather than being identified and driven by industry. However, via the consultation process, wider industry feedback has ensured that components have been examined and amended to address the safety requirements in industry.

The resulting changes made to the training package components should potentially improve safety of horse operations in industry and address safety issues associated with the delivery of training. Some changes that will improve safety include:

- Creation of a skill set for beginners that includes horse handling skills
- Skill set for trainers about incorporating safety when training and assessing beginners
- Four new units of competency which focus on horse behaviour, selecting horses appropriate to the skill level of the rider/handler/driver and safe riding practices
- Incorporation at qualification entry specific units on horse behaviour and interacting safely with horses
- Revision of units of competency to provide specific requirements in performance evidence, knowledge evidence and assessment conditions – it is now clear that individuals must be assessed on live horses in an appropriate environment with access to all required equipment. The assessor requirements are also specific and clear.
- Creation of the *User Guide: Safety in Equine Training* which RTOs must use when they are developing their training and assessment strategies. The User Guide has drawn heavily on available resources including Safe Work NSW, Code of practice: *Managing risks when new or inexperienced riders or handlers interact with horses in the workplace*, February 2017¹ and Safe Work Australia *Guide to Managing Risks when New and Inexperienced Persons Interact with Horses*, June 2014²

Delivery as apprenticeship/traineeship

This section does not apply as only the *ACM20217 Certificate II in Horse Care* qualification is submitted for endorsement.

¹ A full copy of this Code of Practice can be downloaded at:

http://www.safework.nsw.gov.au/__data/assets/pdf_file/0005/79160/horse-code-practice-gazetted-SW08262.pdf

² A copy of this Guide can be downloaded at: <https://safeworkaustralia.gov.au/doc/guide-managing-risks-when-new-and-inexperienced-persons-interact-horses>

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.

How training package components meet occupation and licensing requirements

Where no occupational and licensing requirements apply to the ACM Animal Care and Management Training Package the following statement is used: “No occupational licensing, legislative or certification requirements apply to this unit at the time of publication”.

Licensing statements are included in units of competency, where relevant. For example, the veterinary nursing units of competency include the following statement: “Legislative and regulatory requirements apply to veterinary nurses but vary according to state/territory jurisdictions. Users must check with the relevant regulatory authority before delivery”.

There is detailed information about current legislative requirements in the companion volumes. Specific information is kept in companion volumes so that it can be quickly updated when required.

Implementation issues and management strategies

The primary purpose of this project is to increase safety during training and delivery. Specific advice is provided in the *User Guide: Safety in Equine Training* to explain to training providers how they can meet their safety obligations and in particular assessment requirements. There is also general advice about health and safety in the Implementation Guide, including links to State and Territory health and safety authorities.

The evidence requirements were reviewed by members of industry expert groups and reviewed by members of the TAC. These were deemed by these groups to be appropriate for the particular units of competency. Performance evidence, in most cases, clearly states that two or more horses must be used over at least three separate occasions. Assessment conditions clearly state equipment and material requirements, as well as specific assessor requirements.

While the TAC acknowledged that the requirement to provide a range of horses for assessment purposes might present challenges for delivery, they were clear that a learner needed to be assessed on more than one horse as each horse has a different personality and temperament. They were also clear that assessment needed to take place on more than one occasion as the same horse can behave differently on different days/different times of the day. In some cases, there are animal welfare/ethical considerations, where simulations are appropriate, for example, in some farriery units feedback indicates that using live horses could breach animal welfare legislation, so cadavers of legs have been listed.

Feedback received from some training providers does indicate concerns with the rigour imposed by the assessment requirements. There has been feedback from RTOs raising a number of concerns particularly around the additional rigour incorporated into the Assessment Requirements, in particular the additional costs associated with this. There have also been differing views regarding prerequisite units with one group of RTOs raising concerns regarding the number of pre-requisites and other RTOs considering that there should be additional prerequisites. Conversely, some stakeholders consider that the volume/frequency requirements of some units of competency, is too low. Refer to **Appendix 3 RTO concerns** for examples.

The requirement for assessors to hold additional skills and/or qualifications will require some trainers/assessors to undertake further study. This may present logistical issues particular for those trainers/assessors in remote areas. Again, the TAC advice is that this is a safety issue for assessors of riding units. Additional requirements have only been added to particular units, i.e. those where beginner riders are involved.

A large number of units of competency now have prerequisite units of competency which will have an impact on delivery. This has been done to ensure that learners have basic knowledge of horse behaviour and in safe horse handling before doing other activities, for example, riding. In some cases this may lead to RTOs needing to select units for delivery that they would not otherwise have chosen.

Further implementation advice

The *ACM Animal Care and Management Training Package* has been reviewed as part of three projects:

- Safety in Equine Training
- Review of Veterinary Nursing
- Transition of training package to meet the *Standards for Training Packages 2012*.

It is envisaged that all components will be submitted in October 2017 for consideration and endorsement by the AISC. This should minimise disruption to training providers as there will be a single release only of the *ACM Animal Care and Management Training Package*.

F. Quality assurance reports

Skills Impact declares that the proposed components of the *ACM Animal Care and Management Training Version 1.0* 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"> ▪ The Certificate II is a flexible qualification that enables application in different contexts ▪ Prerequisite units of competency are used to ensure that learners have the necessary knowledge and skills to interact safely with horses
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"> ▪ The Certificate II is a flexible qualification that enables application in different contexts, such as in secondary schools
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>Implementation Guide</i> and <i>User Guide: Safety in Equine Training</i> that is 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 4: Quality Report** of this document and also **Appendix 6: Quality Report** within the ACM Animal Care and Management Training Package Part 2 of 2 for the Veterinary Nursing components and Transition of training package to meet the *Standards for Training Packages 2012*.

The *ACM Animal Care and Management Training Package* and *ACM Animal Care and Management Implementation Guide* have been quality assured through Skills Impact's quality processes and are available.

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 and removes units of competency that industry has deemed to be obsolete
- explains how it meets industry's expectations of training delivery
- improves the efficiency of the training system by producing horse related units of competency that can be used in qualifications from the *SIS Sport, Fitness and Recreation Training Package* supported by Skills IQ
- two new skill sets designed to improve safety in equine training.

H. Evidence of completion

Skills Impact confirms that the proposed components of the *ACM Animal Care and Management Training Package Version 1.0* have been completed according to the work assigned by the AISC in the Business Case and the subsequent Activity Order with the exception of two units related to the Veterinary Nursing qualifications currently under review.

The two veterinary nursing units of competency are:

- *ACMVET414 Nurse foals*
- *ACMVET415 Provide intensive foal care and nursing.*

Full copies of the listed training package components are provided with this Case for Endorsement.

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** provide 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: *Lawrie Milner*

Signature of Chair: *L Milner*

(As per the minutes of the Animal Care and Management IRC Meeting held on Friday 6 October 2017)

Appendix 1: Components for endorsement

a. List of qualification titles and codes

Qualifications in the <i>ACM Animal Care and Management Training Package</i> Version 1.0	
Code	Title
ACM20217	Certificate II in Horse Care
ACM10117	Certificate I in Animal Studies
ACM20117	Certificate II in Animal Studies
ACM30117	Certificate III in Animal Studies
ACM30217	Certificate III in Animal Technology
ACM30317	Certificate III in Captive Animals
ACM30417	Certificate III in Companion Animal Services
ACM30517	Certificate III in Farriery
ACM30617	Certificate III in Pet Grooming
ACM30717	Certificate III in Horse Breeding
ACM30817	Certificate III in Performance Horse
ACM40117	Certificate IV in Animal Control and Regulation
ACM40217	Certificate IV in Captive Animals
ACM40317	Certificate IV in Companion Animal Services
ACM40517	Certificate IV in Equine Dentistry
ACM40617	Certificate IV in Pet Styling
ACM40717	Certificate IV in Horse Breeding
ACM50117	Diploma of Animal Technology
ACM50317	Diploma of Horse Stud Management
ACM50417	Diploma of Performance Horse Management

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

<i>ACM Animal Care and Management Training Package Version 1.0</i>	
Units of competency	
Code	Title
ACMACR401	Comply with animal control and regulation requirements
ACMACR402	Assess and impound animals
ACMACR403	Identify and respond to animal behaviour
ACMACR404	Manage conflict situations within an animal control and regulation environment
ACMACR405	Assist with the euthanasia of sick, injured or unwanted pound animals
ACMACR406	Carry out pound procedures
ACMACR407	Conduct community awareness programs
ACMACR408	Coordinate seizure of animals
ACMACR409	Prepare and present animal control and regulation case
ACMATE301	Work within an animal technology facility
ACMATE302	Carry out institution containment and exclusion procedures
ACMATE303	Prepare for and monitor anaesthesia in animals
ACMATE304	Conduct non-surgical procedures on animals
ACMATE305	Conduct euthanasia of research animals
ACMATE501	Manage compliance in animal technology
ACMATE502	Manage and maintain the health of research animals
ACMATE503	Carry out post-mortem examination of a research animal
ACMATE504	Administer anaesthesia and perform surgery on animals for scientific purposes
ACMATE505	Carry out advanced breeding procedures
ACMATE506	Assist to collect and transfer embryos of mice
ACMATE507	Manage the parturition of transgenic mice or rats
ACMCAN301	Work within a captive animal facility

ACM Animal Care and Management Training Package Version 1.0**Units of competency**

Code	Title
ACMCAN302	Prepare and present information to the public
ACMCAN303	Support collection management
ACMCAN304	Prepare and maintain animal housing
ACMCAN305	Assist with capturing, restraining and moving animals
ACMCAN306	Monitor animal reproduction
ACMCAN307	Rehabilitate native wildlife
ACMCAN308	Release native animals to natural environment
ACMCAN309	Develop institutional husbandry guidelines
ACMCAN310	Assist with exhibit design and renovation planning
ACMCAN311	Care for young animals
ACMCAN401	Implement collection management
ACMCAN402	Manage enclosures and exhibits
ACMCAN403	Develop animal diets
ACMCAN404	Develop, monitor and review behavioural management strategies
ACMCAN405	Design and evaluate interpretive and learning programs
ACMCAN406	Assist in establishing and maintaining a plantation
ACMCAN501	Contribute to enclosure and exhibit design or renovation projects
ACMCAN502	Develop and monitor collection management
ACMCAS301	Work effectively in the companion animal industry
ACMCAS302	Provide advice on companion animal selection and general care
ACMCAS303	Provide advice on selection and care of aquatic animals
ACMCAS304	Capture, handle and transport companion animals
ACMCAS305	Maintain aquascapes and aquatic animals
ACMCAS306	Provide grooming services for companion animal comfort
ACMCAS307	Provide companion animal hydro-bathing services
ACMCAS401	Manage compliance in the companion animal industry

ACM Animal Care and Management Training Package Version 1.0

Units of competency

Code	Title
ACMCAS402	Manage and maintain aviaries and bird rooms
ACMCAS403	Design, construct and maintain aquascapes
ACMCAS404	Develop enrichment strategies for companion animals
ACMCAS405	Purchase companion animal livestock
ACMCAS406	Manage companion animal breeding
ACMCAS407	Provide professional companion animal grooming services
ACMCAS408	Manage the operation of a mobile hydro-bathing facility
ACMCAS409	Provide training advice to companion animal owners
ACMCAS410	Conduct companion animal training classes
ACMEQD401	Work within an equine dental service provision framework
ACMEQD402	Determine equine oral function efficiency
ACMEQD403	Identify potential health impacts of equine oral conditions
ACMEQD404	Conduct equine oral inspection and assessment and plan equine dental treatment
ACMEQD405	Perform routine dental correction and oral care using manual instruments
ACMEQU101	Approach and catch horses
ACMEQU201	Work safely in industries with horses
ACMEQU202	Handle horses safely
ACMEQU203	Provide basic care of horses
ACMEQU204	Perform daily tasks in the horse industry
ACMEQU205	Apply knowledge of horse behaviour
ACMEQU206	Perform horse riding skills at walk, trot and canter
ACMEQU207	Develop riding skills for exercising horses
ACMEQU208	Manage personal health and fitness for working with horses
ACMEQU209	Provide non-riding exercise to horses
ACMEQU210	Lunge educated horses

ACM Animal Care and Management Training Package Version 1.0

Units of competency

Code	Title
ACMEQU211	Prepare horses for competition, presentation or sale
ACMEQU301	Introduce horses to lunge exercise
ACMEQU302	Apply knowledge of minimising impact of falling from a horse
ACMEQU303	Demonstrate riding techniques for avoiding falls and reducing the impact of falls
ACMEQU401	Relate equine anatomical and physiological features to equine health care requirements
ACMEQU402	Determine nutritional needs in provision of horse health care
ACMEQU403	Relate musculoskeletal structure to horse movement
ACMEQU404	Evaluate fit of saddlery and associated equipment
ACMEQU405	Maintain and monitor horse health and welfare
ACMEQU406	Manage selection of horse for new or inexperienced handler, rider or driver
ACMFAR301	Handle equines safely during farriery services
ACMFAR302	Work effectively as a farrier
ACMFAR303	Perform routine day-to-day farriery activities
ACMFAR304	Respond to emergencies and apply first aid
ACMFAR305	Perform welding tasks using a forge
ACMFAR306	Maintain, repair and manufacture hand tools used in farriery
ACMFAR307	Make standard shoes for a range of equines
ACMFAR308	Determine foot care and shoeing plans for equines
ACMFAR309	Fit shoes for normal healthy equines
ACMFAR310	Fit shoes to alleviate moderate faults and defects in equines
ACMFAR311	Fit shoes to alleviate severe faults and defects in equines
ACMFAR312	Use farriery techniques to meet special needs of equines
ACMGAS101	Investigate job opportunities in animal care and related industries
ACMGAS102	Catch and handle a range of quiet animals
ACMGAS103	Assist in the care of animals

ACM Animal Care and Management Training Package Version 1.0

Units of competency

Code	Title
ACMGAS201	Work in the animal care industry
ACMGAS202	Participate in workplace communications
ACMGAS203	Complete animal care hygiene routines
ACMGAS204	Feed and water animals
ACMGAS205	Assist in health care of animals
ACMGAS206	Provide basic first aid for animals
ACMGAS207	Provide reception services for an animal care facility
ACMGAS208	Source information for animal care needs
ACMGAS209	Provide information on companion animals, products and services
ACMGAS210	Prepare for and conduct a tour or presentation
ACMGAS301	Maintain and monitor animal health and wellbeing
ACMGAS302	Provide enrichment for animals
ACMGAS303	Plan for and provide nutritional requirements for animals
ACMGAS304	Carry out simple breeding procedures
ACMGAS305	Rescue animals and apply basic first aid
ACMGAS306	Assist with conditioning animals
ACMGAS307	Identify animal anatomy and physiology for animal care work
ACMGAS308	Communicate effectively with clients and team members
ACMGRM301	Perform dog grooms on different coat types
ACMGRM302	Perform a cross breed clip
ACMGRM404	Provide creative styling for dogs
ACMGRM405	Carry out styling on cats of different breeds and coat types
ACMGRM406	Carry out breed standard styling on breed groups
ACMHBR201	Check and treat horses
ACMHBR202	Assist with oestrus detection in mares
ACMHBR203	Provide daily care for horses

ACM Animal Care and Management Training Package Version 1.0

Units of competency

Code	Title
ACMHBR301	Transport horses
ACMHBR302	Carry out basic hoof care procedures
ACMHBR303	Carry out natural mare mating procedures
ACMHBR304	Assist with artificial insemination of mares
ACMHBR305	Assess suitability of horses for specific uses
ACMHBR306	Provide information on horses
ACMHBR307	Handle young horses
ACMHBR308	Maintain horses in a healthy state
ACMHBR309	Follow stud operational procedures
ACMHBR310	Prevent and treat equine injury and disease
ACMHBR311	Raise young horses
ACMHBR312	Carry out procedures for foaling down mares
ACMHBR313	Care for pregnant mares
ACMHBR401	Carry out stud stable management duties
ACMHBR402	Manage foaling and post-foaling problems
ACMHBR403	Handle and care for stallions
ACMHBR404	Supervise staff raising young horses
ACMHBR405	Supervise natural horse mating program
ACMHBR406	Prepare yearlings for sale
ACMHBR407	Educate stallions
ACMHBR501	Manage horse nutrition
ACMHBR502	Manage reproductive outcomes of stallions and mares
ACMHBR503	Develop and implement a marketing plan for stud stock
ACMHBR504	Manage horse pastures
ACMINF301	Comply with infection control policies and procedures in animal work
ACMMIC401	Implant microchip in cats and dogs

ACM Animal Care and Management Training Package Version 1.0**Units of competency**

Code	Title
ACMPHR201	Ride performance horses for exercise in an arena
ACMPHR301	Care for performance horses
ACMPHR302	Maintain health and welfare of performance horses
ACMPHR303	Participate in horse events and activities
ACMPHR304	Ride and lead performance horses
ACMPHR401	Interpret equine behaviour
ACMPHR402	Manage horses to meet performance horse sport requirements
ACMPHR403	Evaluate equine training methodologies
ACMPHR404	Manage international opportunities for performance horses
ACMPHR405	Implement and monitor equine health and welfare strategies
ACMPHR406	Manage the presentation of young horses
ACMPHR407	Implement an equine facility maintenance improvement and management program
ACMPHR408	Educate and train performance horses
ACMPHR502	Manage horse health using selected therapies
ACMPHR503	Evaluate performance horse conformation
ACMPHR504	Manage equine nutrition
ACMPHR505	Manage fitness in performance horses
ACMPHR506	Manage performance horse breeding operations
ACMSPE301	Provide basic care of amphibians
ACMSPE302	Provide basic care of birds
ACMSPE303	Provide basic care of native mammals
ACMSPE304	Provide basic care of domestic dogs
ACMSPE305	Provide basic care of domestic cats
ACMSPE306	Provide basic care of marine fish
ACMSPE307	Provide basic care of freshwater fish
ACMSPE308	Provide basic care of marine invertebrates

ACM Animal Care and Management Training Package Version 1.0	
Units of competency	
Code	Title
ACMSPE309	Provide basic care of terrestrial and freshwater invertebrates
ACMSPE310	Provide basic care of mammals
ACMSPE311	Provide basic care of non-venomous reptiles
ACMSPE312	Provide basic care of rodents and rabbits
ACMSUS201	Participate in environmentally sustainable work practices
ACMSUS401	Implement and monitor environmentally sustainable work practices
ACMVET201	Assist with veterinary nursing reception duties
ACMVET202	Carry out daily clinic routines
ACMVET203	Assist with surgery preparation
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 ACM Animal Care and Management Training Package Version 1.0	
Code	Title
ACMSS000007	Microchip Implantation for Dogs and Cats Skill Set
ACMSS000008	Native Amphibian Rehabilitation Skill Set
ACMSS000009	Native Bird Rehabilitation Skill Set
ACMSS000010	Native Mammal Rehabilitation Skill Set
ACMSS000011	Native Reptile Rehabilitation Skill Set
ACMSS000012	Preventative Biosecurity Skill Set
ACMSS000013	Incorporate safety when instructing beginners in horse handling

Skill sets in the ACM Animal Care and Management Training Package Version 1.0	
Code	Title
ACMSS000014	Beginners horse handling safety

d. Credit arrangements

Credit arrangements for ACM Animal Care and Management Training Package Version 1.0		
Qualification Code	Qualification Title	Credit Arrangement Details
ACM10117	Certificate I in Animal Studies	At the time of endorsement of this training package, no national credit arrangements exist.
ACM20117	Certificate II in Animal Studies	At the time of endorsement of this training package, no national credit arrangements exist.
ACM20217	Certificate II in Horse Care	At the time of endorsement of this training package, no national credit arrangements exist.
ACM30117	Certificate III in Animal Studies	At the time of endorsement of this training package, no national credit arrangements exist.
ACM30217	Certificate III in Animal Technology	At the time of endorsement of this training package, no national credit arrangements exist.
ACM30317	Certificate III in Captive Animals	At the time of endorsement of this training package, no national credit arrangements exist.
ACM30417	Certificate III in Companion Animal Services	At the time of endorsement of this training package, no national credit arrangements exist.

ACM30517	Certificate III in Farriery	At the time of endorsement of this training package, no national credit arrangements exist.
ACM30617	Certificate III in Pet Grooming	At the time of endorsement of this training package, no national credit arrangements exist.
ACM30717	Certificate III in Horse Breeding	At the time of endorsement of this training package, no national credit arrangements exist.
ACM30817	Certificate III in Performance Horse	At the time of endorsement of this training package, no national credit arrangements exist.
ACM40117	Certificate IV in Animal Control and Regulation	At the time of endorsement of this training package, no national credit arrangements exist.
ACM40217	Certificate IV in Captive Animals	At the time of endorsement of this training package, no national credit arrangements exist.
ACM40317	Certificate IV in Companion Animal Services	At the time of endorsement of this training package, no national credit arrangements exist.
ACM40517	Certificate IV in Equine Dentistry	At the time of endorsement of this training package, no national credit arrangements exist.
ACM40617	Certificate IV in Pet Styling	At the time of endorsement of this training package, no national credit arrangements exist.
ACM40717	Certificate IV in Horse Breeding	At the time of endorsement of this training package, no national credit arrangements exist.
ACM50117	Diploma of Animal Technology	At the time of endorsement of this training package, no national credit arrangements exist.

ACM50317	Diploma of Horse Stud Management	At the time of endorsement of this training package, no national credit arrangements exist.
ACM50417	Diploma of Performance Horse Management	At the time of endorsement of this training package, no national credit arrangements exist.

e. Mapping information

Qualifications

ACM Animal Care and Management Training Package Version 1.0 mapping of qualifications			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
	ACM20217 Certificate II in Horse Care	New qualification	No equivalent qualification
ACM10110 Certificate I in Animal Studies	ACM10117 Certificate I in Animal Studies	Updated to meet 2012 Standards for Training Packages	Equivalent qualification
ACM20110 Certificate II in Animal Studies	ACM20117 Certificate II in Animal Studies	Updated to meet 2012 Standards for Training Packages	Equivalent qualification
ACM30110 Certificate III in Animal Studies	ACM30117 Certificate III in Animal Studies	Updated to meet 2012 Standards for Training Packages	Equivalent qualification
ACM30210 Certificate III in Animal Technology	ACM30217 Certificate III in Animal Technology	Updated to meet 2012 Standards for Training Packages	Equivalent qualification
ACM30310 Certificate III in Captive Animals	ACM30317 Certificate III in Captive Animals	Updated to meet 2012 Standards for Training Packages	Equivalent qualification
ACM30410 Certificate III in Companion Animal Services	ACM30417 Certificate III in Companion Animal Services	Updated to meet Standards for Training Packages Removed SIR units from Group B electives that have been deleted from parent Training Package	Equivalent qualification
ACM30510 Certificate III in Farriery	ACM30517 Certificate III in Farriery	Updated to meet 2012 Standards for Training Packages	Equivalent qualification
ACM30612 Certificate III in Pet Grooming	ACM30617 Certificate III in Pet Grooming	Updated to meet 2012 Standards for Training Packages One unit removed from qualification and two units transferred from core to electives Changes to packaging rules Updated imported units in electives	Equivalent qualification

ACM Animal Care and Management Training Package Version 1.0 mapping of qualifications			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
AHC30310 Certificate III in Horse Breeding	ACM30717 Certificate III in Horse Breeding	Updated to meet 2012 Standards for Training Packages Recoded from AHC to ACM Changes to core units	No equivalent qualification
Not applicable	ACM30817 Certificate III in Performance Horse	New qualification (from previously accredited course)	No equivalent qualification
ACM40110 Certificate IV in Animal Control and Regulation	ACM40117 Certificate IV in Animal Control and Regulation	Updated to meet 2012 Standards for Training Packages	Equivalent qualification
ACM40210 Certificate IV in Captive Animals	ACM40217 Certificate IV in Captive Animals	Updated to meet 2012 Standards for Training Packages	Equivalent qualification
ACM40310 Certificate IV in Companion Animal Services	ACM40317 Certificate IV in Companion Animal Services	Updated to meet 2012 Standards for Training Packages Changes to Group B electives SIRXMER405 unit deleted from SIR07 training package	Equivalent qualification
ACM40512 Certificate IV in Equine Dentistry	ACM40517 Certificate IV in Equine Dentistry	Updated to meet Standards for Training Packages One new unit added to core to address prerequisite requirements Work requirement added	No equivalent qualification
ACM40612 Certificate IV in Pet Styling	ACM40617 Certificate IV in Pet Styling	Updated to meet 2012 Standards for Training Packages	Equivalent qualification
Not applicable	ACM40717 Certificate IV in Horse Breeding	New qualification	No equivalent qualification
Not applicable	ACM50317 Diploma of Horse Stud Management	New qualification	No equivalent qualification
Not applicable	ACM50417 Diploma of	New qualification (from previously accredited course)	No equivalent qualification

ACM Animal Care and Management Training Package Version 1.0 mapping of qualifications			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
	Performance Horse Management		

Skill sets

ACM Animal Care and Management Training Package Version 1.0 mapping of skill sets			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMSS00001 Microchip Implantation for Dogs and Cats Skill Set	ACMSS000007 Microchip Implantation for Dogs and Cats Skill Set	Updated to meet 2012 Standards for Training Packages Replaced OHS unit with WHS unit	Equivalent skill set
ACMSS00002 Native Amphibian Rehabilitation Skill Set	ACMSS000008 Native Amphibian Rehabilitation Skill Set	Updated to meet 2012 Standards for Training Packages Replaced OHS unit with WHS unit	Equivalent skill set
ACMSS00003 Native Bird Rehabilitation Skill Set	ACMSS000009 Native Bird Rehabilitation Skill Set	Updated to meet 2012 Standards for Training Packages Replaced OHS unit with WHS unit	Equivalent skill set
ACMSS00004 Native Mammal Rehabilitation Skill Set	ACMSS000010 Native Mammal Rehabilitation Skill Set	Updated to meet 2012 Standards for Training Packages Replaced OHS unit with WHS unit	Equivalent skill set
ACMSS00005 Native Reptile Rehabilitation Skill Set	ACMSS000011 Native Reptile Rehabilitation Skill Set	Updated to meet 2012 Standards for Training Packages Replaced OHS unit with WHS unit	Equivalent skill set
ACMSS00006 Preventative Biosecurity Skill Set	ACMSS000012 Preventative Biosecurity Skill Set	Updated to meet 2012 Standards for Training Packages Replaced OHS unit with WHS unit	Equivalent skill set

ACM Animal Care and Management Training Package Version 1.0 mapping of skill sets			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
Not applicable	ACMSS000013 Incorporate safety when instructing beginners in horse handling	New Skill Set	No equivalent skill set
Not applicable	ACMSS000014 Beginners horse handling safety	New Skill Set	No equivalent skill set

Units of competency

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMACR401A Comply with animal control and regulation requirements	ACMACR401 Comply with animal control and regulation requirements	Updated to meet Standards for Training Packages	Equivalent unit
ACMACR402A Assess and impound animals	ACMACR402 Assess and impound animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMACR403A Identify and respond to animal behaviour	ACMACR403 Identify and respond to animal behaviour	Updated to meet Standards for Training Packages	Equivalent unit
ACMACR404A Manage conflict situations in an animal control and regulation environment	ACMACR404 Manage conflict situations within an animal control and regulation environment	Updated to meet Standards for Training Packages	Equivalent unit
ACMACR405A Euthanase sick, injured or unwanted pound animals	ACMACR405 Assist with the euthanasia of sick, injured or unwanted pound animals	Updated to meet Standards for Training Packages Title changed to reflect application of unit	Equivalent unit
ACMACR406A Carry out pound procedures	ACMACR406 Carry out pound procedures	Updated to meet Standards for Training Packages	Equivalent unit
ACMACR407A Conduct community awareness programs	ACMACR407 Conduct community awareness programs	Updated to meet Standards for Training Packages	Equivalent unit
ACMACR408A Coordinate seizure of animals	ACMACR408 Coordinate seizure of animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMACR409A Prepare and present animal control and regulation case	ACMACR409 Prepare and present animal control and regulation case	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE301A Work within an animal technology facility	ACMATE301 Work within an animal technology facility	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE302A Carry out institution	ACMATE302 Carry out institution containment	Updated to meet Standards for Training Packages	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
containment and exclusion procedures	and exclusion procedures		
ACMATE303A Prepare for and monitor anaesthesia in animals	ACMATE303 Prepare for and monitor anaesthesia in animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE304A Conduct non-surgical procedures on animals	ACMATE304 Conduct non-surgical procedures on animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE305A Conduct euthanasia of research animals	ACMATE305 Conduct euthanasia of research animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE501A Manage compliance in animal technology	ACMATE501 Manage compliance in animal technology	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE502A Manage and maintain the health of research animals	ACMATE502 Manage and maintain the health of research animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE503A Carry out post-mortem examination of a research animal	ACMATE503 Carry out post-mortem examination of a research animal	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE504A Administer anaesthesia and perform surgery on animals for scientific purposes	ACMATE504 Administer anaesthesia and perform surgery on animals for scientific purposes	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE505A Carry out advanced breeding procedures	ACMATE505 Carry out advanced breeding procedures	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE506A Assist to collect and transfer embryos of mice	ACMATE506 Assist to collect and transfer embryos of mice	Updated to meet Standards for Training Packages	Equivalent unit
ACMATE507A Manage the parturition of transgenic mice or rats	ACMATE507 Manage the parturition of transgenic mice or rats	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN301A Work within a captive animal facility	ACMCAN301 Work within a captive animal facility	Updated to meet Standards for Training Packages	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMCAN302A Prepare and present information to the public	ACMCAN302 Prepare and present information to the public	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN303A Support collection management	ACMCAN303 Support collection management	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN304A Prepare and maintain animal housing	ACMCAN304 Prepare and maintain animal housing	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN305A Assist with capturing, restraining and moving animals	ACMCAN305 Assist with capturing, restraining and moving animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN306A Monitor animal reproduction	ACMCAN306 Monitor animal reproduction	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN307A Rehabilitate native wildlife	ACMCAN307 Rehabilitate native wildlife	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN308A Release native animals to natural environment	ACMCAN308 Release native animals to natural environment	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN309A Develop institutional husbandry guidelines	ACMCAN309 Develop institutional husbandry guidelines	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN310A Assist with exhibit design and renovation planning	ACMCAN310 Assist with exhibit design and renovation planning	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN311A Care for young animals	ACMCAN311 Care for young animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN401A Implement collection management	ACMCAN401 Implement collection management	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN402A Manage enclosures and exhibits	ACMCAN402 Manage enclosures and exhibits	Updated to meet Standards for Training Packages	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMCAN403A Develop animal diets	ACMCAN403 Develop animal diets	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN404A Develop, monitor and review behavioural management strategies	ACMCAN404 Develop, monitor and review behavioural management strategies	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN405A Design and evaluate interpretive and learning programs	ACMCAN405 Design and evaluate interpretive and learning programs	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN406A Assist in establishing and maintaining a plantation	ACMCAN406 Assist in establishing and maintaining a plantation	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN501A Contribute to enclosure and exhibit design or renovation projects	ACMCAN501 Contribute to enclosure and exhibit design or renovation projects	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAN502A Develop and monitor collection management	ACMCAN502 Develop and monitor collection management	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS301A Work effectively in the companion animal industry	ACMCAS301 Work effectively in the companion animal industry	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS302A Provide advice on companion animal selection and general care	ACMCAS302 Provide advice on companion animal selection and general care	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS303A Provide advice on selection and care of aquatic animals	ACMCAS303 Provide advice on selection and care of aquatic animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS304A Capture, handle and transport companion animals	ACMCAS304 Capture, handle and transport companion animals	Updated to meet Standards for Training Packages	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMCAS305A Maintain aquascapes and aquatic animals	ACMCAS305 Maintain aquascapes and aquatic animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS306A Provide grooming services for companion animal comfort	ACMCAS306 Provide grooming services for companion animal comfort	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS307A Provide companion animal hydro-bathing services	ACMCAS307 Provide companion animal hydro-bathing services	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS401A Manage compliance in the companion animal industry	ACMCAS401 Manage compliance in the companion animal industry	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS402A Manage and maintain aviaries and bird rooms	ACMCAS402 Manage and maintain aviaries and bird rooms	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS403A Design, construct and maintain aquascapes	ACMCAS403 Design, construct and maintain aquascapes	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS404A Develop enrichment strategies for companion animals	ACMCAS404 Develop enrichment strategies for companion animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS405A Purchase companion animal livestock	ACMCAS405 Purchase companion animal livestock	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS406A Manage companion animal breeding	ACMCAS406 Manage companion animal breeding	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS407A Provide professional companion animal grooming services	ACMCAS407 Provide professional companion animal grooming services	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS408A Manage the operation of a mobile hydro-bathing facility	ACMCAS408 Manage the operation of a mobile hydro-bathing facility	Updated to meet Standards for Training Packages	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMCAS409A Provide training advice to companion animal owners	ACMCAS409 Provide training advice to companion animal owners	Updated to meet Standards for Training Packages	Equivalent unit
ACMCAS410A Conduct companion animal training classes	ACMCAS410 Conduct companion animal training classes	Updated to meet Standards for Training Packages	Equivalent unit
ACMEQD401A Work within an equine dental service provision framework	ACMEQD401 Work within an equine dental service provision framework	Updated to meet Standards for Training Packages Work placement requirement included	No equivalent unit
ACMEQD402A Determine equine oral functional efficiency	ACMEQD402 Determine equine oral function efficiency	Updated to meet Standards for Training Packages Prerequisite added Work placement requirement included	No equivalent unit
ACMEQD403A Identify potential health impacts of equine oral conditions	ACMEQD403 Identify potential health impacts of equine oral conditions	Updated to meet Standards for Training Packages Prerequisite added Work placement requirement included	No equivalent unit
ACMEQD404A Conduct equine oral inspection and assessment and plan equine dental treatment	ACMEQD404 Conduct equine oral inspection and assessment and plan equine dental treatment	Updated to meet Standards for Training Packages Minor changes to clarify intent of unit and strengthen safety requirements Prerequisite added Work placement requirement included	No equivalent unit
ACMEQD405A Perform routine dental correction and oral care using manual instruments	ACMEQD405 Perform routine dental correction and oral care using manual instruments	Updated to meet Standards for Training Packages Prerequisite added Work placement requirement included	No equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
Not applicable	ACMEQU101 Approach and catch horses	New unit	No equivalent unit
Not applicable	ACMEQU201 Work safely in industries with horses	New unit	No equivalent unit
Not applicable	ACMEQU202 Handle horse safely	New unit	No equivalent unit
Not applicable	ACMEQU203 Provide basic care of horses	New unit	No equivalent unit
Not applicable	ACMEQU204 Perform daily tasks in the horse industry	New unit	No equivalent unit
Not applicable	ACMEQU205 Apply knowledge of horse behaviour	New unit	No equivalent unit
Not applicable	ACMEQU206 Perform horse riding skills at walk, trot and canter	New unit	No equivalent unit
Not applicable	ACMEQU207 Develop riding skills for exercising horses	New unit	No equivalent unit
Not applicable	ACMEQU208 Manage personal health and fitness for working with horses	New unit	No equivalent unit
Not applicable	ACMEQU209 Provide non-riding exercise to horses	New unit	No equivalent unit
Not applicable	ACMEQU210 Lunge educated horses	New unit	No equivalent unit
Not applicable	ACMEQU211 Prepare horses for competition, presentation or sale	New unit	No equivalent unit
Not applicable	ACMEQU301 Introduce horses to lunge exercise	New unit	No equivalent unit
Not applicable	ACMEQU302 Apply knowledge of	New unit	No equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
	minimising impact of falling from a horse		
Not applicable	ACMEQU303 Demonstrate riding techniques for avoiding falls and reducing the impact of falls	New unit	No equivalent unit
ACMEQU401A Relate equine anatomical and physiological features to equine health care requirements	ACMEQU401 Relate equine anatomical and physiological features to equine health care requirements	Updated to meet Standards for Training Packages	Equivalent
ACMEQU402A Determine nutritional needs in provision of horse health care	ACMEQU402 Determine nutritional needs in provision of horse health care	Updated to meet Standards for Training Packages	Equivalent
ACMEQU403A Relate musculoskeletal structure to horse movement	ACMEQU403 Relate musculoskeletal structure to horse movement	Updated to meet Standards for Training Packages	Equivalent
ACMEQU404A Evaluate fit of saddlery and equipment	ACMEQU404 Evaluate fit of saddlery and associated equipment	Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit	Equivalent
ACMEQU405A Maintain and monitor horse health and welfare	ACMEQU405 Maintain and monitor horse health and welfare	Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit	Equivalent
Not applicable	ACMEQU406 Manage horse selection for new or inexperienced handler, rider or driver	New unit	No equivalent unit
ACMFAR301A Handle horses safely in the provision of farriery services	ACMFAR301 Handle equines safely during farriery services	Updated to meet Standards for Training Packages	Equivalent

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
		Edits to improve safety when interacting with horses	
ACMFAR302A Work effectively as a farrier in the equine industries	ACMFAR302 Work effectively as a farrier	Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit	Equivalent
ACMFAR303A Perform routine day-to-day farriery activities	ACMFAR303 Perform routine day-to-day farriery activities	Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit	Equivalent
ACMFAR304A Respond to emergencies and apply essential first aid in the equine industries	ACMFAR304 Respond to emergencies and apply first aid	Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit	Equivalent
ACMFAR305A Perform welding tasks using a forge	ACMFAR305 Perform welding tasks using a forge	Updated to meet Standards for Training Packages	Equivalent
ACMFAR306A Maintain, repair and manufacture hand tools used in farriery	ACMFAR306 Maintain, repair and manufacture hand tools used in farriery	Updated to meet Standards for Training Packages	Equivalent
ACMFAR307A Make standard shoes for a range of horses	ACMFAR307 Make standard shoes for a range of equines	Updated to meet Standards for Training Packages	Equivalent
ACMFAR308A Determine foot care and shoeing plans for horses	ACMFAR308 Determine foot care and shoeing plans for equines	Updated to meet Standards for Training Packages	Equivalent

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMFAR309A Fit shoes for normal healthy horses	ACMFAR309 Select and fit shoes for normal healthy equines	Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit	Equivalent
ACMFAR310A Fit shoes to alleviate moderate faults and defects in horses	ACMFAR310 Fit shoes to alleviate moderate faults and defects in equines	Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit	Equivalent
ACMFAR311A Fit shoes to alleviate severe faults and defects in horses	ACMFAR311 Fit shoes to alleviate severe faults and defects in equines	Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit	Equivalent
ACMFAR312A Accommodate special needs of particular horses through farriery techniques	ACMFAR312 Use farriery techniques to meet special needs of equines	Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit	Equivalent
ACMGAS101A Investigate job opportunities in animal care and related industries	ACMGAS101 Investigate job opportunities in animal care and related industries	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS102A Catch and handle a range of quiet animals	ACMGAS102 Catch and handle a range of quiet animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS103A Assist in the care of animals	ACMGAS103 Assist in the care of animals	Updated to meet Standards for Training Packages	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMGAS201A Work in the animal care industry	ACMGAS201 Work in the animal care industry	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS202A Participate in workplace communications	ACMGAS202 Participate in workplace communications	Updated to meet Standards for training Packages Elements 1 and 2 combined Assessment requirements revised	Equivalent unit
ACMGAS203A Complete animal care hygiene routines	ACMGAS203 Complete animal care hygiene routines	Updated to meet Standards for Training Packages Assessment requirements revised	Equivalent unit
ACMGAS204A Feed and water animals	ACMGAS204 Feed and water animals	Updated to meet Standards for Training Packages Assessment requirements revised	Equivalent unit
ACMGAS205A Assist in health care of animals	ACMGAS205 Assist in health care of animals	Updated to meet Standards for Training Packages Element added titled 'Prepare to work with animals' to cover safety requirements Assessment requirement revised	Equivalent unit
ACMGAS206A Provide basic first aid for animals	ACMGAS206 Provide basic first aid for animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS207A Provide reception services for an animal care facility	ACMGAS207 Provide reception services for an animal care facility	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS208 Source information for animal care needs	ACMGAS208 Source information for animal care needs	Updated to meet Standards for Training Packages Element 3 removed and replaced with element on reading and locating	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
		animal identification information Assessment requirements revised	
ACMGAS209A Provide information on companion animals, products and services	ACMGAS209 Provide information on companion animals, products and services	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS210A Prepare for and conduct a tour or presentation	ACMGAS210 Prepare for and conduct a tour or presentation	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS301A Maintain and monitor animal health and wellbeing	ACMGAS301 Maintain and monitor animal health and wellbeing	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS302A Provide enrichment for animals	ACMGAS302 Provide enrichment for animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS303A Plan for and provide nutritional requirements for animals	ACMGAS303 Plan for and provide nutritional requirements for animals	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS304A Carry out simple breeding procedures	ACMGAS304 Carry out simple breeding procedures	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS305A Rescue animals and apply basic first aid	ACMGAS305 Rescue animals and apply basic first aid	Updated to meet Standards for Training Packages	Equivalent unit
ACMGAS306A Assist with conditioning animals	ACMGAS306 Assist with conditioning animals	Updated to meet Standards for Training Packages	Equivalent unit
Not applicable	ACMGAS307 Identify animal anatomy and physiology for animal care work	New unit Unit has a broad focus so that it may be incorporated into other animal related qualifications	No equivalent unit
Not applicable	ACMGAS308 Communicate	New unit	No equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
	effectively with clients and team members	Developed to suit the requirements of a veterinary nurse Unit has general focus so that it may be incorporated into qualifications in other training packages	
ACMGRM301A Perform dog grooms on different coat types	ACMGRM301 Perform dog grooms on different coat types	Updated to meet Standards for Training Packages	Equivalent unit
ACMGRM302A Perform a cross breed clip	ACMGRM302 Perform a cross breed clip	Updated to meet Standards for Training Packages	Equivalent unit
ACMGRM401A Carry out breed standard styling on Gun dog, Working dog and Hound dog breed groups	ACMGRM406 Carry out breed standard styling on breed groups	Unit developed to meet Standards for Training Packages Content from three units merged to create one unit	No equivalent unit
ACMGRM402A Carry out breed standard styling on Non-sporting and Toy dog breed groups	ACMGRM406 Carry out breed standard styling on breed groups	Unit developed to meet Standards for Training Packages Content from three units merged to create one unit	No equivalent unit
ACMGRM403A Carry out breed standard styling on Terrier and Utility dog groups	ACMGRM406 Carry out breed standard styling on breed groups	Unit developed to meet Standards for Training Packages Content from three units merged to create one unit	No equivalent unit
ACMGRM404A Provide creative styling for dogs	ACMGRM404 Provide creative styling for dogs	Updated to meet Standards for Training Packages	Equivalent unit
ACMGRM405A Carry out styling on cats of different breeds and coat types	ACMGRM405 Carry out styling on cats of different breeds and coat types	Updated to meet Standards for Training Packages	Equivalent unit
AHCHBR201A Monitor horse health and welfare	ACMHBR201 Check and treat horses	Unit recoded to reflect change of parent training package Updated to meet Standards for Training Packages	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
		Edits to improve safety when interacting with horses and to clarify intent of unit	
Not applicable	ACMHBR202 Assist with oestrus detection in mares	New unit	No equivalent unit
AHCHBR203A Provide daily care for horses	ACMHBR203 Provide daily care for horses	Unit recoded to reflect change of parent training package Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit Addition of prerequisite unit	No equivalent unit
AHCHBR204A Assist with mating procedures and parturition of horses	ACMHBR303 Carry out natural mare mating procedures	Incorporates natural mare mating content only	No equivalent unit
AHCHBR204A Assist with mating procedures and parturition of horses	ACMHBR304 Assist with artificial insemination of mares	Incorporates artificial insemination content only	No equivalent unit
AHCHBR204A Assist with mating procedures and parturition of horses	ACMHBR312 Carry out procedures for foaling down mares	Incorporates foaling down content only	No equivalent unit
Not applicable	ACMHBR301 Transport horses	New unit	No equivalent unit
AHCHBR302A Carry out basic hoof care procedures	ACMHBR302 Carry out basic hoof care procedures	Unit recoded to reflect change of parent training package Updated to meet Standards for Training Packages Edits to improve safety when interacting with horses and to clarify intent of unit, including deleting	No equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
		requirement to remove loose shoes Addition of prerequisite requirements	
AHCHBR303A Carry out mare mating or artificial insemination procedures.	ACMHBR303 Carry out natural mare mating procedures	Updated to meet Standards for Training Packages Code and title changed to reflect outcome and appropriate industry sector usage Edits to improve safety when interacting with horses Prerequisite added	No equivalent unit
AHCHBR303A Carry out mare mating or artificial insemination procedures.	ACMHBR304 Assist with artificial insemination of mares	Updated to meet Standards for Training Packages Code and title changed to reflect outcome and appropriate industry sector usage Edits to improve safety when interacting with horses Prerequisite added	No equivalent unit
AHCHBR307A Assess suitability of horses for stock work	ACMHBR305 Assess suitability of horses for specific uses	Updated to meet Standards for Training Packages Code and title changed to reflect outcome and appropriate industry sector usage Edits to improve safety when interacting with horses Significant changes to elements and performance criteria to clarify intent of unit	No equivalent unit
Not applicable	ACMHBR306 Provide information on horses	New unit	No equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
AHCHBR202A Handle young horses	ACMHBR307 Handle young horses	Updated to meet Standards for Training Packages Code changed to reflect appropriate industry sector usage and to meet AQF policy requirements. Element 1 added Edits to improve safety when interacting with horses	No equivalent unit
AHCHBR308A Maintain horses in a healthy state and safe environment	ACMHBR308 Maintain horses in a healthy state	Updated to meet Standards for Training Packages Code and title changed to reflect appropriate industry sector usage Edits to improve safety when interacting with horses Additional prerequisite requirements	No equivalent unit
AHCHBR401A Carry out stud stable management duties	ACMHBR309 Follow stud operational procedures	Updated to meet Standards for Training Packages Code and title changed to reflect appropriate industry sector usage Edits to improve safety when interacting with horses	Equivalent
AHCHBR306A Prevent and treat equine injury and disease	ACMHBR310 Prevent and treat equine injury and disease	Updated to meet Standards for Training Packages Code changed to reflect appropriate industry sector usage Edits to improve safety when interacting with horses Minor edits to clarify intent of unit	Equivalent

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
AHCHBR402A Supervise raising young horses	ACMHBR311 Raise young horses	Updated to meet Standards for Training Packages Code and title changed to reflect outcome, appropriate industry sector usage and to meet AQF policy requirements Prerequisite added	No equivalent unit
AHCLSK330A Implement procedures for foaling down mares	ACMHBR312 Carry out procedures for foaling down mares	Updated to meet Standards for Training Packages Code and title changed to reflect outcome and appropriate industry sector usage	Equivalent
Not applicable	ACMHBR313 Care for pregnant mares	New unit	No equivalent unit
AHCHBR401A Carry out stud stable management duties	ACMHBR401 Carry out stud stable management duties	Updated to meet Standards for Training Packages Code changed to reflect appropriate industry sector usage	Equivalent
Not applicable	ACMHBR402 Manage foaling and post foaling problems	New unit	No equivalent unit
AHCHBR305A Handle and care for stallions	ACMHBR403 Handle and care for stallions	Updated to meet Standards for Training Packages Code changed to reflect appropriate industry sector usage and AQF policy requirements Edits to clarify intent of unit and address safety Additional prerequisite requirements	No equivalent unit
Not applicable	ACMHBR404 Supervise staff raising young horses	New unit	No equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
Not applicable	ACMHBR405 Supervise natural horse mating program	New unit	No equivalent unit
Not applicable	ACMHBR406 Prepare yearlings for sale	New unit	No equivalent unit
Not applicable	ACMHBR407 Educate stallions	New unit	No equivalent unit
Not applicable	ACMHBR501 Manage horse nutrition	New unit	No equivalent unit
Not applicable	ACMHBR502 Manage reproductive outcomes of stallions and mares	New unit	No equivalent unit
Not applicable	ACMHBR503 Develop and implement a marketing plan for stud stock	New unit	No equivalent unit
Not applicable	ACMHBR504 Manage horse pastures	New unit	No equivalent unit
ACMINF301A Comply with infection control policies and procedures in animal work	ACMINF301 Comply with infection control policies and procedures in animal work	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMMIC401A Implant microchip in cats and dogs	ACMMIC401 Implant microchip in cats and dogs	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
Not applicable	ACMPHR201 Ride performance horses for exercise in an arena	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR301 Care for performance horses	New unit (from previously accredited course)	No equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
Not applicable	ACMPHR302 Maintain health and welfare of performance horses	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR303 Participate in horse events and activities	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR304 Ride and lead performance horses	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR401 Interpret equine behaviour	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR402 Manage horses to meet performance horse sport requirements	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR403 Evaluate equine training methodologies	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR404 Manage international opportunities for performance horses	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR405 Implement and monitor equine health and welfare strategies	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR406 Manage the presentation of young horses	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR407 Implement an equine facility maintenance improvement and management program	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR408 Educate and train performance horses	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR502 Manage horse health using selected therapies	New unit (from previously accredited course)	No equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
Not applicable	ACMPHR503 Evaluate performance horse conformation	New unit (from previously accredited course)	No equivalent unit
AHCPHR504 Manage equine nutrition	ACMPHR504 Manage equine nutrition	Code updated to reflect change of training package	Equivalent unit
Not applicable	ACMPHR505 Manage fitness in performance horses	New unit (from previously accredited course)	No equivalent unit
Not applicable	ACMPHR506 Manage performance horse breeding operations	New unit (from previously accredited course)	No equivalent unit
ACMSPE301A Provide basic care of amphibians	ACMSPE301 Provide basic care of amphibians	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMSPE302A Provide basic care of birds	ACMSPE302 Provide basic care of birds	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMSPE303A Provide basic care of common native mammals	ACMSPE303 Provide basic care of common native mammals	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMSPE304A Provide basic care of dogs	ACMSPE304 Provide basic care of domestic dogs	Updated to meet Standards for Training Packages Retitled to include 'domestic' dogs Minor changes to clarify content	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
		Assessment requirements revised	
ACMSPE305A Provide basic care of domestic cats	ACMSPE305 Provide basic care of domestic cats	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMSPE306A Provide basic care of marine fish	ACMSPE306 Provide basic care of marine fish	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMSPE307A Provide basic care of freshwater fish	ACMSPE307 Provide basic care of freshwater fish	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMSPE308A Provide basic care of marine aquatic invertebrates	ACMSPE308 Provide basic care of marine invertebrates	Updated to meet Standards for Training Packages Title updated – 'aquatic' removed Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMSPE309A Provide basic care of terrestrial and freshwater invertebrates	ACMSPE309 Provide basic care of terrestrial and freshwater invertebrates	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMSPE310A Provide basic care of mammals	ACMSPE310 Provide basic care of mammals	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMSPE311A Provide basic care of non-venomous reptiles	ACMSPE311 Provide basic care of non-venomous reptiles	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMSPE312A Provide basic care of rodents and rabbits	ACMSPE312 Provide basic care of rodents and rabbits	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMSUS201A Participate in environmentally sustainable work practices	ACMSUS201 Participate in environmentally sustainable work practices	Updated to meet Standards for Training Packages	Equivalent unit
ACMSUS301A Implement and monitor environmentally sustainable work practices	ACMSUS401 Implement and monitor environmentally sustainable work practices	Updated to meet Standards for Training Packages Minor changes to content to better suit animal care environment Recoded to AQF 4 Assessment requirements revised	Equivalent unit
ACMVET201A Carry out veterinary nursing reception duties	ACMVET201 Assist with veterinary nursing reception duties	Updated to meet Standards for Training Packages Title updated to reflect content	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
		Minor changes to clarify content Assessment requirements revised	
ACMVET202A Carry out daily clinic routines	ACMVET202 Carry out daily practice routines	Updated to meet Standards for Training Packages Minor changes to clarify content Title changed to reflect content Assessment requirements revised	Equivalent unit
ACMVET203A Assist with surgery preparation	ACMVET203 Assist with surgery preparation	Updated to meet Standards for Training Packages Minor changes to clarify content Assessment requirements revised	Equivalent unit
ACMWHS201A Participate in workplace health and safety processes	ACMWHS201 Participate in workplace health and safety processes	Updated to meet Standards for Training Packages	Equivalent unit
ACMOHS201A Participate in occupational health and safety processes	ACMWHS201 Participate in workplace health and safety processes	Updated to meet Standards for Training Packages Reflect national WHS legislation	Equivalent unit
ACMWHS301A Contribute to workplace health and safety processes	ACMWHS301 Contribute to workplace health and safety processes	Updated to meet Standards for Training Packages Assessment requirements revised	Equivalent unit
ACMOHS301A Contribute to occupational health and safety processes	ACMWHS301 Contribute to workplace health and safety processes	Updated to meet Standards for Training Packages Reflect national WHS legislation	Equivalent unit
ACMWHS401A Maintain workplace health and safety processes	ACMWHS401 Maintain workplace health and safety processes	Updated to meet Standards for Training Packages	Equivalent unit

ACM Animal Care and Management Training Package Version 1.0 mapping of units of competency			
Code and title (previous version)	Code and title (current version)	Comments	Equivalence statement
ACMOHS401A Maintain occupational health and safety processes	ACMWHS401 Maintain workplace health and safety processes	Updated to meet Standards for Training Packages Reflect national WHS legislation	Equivalent unit
ACMWHS501A Manage workplace health and safety processes	ACMWHS501 Manage workplace health and safety processes	Updated to meet Standards for Training Packages Assessment requirements revised	Equivalent unit
ACMOHS501A Manage occupational health and safety processes	ACMWHS501 Manage workplace health and safety processes	Updated to meet Standards for Training Packages Reflect national WHS legislation	Equivalent unit

Appendix 2: Industry support

Technical Advisory Committee

Name	Organisation
John Sunderland	Thoroughbred Breeders Australia
Robyn Bell	Racing Queensland
Kathleen Mullan	Harness Racing Australia
Wendy Denning	Jindalee Feedlot
Patricia Zavisky	Beef Industry Safety Advisory Group - Worksafe QLD
Andrew McLean	Equitation Science International
Janet Horton	Equestrian Australia
Ron Fleming	Racing and Wagering WA
Julie Fiedler	Horse SA
Jeffrey Wilkinson	Equine Veterinarians Australia
Fiona O'Sullivan	Beef Industry Safety Advisory Group - Worksafe QLD
Charlie Cross (resigned)	Outdoor Council of Australia

Expert working groups

Performance horse/Livestock

Member	Organisation
Fiona Brooker	Australian Stock Horse Society
Kirsten Gillen	RSPCA VIC
Edmund Hogan	National Farmers Federation
Jeff House	Australian Lot Feeders Association
Jillian Atkinson	Independent
Linda Molloy	Independent
Elaine Caswell	Pony Club Australia

Breeding

Member	Organisation
Natalie Walsh	Godolphin
Michael Holtham	WA Standardbred Breeders Association
Rosalind Meadmoore	Australian Warmblood Horse Association
Merle Rodwell	Australian Warmblood Horse Association
Flora Robson	Australian Standardbred Breeders' Association

Racing

Member	Organisation
Ron Hall	Racing Victoria

Matthew Pumpa	Racing Victoria
David Hensler	Thoroughbred Racing NT
Karlie Triffit	Racing NSW / Australian Racing & Equine Academy
Cheryl Carey	Australian Trainers Association came

Equine/Dental/Farrier

Member	Organisation
Karen Asprey	Riding for the Disabled Association of Australia
Tony Hart	Australian Trail Horse Riders Association & Trail Riding Australia
Jim Middleton	Master Farriers Association of NSW
Mark Burnell	Equine Dentist Association of Australia
Anthony Hatch	NSW Fire and Rescue
Australian Horse Industry Council	Joy Poole
Nina Arnott	HorseSafety Australia

Industry Feedback

Workshop participants

Workshop	Participants	State
Melbourne Polytechnic workshop 20-Mar-17 12 participants	Inez Musgrove, Jumps Racing / Hillcrest Christian College Lisa Coffey, Victorian Racing Academy Vicki Moro, RISC Brodie Harrison, Box Hill Institute David Cookson, SkillInvest Natalie Welsh, Godolphin Deborah Lovett, Hillcrest Christian College Kim Packer, SkillInvest Troy Portelli, SkillInvest Georgia Hill, Melbourne Polytechnic Rhonda McCallum, GO Institute of TAFE Mel Weatherley, Racing Victoria	VIC
Mornington workshop 21-Mar-17 5 participants	David Cookson, SkillInvest Rod Craig, Victorian Master Farriers Mark Burnell, Equine Dental Association & Australian Horse Industry Council Liz Hoffman, Australian College of Applied Animal Studies Kate Bryce, CMM and Melbourne Polytechnic	VIC
Hobart workshop 22-Mar-17 2 participants	Kevin Neilson, Tasracing Sandra Connelly, Tasracing	TAS
Scone workshop 27-Mar-17 17 participants	Paul Seccaube, Horsanity Di Saunders, Equestrian Australia Alison Gestier, Equestrian Australia Steve Watson, Apprenticeship Support Australia Michael Neville, Farrirer Mark Waugh, Better Safety Futures Jess Hood, Arrowfield Stud April Noble, Arrowfield Training Centre Amanda Thompson, Baramul Stud John Ruthlin (?) , Dartbrookdowns Sanra Vodic, TAFE NSW Mike Turn, Hunter Thoroughbred Breeder Association David Merrick, Widdon Stud Fergal Connolly, Segenhoe Stud	NSW

Workshop	Participants	State
	Nigel Jones, Newgate Juliana Waugh Neridan	
Adelaide workshop 28-Mar-17 3 participants	Greg Sezun, VETS on Eyreand Fleurieu Equine Clinic Kirrilly Thompson, CQU Sarita Stratton, Academy of Dressage	SA
Perth workshop 24-Mar-17 12 participants	Justin Fletcher, RWWA Greg Staples, WAJA Anna Thomas, Future Now Diane Bennet, WAHC Rebecca Thoas, Equestrian WA Ron Fleming, Equestrian WA / RWWA Julie Hobb, Future Now Dave Rock, Rural Training Australia Lucinda Pita, Dept of Training & Workforce Development Dave Ethesledge, FFTITC Belinda Taylor, HoofHearted Hoofcare Warwick Bradshaw, WA Racing Trainers Association	WA

Survey respondents

Name	Organisation	State
Kate Bryce & Colin Smith	Melbourne Polytechnic	VIC
Natalie Welsh,	Godolphin	QLD
Tracey Edie	Not provided	QLD
Brodie Harrison	Box Hill Institute	VIC
Dave Rock	Rural Training Australia	WA
Nicole King	Not provided	NSW
Kathleen Mullan,	Harness Racing Australia	VIC
Claire Globe,	Clarendon Standardbreds	SA
Sharryn Livingstone		QLD

Emailed respondents

Name	Organisation	State
Mark Dobson	c/- TAFE NSW Richmond Campus	NSW
Jon Ingersole	World Wide Assoc of Equine Dentistry & TAFE NSW Richmond Campus	NSW
Greg Sezun	Adelaide Workshop	SA
Mark Burnell	Equine Dental Association of Australia & Australian Horse Industry Council	VIC
Gordon & Linda Nash	Ulabri, Wattle Flat NSW	NSW
Ron Fleming	Manager Racing Industry Training	WA
Karlene Triffit	TAFE NSW	NSW
Tim Biggs	TAFE QLD South West	QLD
David Rock	Rural Training Australia	WA
Alison Haines	Charles Darwin University	NT
Juliana Waugh	Independent	NSW
Liz Hoffman	Australian College of Applied Animal Studies	VIC
Suzie Sereda (in consultation with Pam O'Neill)	Training Consultant / Queensland Jockeys Association	QLD
Kim Packer	SkillInvest	VIC
Skills IQ	Liz Horne	NAT
David Cookson	Skill Invest (RTO)	VIC
Troy Portelli	Skill Invest (RTO)	VIC
Kate Bryce	Curriculum Maintenance Manager, Melbourne Polytechnic	VIC
Georgia Hill	Melbourne Polytechnic	VIC
Kevin Ring	Australian Jockeys Association (National WHS Officer)	NAT
Mark Waugh	Better Transport Futures	NSW
Lee Carter	Training Products Unit, Department of Education and Training, Victoria	VIC
Debbie Jones	Melbourne Polytechnic	VIC
Melissa Weatherly	Athletes Development and Industry Careers Advisor, Racing Victoria	VIC

Name	Organisation	State
Joanne Brett on behalf of Equine Teachers Network	Course coordinator VETiS Certificate II Equine Studies (Belinda Watson Noblet)	VIC
Julie Fiedler	Horse SA	SA

Validation respondents

Name	Organisation	State
Kate Bryce & Debbie Jones	Melbourne Polytechnic	VIC
Dave Rock	Rural Training Australia	WA
Mark Dobson	c/- TAFE NSW Richmond Campus	NSW
Linda Molloy	Ulabri, Wattle Flat NSW	NSW
Juliana Waugh	Independent	NSW
Cheryl Gander	Fairview Equestrian Park	NSW
Teresa Robinson	Regional Skills Training	SA
Tamara McElroy	Tamworth Equine Veterinary centre	NSW
John O'Leary	Horseproblems Australia	SA
Vicki Moro	Harness Racing Industry Training Centre	VIC
Alison Haines	Charles Darwin University	NT



19 June, 2017

Evan Cooper
Industry Facilitation Manager
Skills Impact
559A Queensberry Street
North Melbourne VIC 3051

Re: Skills Impact Equine Safety in Training Project

Dear Evan,

Thank you for the opportunity to work collaboratively with Skills Impact on the Equine Safety in Training Project. The project included the review of units of competency and qualifications in the following training packages:

- *AHC Agriculture, Horticulture and Conservation and Land Management Training Package*
- *RGR Racing Training Package and RGR08 Racing Training Package*
- *ACM Animal Care and Management Training Package*
- *AMP Australian Meat Processing Training Package*

SkillsIQ believes that the SkillsIQ Equine Technical Advisory Committee and SkillsIQ staff have been given the opportunity to express their needs and those needs have been appropriately responded to in the revised Units of Competency and associated qualifications.

SkillsIQ believes that the training package products proposed for endorsement reflects due diligence in the review of safety issues relating to training in the equine industry, careful consideration of industry feedback, and allow for outcomes that meet specific workforce needs and create clearer career pathways.

Further, Skills Impact proposed training package products have been developed in a manner that promotes quality assessment practices and training outcomes, removes unnecessary duplication and promotes skills portability across industry sectors.

SkillsIQ will continue to collaborate with Skills Impact in relation to training, advice and intelligence from the equine industry to ensure that all training package products involving horses remain reflective of current industry skills needs.

Regards,

Liz Horne
Skills Engagement Specialist
Skills IQ

Appendix 3: RTO concerns

Respondent	Comments
<p>Deborah Lovett RTO & Equestrian Manager Hillcrest Christian College</p>	<p>At a glance the assessment tasks are unrealistic for an RTO to effectively manage and be able to charge reasonable fees.</p>
<p>Vicki Moro Executive Office Harness Racing Industry Training Centre Board of Management</p>	<p>The frequency of demonstrating skills in the Performance Evidence is just untenable particularly if a RTO is using a workplace delivery model. ... If you believed that repetition enhances safety then you would have more repetitions with stallions as they are heaps more dangerous. Safety is enhanced by the quality of training NOT having people repeat competency assessments. All this will do is drive up the cost of training and assessment for rural and remote students (the majority of equine and racing students).</p>
<p>Alison Haines Team Leader - Agriculture & Rural Operations Vocational Education & Training Charles Darwin University</p>	<p>Comment made in ACMHBR302 Carry out basic hoof care procedures.</p> <p>I am concerned with some of the low volume of learning numbers. The key to competency is that a person is defined as competent when they are able to demonstrate that they can consistently apply knowledge and skills successful in their working environment.</p>

Appendix 4: 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 Version 1.0
Number of new or revised qualifications	One new qualification
Number of new or revised units	78 units of competency: <ul style="list-style-type: none"> • 46 new units of competency • 32 revised units of competency.
Confirmation that the draft endorsed components meet the <i>Standards for Training Packages 2012</i>	I confirm that the draft endorsed components meet the <i>Standards for Training Packages 2012</i> .
Name of panel member completing Quality Report	Lina Robinson
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. 	I confirm that I was independent of development and validation activities associated with the Case for Endorsement. I have not undertaken the Equity and Editorial Reports, and I am independent of the Training Package components being reviewed.
Date completed	18 June 2017

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> <ol style="list-style-type: none"> 1. AISC endorsed components: <ul style="list-style-type: none"> • units of competency • assessment requirements (associated with each unit of competency) • qualifications • credit arrangements. 2. One or more quality assured companion volumes. 	yes	<p>ACM Animal Care and Management Training Package Version 1.0 consists of the following endorsed components:</p> <ul style="list-style-type: none"> • One qualification • 78 units of competency • 78 assessment requirements (associated with each unit of competency) • credit arrangements. <p>It includes two quality assured companion volumes:</p> <ul style="list-style-type: none"> • Companion Volume Implementation Guide • User Guide: Safety in Equine Training.

<p>Standard 2 Training Package developers comply with the AISC <i>Training Package Products Policy</i>.</p>	<p>yes</p>	<p>Skills Impact have complied with the AISC <i>Training Package Products Policy</i>:</p> <ul style="list-style-type: none"> • Training Package – coding and titling: The training package complies with this policy • Access and Equity – The Equity Report confirmed that access and equity requirements have been met • Foundation Skills – Foundation Skills were identifiable in the units of competency. Where not explicit in the elements and performance criteria, the foundation skills sections identify and describe the skills against the Australian Core Skills Framework and the Core Skills for Work Framework • Units of competency – coding and titling - The units of competency comply with this policy. The units have been coded to ensure numbering is sequential, except for ACMEQU205 which is a prerequisite for units coded ACMEQU202 – ACMEQU202. • Units of competency – coding and maintenance – Some units have been recoded to ensure numbering in each field of units is sequential • Imported units – There are 16 imported units used in the ACM qualification which are listed in their current status. The imported units which have prerequisites are included in ACM. • Units of competency – mapping - the mapping tables found in the Companion Volume Implementation Guide for the ACM qualification and units of competency include equivalence status of the endorsed components • Qualifications – coding and titling – The qualification complies with this policy • Qualifications – entry requirements – there are no entry requirements for the Certificate II in Horse Care. The prerequisite units are listed in the qualification. • Qualification packaging rules – The rules are clear and practical and allow for packaging for a range of job roles relating to work with horses • Qualifications – pathway advice –Pathway advice is included in the Companion Volume Implementation Guide • Skill sets – there are two skill set included in ACM: <ul style="list-style-type: none"> ○ ACMSSXXXXXX Incorporate safety when instructing beginners in horse handling ○ ACMSSXXXXXX Beginners horse handling safety.
<p>Standard 3 Training Package developers comply with the AISC <i>Training Package</i></p>	<p>yes</p>	<p>The development and endorsement processes described in the Case for Endorsement and other associated documentation reviewed for the Quality Report comply with the <i>AISC Training</i></p>

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
<p><i>Development and Endorsement Process Policy.</i></p>		<p><i>Package Development and Endorsement Process Policy</i>, which is also confirmed in the Equity Report.</p> <p>This submission addresses the <i>Business Case to Improve Units of Competency and Qualification for Equine Safety in Training</i> which was prepared in response to the <i>2015 ASQA Report: Training in equine programs in Australia</i>, because of the death of a learner enrolled in an equine qualification at an RTO in NSW. The project has focussed on the improvement of safety, quality and consistency in the delivery and assessment of equine related training, as a priority, in line with the Business Case.</p> <p>The process included setting up a Training Advisory Committee (TAC) with representatives from national and state agencies, authorities and associations, RTOs, and employers. The TAC was supported by a number of expert committees who met regularly to advise developers about key safety content related to their relevant fields. Public consultation sessions were conducted nationally during the project.</p> <p>Information about the project, including opportunity for stakeholders to provide feedback on training package components at various stages of the consultation and validation process were made available on the Skills Impact website at http://www.skillsimpact.com.au/racing/training-package-projects/equine-safety-training/.</p> <p>It is considered that the number and range of stakeholders involved in consultation and validation of the draft components, as detailed in the Case for Endorsement, sufficient for the nature and size of industries involving work with horses, as was the reported consultation methodology. The Case for Endorsement includes three ‘reports by exception’ which were adequately responded to based on the issues raised.</p>

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
		<p>In the Case for Endorsement and Editorial Report and Case for Endorsement, it is noted that “there are components that are mentioned in the Business Case that are not included in this submission. At the end of May, the Rural and Related IRC decided that five Equine Dental units needed further consultation about safety requirements, three units overlap with the Veterinary Nursing project and will be submitted for endorsement in August, and three units are withdrawn because the content is duplicated in other units.”</p> <p>Also, the unit ACMEQU102 Develop horse riding skills at walk and trot was included as part of the review for the Editorial and Equity Reports, however based on the TAC’s advice and feedback from the reviewer, it was decided that the unit will not be included in this submission as the content of the unit was not appropriately aligned to the a AQF Level 2 qualification.</p>
<p>Standard 4 Units of competency specify the standards of performance required in the workplace.</p>	yes	<p>The records of consultation and validation processes, membership of the Technical Advisory Committee, expert working groups and list of participants who provided feedback with the nature and scope of the project, as well as actions taken to address ‘reports by exception’ in the Case for Endorsement, indicate a process that demonstrates the ACM units of competency specify the standards of performance required in the workplace.</p>
<p>Standard 5 The structure of units of competency complies with the unit of competency template.</p>	yes	<p>The Editorial Report confirms that the structure of the units of competency complies with the unit of competency template.</p> <p>The units which were reviewed for the Quality Report are clearly written with specific detailed performance criteria aligned logically to the elements. Safety requirements in riding and handling, and in understanding horse behaviour have been made explicit in every unit in line with Recommendation 5 of the 2015 ASQA Report: <i>Training in equine programs in Australia</i>. The level of rider proficiency, where relevant is clearly stated in the Application section of the units of competency.</p>

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
<p>Standard 6 Assessment requirements specify the evidence and required conditions for assessment.</p>	yes	<p>The units of competency and their associated assessment requirements clearly specify the frequency and/or volume of performance evidence, the depth and breadth of knowledge evidence and required conditions for assessment. The assessment conditions for the units, mandate that users must show evidence of the use of the guidance provided in the <i>Companion Volume: User Guide: Safety in Equine Training</i>.</p> <p>The Editorial Report also confirmed that assessment requirements specify the evidence and required conditions for assessment and that Standard 6 has been met.</p>
<p>Standard 7 Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template.</p>	yes	<p>The Editorial Report confirms that every unit of competency has associated assessment requirements, that the structure of assessment requirements complies with the assessment requirements template, and that Standard 7 has been met. It adds that “Compared to previous versions of the units, the assessment requirements include more specific requirements for performance evidence, knowledge evidence and assessment conditions, meeting the requirements of Recommendation 8 of the 2015 ASQA Report: <i>Training in equine programs in Australia</i>.”</p> <p>The evidence requirements specified against each unit in the assessment requirements comply with the template. The performance evidence indicates frequency and volume, the knowledge evidence indicates depth and breadth, and the Assessment Conditions section includes a range of information specific to the assessment of each unit. The assessor requirements are clearly outlined, including, where relevant, the requirement to hold recognised qualifications for instructing or coaching horse riding and handling and/or experience in organising and handling groups, and different types of riders and horses.</p>
<p>Standard 8 Qualifications comply with the Australian Qualifications Framework specification for that qualification type.</p>	yes	<p>ACM20217 Certificate II in Horse Care complies with the AQF specification for its qualification type. All core units and most electives are appropriately aligned to the AQF Level 2.</p>

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
Standard 9 The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template.	yes	ACM20217 Certificate II in Horse Care reflects the qualification template and therefore complies with 2012 Standards for Training Packages. The prerequisites have been suitably noted.
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.	yes	<p>The advice on the credit arrangements component is that at the time of submission for endorsement, no national credit arrangements between the ACM20217 qualification and higher education qualifications exist.</p> <p>The advice provided on credit arrangements complies with the credit arrangements template.</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.	yes	<p>The Companion Volume Implementation Guide for the ACM Animal Care and Management Training Package Version 1.0 has been developed. Skills Impact has confirmed that the guide been quality assured in line with Skills Impact procedure as outlined in the guide.</p> <p>The Editorial Report also confirms that:</p> <ul style="list-style-type: none"> • The Companion Volume Implementation Guide complies with the companion volume implementation guide template included in the 2012 Standards, and has been quality assured in line with the Skills Impact procedure • The guide will be available on the VETNet site, https://vetnet.education.gov.au/Pages/TrainingPackages.aspx, at the time of endorsement.

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
<p>Standard 12 Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>		<p>Skills Impact has produced another companion volume, <i>User Guide: Safety in Equine Training</i>, for the ACM Animal Care and Management Version 1.0, AHC Agriculture, Horticulture and Conservation and Land Management Version 1.0, and AMP Australian Meat Processing Version 1.0 training packages.</p> <p>This guide has been developed address Recommendation 4 of the ASQA Report: <i>Training in equine programs in Australia</i>, and the subsequent Business Case prepared by the Racing, Meat, Rural and Related IRCs. The guide provides information to training providers about meeting their safety obligations during training delivery. The use of information of this guide is mandated under the assessment conditions of every unit of competency that includes direct contact with horses.</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 project documentation, including the Business Case, provides detailed information on the issues informing the development of the draft components and a clear link back to the AISC decisions commissioning the work.</p> <p>The Case for Endorsement advised that the primary driver for ACM Animal Care and Management Version 1.0 was based on ASQA's strategic review of safety in equine training which was conducted in 2015. This resulted in the release of ASQA's report <i>Training in equine programs in Australia</i>, which included recommendations that related to training package developers. The Case for Endorsement states that 'in response to the report, the AISC requested Skills Impact to consult with relevant Industry Reference Committees (IRCs) and industry to discuss, formulate, agree on and implement the required changes to training products to improve safety, quality and consistency in the delivery of equine training. The AISC has flagged the review of equine qualifications and units of competency as a priority".</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
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 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>. This has also been confirmed in the Editorial and Equity Reports.</p> <p>A review of the project documentation and training package components provides evidence that ACM Animal Care and Management responds to all the Ministers' policy initiatives, in particular the 2015 training package reforms.</p> <p>Skills Impact in the Case for Endorsement, states the decision being sought from the AISC would support the COAG Industry and Skills Council reforms to training packages as the submission:</p> <ul style="list-style-type: none"> • does not duplicate existing qualifications or units of competency and removes units of competency that industry has deemed to be obsolete • explains how it meets industry's expectations of training delivery • improves the efficiency of the training system by producing horse related units of competency that can be used in qualifications from the <i>SIS Sport, Fitness and Recreation Training Package</i> supported by Skills IQ • two new skill sets designed to improve safety in equine training.

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 Case for Endorsement details adequate consultation and validation processes for ACM Animal Care and Management Training Package Version 1.0. Evidence of stakeholder involvement includes:</p> <ul style="list-style-type: none"> list of stakeholders providing feedback in the development and validation phases of the project register of stakeholder feedback and responses minutes of TAC meetings minutes of working group meetings.

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	The packaging rules of the ACM20217 Certificate II in Horse Care allows for a range of job roles in various sectors relating to work with horses. The packaging rules allow for the qualification to be awarded as a general qualification or a qualification with a riding driving specialisation. The mapping diagram in the Companion Volume Implementation Guide indicates the various pathways into qualifications within and across sectors. ACM Animal Care and Management Version 1.0 includes two skill sets, one aimed at those beginning to work with horses, the other for instructors in the safe work practices when training and assessing novices and inexperienced learners in horse handling activities.
Promote national and international portability	Other national and international standards for skills are considered	yes	The content of other current VET equine accredited courses was considered in developing the components for the ACM Animal Care and Management based on Recommendation 10 of 2015 ASQA Report: <i>Training in equine programs in Australia</i> .

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 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	No occupational and licensing requirements apply to the <i>ACM Animal Care and Management Training Package</i> components being submitted at this point in time. Where there licensing, legislative, regulatory or certification requirements may apply to units, i.e. racing, users are advised to check with the relevant authorities for current licence or registration requirements.

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	Evidence of activity engagement across industry to achieve a national consensus about the advice provided to the ASIS is reflected in the documentation and the Case for Endorsement that provides evidence of consultation and validation processes, and their 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
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	<p>The review of safety requirements for industries where horses are used was the key driver for this submission.</p> <p>Other training packages which form part of the <i>Business Case to Improve Units of Competency and Qualification for Equine Safety in Training</i> which was prepared in response to the <i>2015 ASQA Report: Training in equine programs in Australia</i>, and which will have access to units related safety requirements for work with horses include:</p> <ul style="list-style-type: none"> • AHC Agriculture, Horticulture and Conservation and Land Management Training Package • RGR Racing Training Package and RGR08 Racing Training Package • AMP Australian Meat Processing Training Package • SIS Sport, Fitness and Recreation Training Package.

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	ACM20217 Certificate II in Horse Care is a flexible qualification which allows for a range of job roles in various sectors relating to work with horses. The packaging rules allow for the qualification to be awarded as a general qualification or a qualification with a riding driving specialisation.

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 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>The ACM20217 Certificate II in Horse Care allows direct entry, or is a pathway from the Beginners' Horse Handling Skill Set. The pathways diagram in the Implementation Guide indicates the various pathways into ACM10 Animal Care and Management qualifications.</p> <p>ACM Animal Care and Management Version 1.0 includes two skill sets, one aimed at those beginning to work with horses, the other for instructors in the safe work practices when training and assessing novices and inexperienced learners in horse handling activities. This skill set for instructors includes a unit of competency from the TAE Training and Education Training Package which could be a pathway for entering a qualification in that training package.</p> <p>Units of competency that include direct work with horse have prerequisites requirements to ensure that learners have the necessary knowledge and skills to interact safely with horses. In ACM20217 Certificate II in Horse Care, this are included as part of the core units.</p> <p>In the context of the Safety in Equine Training project and in addressing Recommendation 5 of the 2015 ASQA Report: <i>Training in equine programs in Australia</i>, the prerequisite units are justified and significant.</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 ACM20217 Certificate II in Horse Care is an entry level qualification that could be offered in a VET in Schools context. The packaging rules allow for different work roles and movement between other VET qualifications from within the ACM10 Animal Care and Management Training Package, the AHC Agriculture, Horticulture and Conservation and Land Management Training Package, or other training packages.</p> <p>There are currently no formal pathways or credit arrangements between the qualification and higher education sector.</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 Companion Volume Implementation Guide for ACM Animal Care and Management Version 1.0 was reviewed and includes appropriate and clear information about industry's expectation about delivery.</p> <p>The Editorial Report confirms that the guide will be ready for publication at the same time of the training package.</p>
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 units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth and identify clear outcomes and conditions for assessment.</p>
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 draft endorsed components are submitted in a template that is compatible with the requirements of TGA/National Register for publication.</p> <p>Implementation advice is provided in two companion volumes:</p> <ul style="list-style-type: none"> Companion Volume Implementation Guide User Guide: Safety in Equine Training <p>that are ready for publication at the same time as the Training Package.</p>