

Case for Endorsement RGR Racing and Breeding Training Package Version 3.0

**Submitted by Skills Impact
on behalf of
Racing and Breeding IRC**

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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 Racing and Breeding Industry Reference Committee (IRC).

Skills Service Organisation supporting the submission

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

Components submitted for approval

The *RGR Racing and Breeding Training Package* has been reviewed and the following components are submitted for endorsement:

- 5 Qualifications
- 32 Units of competency
- 9 Skill Sets (non-endorsed components)

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

B. Sector overview

The racing industry can be described as having two sectors:

Equine – horse breeding and racing – harness (Standardbred) and Thoroughbred
Canine – greyhound breeding and racing.

The industry includes approximately 3,500 horse studs and 2,000 racing businesses, which collectively employ 13,000 people. In addition, it includes 80,000 racehorse owners, 18,500 trainers, jockeys and track riders, 30,000 registered greyhound racing participants and a number of volunteers and hobbyists (Source *IRC Skills Forecast and proposed Schedule of Work, 2018-2021, Skills Impact 2018*)

Horse and greyhound racing contributed approximately \$2.0 billion to the Australian gross domestic product in 2016–2017. Breeding, sales, prize money and wagering on racing generate additional value-added income for the Australian economy.

A significant percentage of the workforce also occupy roles not specific to the industry, including livestock farm workers and farmers, animal attendants and trainers, sportspeople, sports coaches, instructors and officials. A significant workforce is also employed by clubs operating racetracks across Australia to undertake administrative work and specialist management roles, particularly in hospitality, retail and services. The industry also employs a large number of people in a range of other critical jobs, such as gardeners and greenkeepers.

The industry is represented by 18 peak industry organisations at the national level, statutory bodies for racing in each state (known as the Principal Racing Authorities [PRAs] or Controlling Bodies), clubs and other regional industry associations.

Key regulations and reporting requirements for the industry include, or are related to: rules of racing, *Australian Stud Book*, *Australian Trotting Stud Book* and *Australian and New Zealand Greyhound Stud Book*, Biosecurity Import Conditions (BICON), sporting animals' welfare, and environmental protection measures.

Within the racing industry, peak industry bodies coordinate the licences of owners, breeders, trainers, track work riders, jockeys, harness drivers, stud managers, and stable and kennel hands.

Key forces that currently challenge and provide opportunities for the industry include:

- the level of attendance at racing events and the number of consumers who bet on horse races and greyhound races varies depending on the prize money involved, concurrence with other sporting events and other forms of gambling
- integrity of racing practices maintains consumer confidence in racing events by ensuring fair and equitable competition for all participants
- animal welfare practices, which currently present a challenge for the industry, also open up opportunities for better communication to the wider community and new employment and training opportunities in areas of lifecycle management, and animal behaviour and husbandry
- existing and ongoing development of industry practices, providing opportunities for modernisation beyond the animal welfare domain, including social and workplace obligations.

C. Requirements set by the Australian Industry and Skills Committee (AISC) relating to Training Package development work

Case for Change Details Racing Industry Review Project

The Activity Order Skills Impact/TPD/2017–18/003 was approved on 5 June 2018 to undertake the Racing and Breeding Thoroughbred Breeding Skills, Greyhound Health Assistance, and Retraining and Reeducating Racing Animals training projects.

Activity start date: 1 August 2018

Activity finish date: 30 June 2019

Skills Impact were tasked to carry out a broader review of qualifications, skill sets and units of competency for the RGR Racing and Breeding Training Package. The areas to focus on were identified in *2018-2021 IRC Skills Forecast* and included the following three areas (and corresponding three project titles):

- Skills in retraining and re-educating horses and greyhounds from the racing and breeding sector for new roles and to live safely outside of the racing industry – **Retraining Horses and Greyhounds to New Environments Project**
- Skills in breeding horses across all sectors and types (Thoroughbred, Standardbreds, performance and recreational) – **Horse Breeding Skills Project**
- Skills for administering therapy practices to greyhounds, such as massage and first-aid – **Greyhound Health Assistance Services Project**

Retraining Horses and Greyhounds to New Environments Project

This project included the following identified skills needs:

Horses

Ability to assess, retrain and rehome horses in the racing and breeding sector for use in other working environments or for personal/recreational uses

Greyhounds

Ability to deliver programs for greyhounds that demonstrate difficulty adapting to life as a pet. Use collaboration and coordination to assist in finding the right home for such dogs. Communicate assessment results and educate existing and future owners.

Ability to conduct, score and interpret a series of behavioural assessments for greyhounds, including providing simulations in typical domestic and companion animal environments, to establish an appropriate match between humans, the living arrangements for the greyhound.

Ability to conduct a series of behavioural observations of greyhounds from the racing and breeding sector, with particular relevance to the assessment of an individual's suitability for assimilation into a range of domestic environments.

Ability to understand aspects of canine behaviour and health pertinent to the racing industry and provide appropriate referrals to veterinary care, specialist care or rehabilitation.

Relevant Occupations

This is an emerging specialist area/occupation in the horse industry and includes roles for horse educators/re-educators and horse rehoming/transitioning advisors.

For greyhounds, these would be Greyhound Adoption Program (GAP) staff (workers and coordinators), greyhound trainers, animal foster workers, animal behaviourists, animal shelter staff, and racing industry participants e.g. trainers and owners.

Horse Breeding Skills Project

This project included the following identified skills needs.

Knowledge of pedigrees, animal welfare issues, business management, particularly for operations owned by large partnerships, and the rules and regulations pertaining to the breeding of Thoroughbreds and Standardbreds.

Ability to implement procedures for mating, foaling and the development of the foal in line with specific standards of Australian breeding requirements to produce the 'product' that races for competitions potentially worldwide.

Relevant Occupations

Stablehands, studhands, breeder/stud supervisors and managers, horse reproduction technicians, equine veterinarians, veterinary nurses, bloodstock managers, stallion worker/supervisor, mare and foal worker/supervisor, yearling worker/supervisor and broodmare supervisors

Greyhound Health Assistance Services Project

This project included the following identified skills needs:

Skill and knowledge requirements of providers administering therapy practices to greyhounds, such as massage and first-aid and use and applicability of complementary therapies.

Ability to understand aspects of canine behaviour and health pertinent to the racing industry and provide appropriate referrals to veterinary care, specialist care or rehabilitation.

Relevant Occupations

The term 'muscleman' is industry jargon for individuals that deliver alternative therapies to greyhounds. They may or may not have any formal education and training in the delivery of treatments to greyhounds. This is not seen as an official occupation.

Skills related to administering accepted therapy practices for greyhounds which are not restricted in veterinary codes of practice have been identified in this project to describe an emerging occupation in the greyhound industry of 'Greyhound Health Assistant'. Such a role could be applicable to greyhound trainers or other workers in the greyhound sector that wish to assist veterinarians in the delivery of these services.

D. Description of work and request for approval

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

Summary

The following qualifications and units of competency are submitted for Endorsement

5 revised qualifications:

- Horse Breeding Skills (4 revised)
- Retraining Horses and Greyhounds to New Environments Project and Greyhound Health Assistance Services (1 revised)

32 units of competency:

- Horse Breeding Skills (3 new, 19 revised)
- Retraining Horses and Greyhounds to New Environments Project (6 new)
- Greyhound Health Assistance Services (4 new)

Work undertaken as part of these projects - not requiring formal endorsement

9 new skill sets:

- Horse Breeding Skills (5 new)
- Retraining Horses and Greyhounds to New Environments Project (3 new)
- Greyhound Health Assistance Services (1 new)

7 qualifications – minor changes:

- Horse Breeding Skills (1 qualification)
- Retraining Horses and Greyhounds to New Environments Project (6 qualifications)

8 units of competency – minor changes:

- Greyhound Health Assistance Services (7 units of competency)
- Horse Breeding Skills (1 unit of competency)

D1 Work undertaken and why – Retraining Horses and Greyhounds to New Environments Project

Skill to assess and re-train horses and greyhounds in their transition from the racing and breeding sector to new environments was identified as a key priority in the *2018-2021 Racing IRC Skills Forecast*.

Training package components were reviewed to ensure inclusion of these skills to align with Industry standards in relation to animal welfare, current retirement/re-homing programs and, as a result, provide the industry with the potential for growth and new business opportunities.

The Australian community has high expectations for animal welfare on the retirement of horses. The public scrutiny that the greyhound racing sector has experienced in recent years has also raised awareness and demand for ex-racing animals to be repatriated as companion animals. Horses may be retired from the racing and breeding sector due to poor performance, illness, injury or behavioural problems. These horses are unlikely to be used for further riding or breeding but are expected to be of use in other working environments or for personal/recreational uses.

The industry has also developed rules that require owners and trainers to report on the retirement of horses and their destination to ensure a high quality of animal welfare in the transition from horse racing.

Greyhound Principal Racing Authorities (PRAs) aim to raise the animal welfare standards of the industry through programs that facilitate rehoming of ex-racing greyhounds. Many of these dogs are fostered to specialist foster carers to address areas of concern and help the dog to enter into a Greyhound Adoption Program (GAP).

Currently there is no industry standard qualification or skill set that assessors must hold to undertake this role. Each GAP sets its own entry requirements. Development of a nationally applicable skill set will give greater consistency to the industry. As the industry pushes to increase the rehoming of greyhounds, more assessors will be needed.

New units will be added to greyhound trainer and other relevant qualifications so that trainers have appropriate skills in assessing greyhounds before allowing them to be rehomed. In addition, a skill set could be obtained by individuals with appropriate existing animal qualifications.

Components related to horses were reviewed and updated to incorporate skills for interpreting equine behaviour, evaluation of training needs and methodologies, re-education and the provision of advice on transitioning and rehoming horses. Industry consultation and feedback has determined synergies between Animal Care and Management (ACM) Horse Education and RGR Racehorse Transition projects and as a result, a suite of units covering education of horses from early education to re-education and transition for new purposes throughout the lifecycle of the animal will be made available.

Components related to greyhounds were reviewed and updated to include conducting behavioural observations of retired greyhounds and assessment of their suitability for assimilation into domestic environments.

Decision being sought – Retraining Horses and Greyhounds to New Environments Project

This submission puts forward the Case for Endorsement of the proposed components of the *RGR Racing and Breeding Training Package Version 3.0*.

The draft components submitted for endorsement by the AISC are:

Greyhound Transition to Pet program

- **4 new units of competency** based on skills associated with the transition of greyhounds from the racing and breeding sector to pets

RGRPSG402 Assess greyhounds for suitability to transition to a pet

This unit of competency describes the skills and knowledge required to conduct assessments of greyhounds trained in the racing industry for suitability to be transitioned via adoption or rehoming programs as a pet

RGRPSG403 Develop and implement greyhound transition to pet plan

This unit of competency describes the skills and knowledge required to prepare and implement individual greyhound transition to pet plans

RGRPSG404 Carry out greyhound adoptions

This unit of competency describes the skills and knowledge required to promote greyhound transition to pet programs, and match and coordinate greyhounds with new owners

RGRPSG411 Interpret and manage greyhound behaviors

This unit of competency describes the skills and knowledge required to develop basic knowledge of greyhound breed specific behaviour, read body language, and interpret and manage common behaviours

- **1 revised qualification** *Certificate IV in Greyhound Racing Industry (specialisations as Trainer, Health Assistant, Transition to Pet)*

RGR40419 Certificate IV in Greyhound Racing Industry (Trainer or Health Assistant or Transition to Pet specialisation)

The revised Certificate IV in Greyhound Racing Industry includes options for specialisation in three sectors. Two specialisations address the new units for health assistance and transition to pets developed for Release 3.0

Supersedes RGR40418 Certificate IV in Racing (Greyhound Trainer). New RGR units listed above added as electives as well as addition of specialisations. Changes to core and packaging rules

- **2 new skills sets** have been created for job roles relevant to transitioning greyhounds from the racing and breeding sector to pets

RGRSS00068 Greyhound Preparation for Transitioning to a Pet Skill Set

RGRSS00069 Greyhound Adoption Skill Set

Racehorse Transition to new Purpose

- **2 new RGR units of competency based on skills associated with the transition of horses from the racing and breeding sector to new purposes**

The two new units developed for this sector have involved considerable cross industry consultation undertaken in conjunction with the ACM Horse Education project. The re-education and transitioning of horses to new purposes units, while of particular interest to the racing industry, have been written to be applicable to all horses (not just racehorses as was originally proposed). It is anticipated that these units will be imported into qualifications and skill sets in other training packages.

RGRPSH424 Re-educate horses to manage behaviours and/or transition to new purposes

This unit of competency describes the skills and knowledge required to assess and implement a plan to modify horse behaviour and/or prepare a horse to transition to new purposes. It focuses on safely and humanely conducting re-education activities within the cognitive and physical limitations of the individual horse. The unit applies to all breeds of horses and disciplines and has particular relevance to racehorses and performance horses

RGRPSH425 Advise on transitioning and rehoming horses

This unit of competency describes the skills and knowledge required to provide advice on horses to be transitioned for new purposes or new environments. The unit applies to all breeds of horses and disciplines but has particular relevance to thoroughbred horses trained to race, and other performance horses

- **1 new skill set** created for job roles relevant to transitioning horses from the racing and breeding sector to new purposes

RGR00070 Horse Re-education and Transitioning Skill Set

This skill set reflects the work undertaken to assess and implement a plan to re-educate and modify horse behaviour and/or prepare a horse to transition to new a purpose. It covers knowledge and skills relating to handling, assessing suitability, and re-educating and managing horse behaviour. It applies to all breeds of horses and disciplines and has particular relevance to racehorses and performance horses

In addition, the following six qualifications have been updated during the Retraining Horses and Greyhounds to New Environments Project. **Minor changes, not requiring formal endorsement, include:**

- updates to codes of imported units
- units recoded from ACM to RGR in the breeding sector
- addition of new elective units developed in this project and other recent projects.

RGR30117 Certificate III in Racing (Greyhound)
RGR30218 Certificate III in Racing (Stablehand)
RGR30318 Certificate III in Racing (Driving Stablehand)
RGR30518 Certificate III in Racing (Trackwork Rider)
RGR40118 Certificate IV in Racing (Racehorse Trainer)
RGR50118 Diploma of Racing (Racehorse Trainer).

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

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

D2 Work undertaken and why – Horse Breeding Skills Project

“Racehorse breeding skills” were identified as a priority skill area in *the 2018-2021 Racing IRC Skills Forecast and Proposed Schedule of Work*. Australian horse racing is reliant on the breeding of high-quality horses. Breeding and racing should be viewed in tandem as one cannot exist without the other.

Qualifications, skill sets and units of competency from the RGR Racing and Breeding Training Package have been reviewed to incorporate the skills and knowledge requirements of job roles in racehorse breeding, from conception of progeny, development of foals and preparation of yearlings.

Stakeholder consultation and feedback have determined that the migration of units of competency and qualifications related to Horse Breeding from the *Animal Care and Management (ACM) Training Package* to the *Racing and Breeding (RGR) Training Package* on the basis that:

- the racing industry is the largest and most complex horse breeding sector
- units and qualifications would be able to apply to horses generally with some racing focused elective units

Decision being sought – Horse Breeding Skills Project

This submission puts forward the Case for Endorsement of the proposed components of the *RGR Racing and Breeding Training Package Version 3.0*.

The draft components submitted for endorsement by the AISC are:

- **3 Horse Breeding qualifications** migrated from ACM Training Package to RGR Training Package

RGR30619 Certificate III in Horse Breeding

Recoded from ACM to RGR to reflect industry usage. Changes to core and elective units and packaging rules. Supersedes ACM30717 Certificate III in Horse Breeding

RGR40619 Certificate IV in Horse Breeding

Recoded from ACM to RGR to reflect industry usage. Changes to core and elective units and packaging rules including addition of new units. Supersedes ACM40717 Certificate IV in Horse Breeding

RGR50319 Diploma of Horse Breeding

Recoded from ACM to RGR to reflect industry usage. Changes to core and elective units and packaging rules ACMHBR units recoded to RGRHBR. Supersedes ACM50317 Diploma of Horse Stud Management

- **1 current RGR qualification reviewed:**

RGR30419 Certificate III in Racing Services – additional track maintenance stream/specialisation added to this qualification. Not equivalent to RGR30418 Certificate III in Racing Services

In addition, packaging rules and electives for stud hand specialisation have been updated for the *RGR20218 Certificate II in Racing Industry* during the Horse Breeding Project. **Minor changes, not requiring formal endorsement.** Equivalent to *RGR20218 Certificate II in Racing Industry (Release 1)*

- **5 new skills sets** developed for job roles in the horse breeding industry

The five horse breeding skill sets target specific breeding operations which are, in some horse studs undertaken by different personnel or occur at different stages of the breeding cycle. The use of skill sets will allow individuals to develop the skills they need according to their role, the season and the need or desire to build their skills

RGRSS00071 Natural Horse Breeding Supervision Skill Set

RGRSS00072 Breeding Stallion Care Skill Set

RGRSS00073 Horse Artificial Insemination Skill Set

RGRSS00074 Mare and Foal Care Skill Set
RGRSS00075 Yearling Preparation Skill Set

- **Units of Competency**

The horse breeding units, although sitting within the RGR Training Package, are not specific to racehorses. The units apply to all types and breeds of horses. The selection of electives within the qualifications allows for specialist skills that are applicable to the racing industry (thoroughbred and harness codes). The units have general cross industry application.

One prerequisite unit has been removed from the suite of units migrated from ACMHBR to RGRHBR (see RGRHBR306 Raise young horses)

- **3 new units**

RGRHBR301 Work effectively in horse breeding sector

New unit to be included in RGR30X19 Certificate III in Horse Breeding covering the skills and knowledge required to work effectively as part of a team on a horse breeding stud

RGRHBR408 Collect, process and evaluate horse semen for artificial insemination

New unit to be included in horse breeding qualifications covering the skills and knowledge required to collect, process, analyse quality and supply horse semen to clients for artificial insemination breeding

RGRHBR501 Plan and implement an enterprise horse breeding strategy

New unit to be included in RGR50X19 Diploma of Horse Breeding covering the skills and knowledge required to plan, develop and implement a horse breeding strategy for an enterprise or stud farm.

- **19 revised units of competency revised and updated.** Recoded from ACM (Animal Care and Management) to RGR (Racing) to reflect industry usage

New Code and Title	Previous Code and Title
<i>RGRHBR201 Assist with oestrus detection in mares</i>	ACMHBR202 Assist with oestrus detection in mares
<i>RGRHBR302 Carry out natural mare mating procedures</i>	ACMHBR303 Carry out natural mare mating procedures
<i>RGRHBR303 Assist with artificial insemination of mares</i>	ACMHBR304 Assist with artificial insemination of mares
<i>RGRHBR304 Assess suitability of horses for specific uses</i>	ACMHBR305 Assess suitability of horse for specific uses
<i>RGRHBR305 Handle young horses</i>	ACMHBR307 Handle young horses
<i>RGRHBR306 Raise young horses</i>	ACMHBR311 Raise young horses
<i>RGRHBR307 Carry out procedures for foaling down mares</i>	ACMHBR312 Carry out procedures for foaling down mares
<i>RGRHBR308 Care for broodmares</i>	ACMHBR313 Care for pregnant mares
<i>RGRHBR401 Maintain horse stud records</i>	ACMHBR309 Follow stud operational procedures
<i>RGRHBR402 Manage foaling and post-foaling problems</i>	ACMHBR402 Manage foaling and post-foaling problems
<i>RGRHBR403 Handle and care for breeding stallions</i>	ACMHBR403 Handle and care for stallions
<i>RGRHBR404 Oversee care and supervise staff raising young horses</i>	ACMHBR404 Supervise staff raising young horses
<i>RGRHBR405 Supervise natural horse mating program</i>	ACMHBR405 Supervise natural horse mating program
<i>RGRHBR406 Prepare horses for sale</i>	ACMHBR406 Prepare yearlings for sale
<i>RGRHBR407 Educate stallions for breeding</i>	ACMHBR407 Educate stallions
<i>RGRHBR502 Manage reproductive outcomes of stallions and mares</i>	ACMHBR502 Manage reproductive outcomes of stallions and mares
<i>RGRHBR503 Develop and implement a marketing plan for stud stock</i>	ACMHBR503 Develop and implement a marketing plan for stud stock
<i>RGRHBR504 Manage horse breeding operations</i>	ACMPHR506 Manage performance horse breeding operations
<i>RGRHBR505 Oversee administration of stud records</i>	ACMHBR401 Carry out stud stable management duties

In addition, the following 1 unit of competency have been updated during the Horse Breeding Skills project.
Minor change, not requiring formal endorsement:

RGRROP407 Perform duties of thoroughbred race starter

D3 Work undertaken and why – Greyhound Health Assistance Services Project

“Greyhound health assistant skills”, were identified as a priority skill area in the *2018-2021 Racing IRC Skills Forecast and Proposed Schedule of Work*. Skills and knowledge requirements for non-veterinary providers administering complementary medicine to greyhounds/canines were identified, reviewed and considered for inclusion in skill sets or units and competency within the *RGR Racing and Breeding Training Package*.

Rationale

New South Wales Racing Minister, Paul Toole, made specific mention of the industry reform required around this shadow occupation by the new NSW Greyhound Welfare and Integrity Commission. Work will also begin on developing a new role of greyhound health assistant for those who are not veterinarians but provide limited healthcare such as acupuncture, massage and first aid. Page 39 *Skills Forecast 2018-2021*. It is a key priority for the new Greyhound Welfare and Integrity Commission.

Stakeholder feedback and consultations has confirmed that units of competency proposed in the original case for change regarding Acupuncture, Osteopathy and Chiropractic treatments for greyhounds will not be considered for development at this stage. Stakeholder feedback indicated that the AQF level required would be very high – potentially post-graduate AQF8. As a result, it was viewed as a thin market with limited take up restricted to veterinarians or other qualified health practitioners.

Decision being sought – Greyhound Health Assistance Services Project

This submission puts forward the Case for Endorsement of the proposed components of the *RGR Racing and Breeding Training Package Version 3.0*.

The draft components submitted for endorsement by the AISC are:

- **4 new units** of competency based on skills associated with the provision of health assistance services to greyhounds

RGRPSG407 Work as a greyhound health assistant

This unit of competency describes the skills and knowledge required to work effectively as a health assistant according to the rules and requirements of the greyhound racing industry

RGRPSG408 Relate musculoskeletal structure to greyhound movement

This unit of competency describes the skills and knowledge required to apply knowledge of the musculoskeletal structure of greyhounds and link it to greyhound movement particularly in relation to training and racing

RGRPSG409 Assess greyhound structural and functional suitability for racing

This unit of competency describes the skills and knowledge required to conduct a physical examination of greyhounds to assess their structural and functional suitability for racing

RGRPSG410 Provide massage therapy and non-invasive health treatments for greyhounds

This unit of competency describes the skills and knowledge required to perform massage therapy and non-invasive health treatments on greyhounds after conducting a physical examination to detect injury or dysfunction

- **1 new skill set** created for job roles relevant to provision of health assistance services to greyhounds

RGRSS00076 Greyhound Health Assistant Skill Set

This skill set reflects the work undertaken in health assistance services in the greyhound racing industry. It covers knowledge and skills relating to the greyhound musculoskeletal system, conducting physical examinations and applying massage and non-invasive treatments to address common ailments and injuries in greyhounds

Note: Revised qualification *RGR40419 Certificate IV in Greyhound Racing Industry (Trainer or Health Assistant or Transition to Pet specialisation)* was reviewed during both the Greyhound health Assistance Services project and the Retraining Horses and Greyhounds to New Environments Project. This qualification supersedes RGR40418 Certificate IV in Racing (Greyhound Trainer). New RGR units added as electives and addition of specialisations. Changes to core and packaging rules.

In addition, the following 7 units of competency have been updated during the Greyhound Health Assistance services project. **Minor changes, not requiring formal endorsement**, to performance criteria, performance evidence and/or knowledge evidence were undertaken for clarity and to update according to current Industry practice.

RGRPGS203 Promote and enhance greyhound behavior
RGRPSG208 Promote and enhance greyhound health and welfare
RGRPSG302 Assess health and provide first aid for greyhounds
RGRPSG305 Coordinate greyhound breeding
RGRPSG306 Determine care and treatment needs of greyhounds
RGRPSG309 Educate a greyhound
RGRPSG308 Whelp greyhounds

E. Evidence of Industry support

This section provides evidence that the *RGR Racing and Breeding Training Package Version 3.0* is supported by industry.

Support by IRC(s)

Members of the Racing and Breeding IRC recorded their support for this submission in the Minutes of Meeting held on April 11, 2019

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 and visitors were invited to register their interest so that they would receive email alerts about the project as it moved from one stage to another. An example of this was during the public consultation period, whereby opportunities for individuals to provide feedback on draft materials could be undertaken online through Skills Impact Feedback Hub.
- Site visits: Hunter Valley - horse breeding, Racing Victoria - off the track program, Racing NSW – off the track program, Greyhound Racing Victoria – GAP facility, Seymour.
- Two Subject Matter Expert (SME) working/reference groups were identified to provide input on the development of draft materials and also to provide advice and feedback throughout all stages of project development. Initial meetings with SME groups with expertise in both horses and greyhounds were held in Melbourne on September 11 and 12, 2018.
- Consultation workshops were carried out in Sydney, Hunter Valley, Adelaide, Brisbane, Perth, Melbourne and Hobart to enable as many industry stakeholders who hadn't been consulted prior to the completion of the first draft of materials to review and comment on the racing qualifications, units of competency and skill sets.
- A consultation webinar was held to allow for wider consultation with any person or persons that could not attend workshops in person which covered the content of all three projects.
- Emails and newsletters were sent to state and territory training authorities (STAs/TTAs), VET regulators and other stakeholders to keep them informed of the project's progress.
- Draft materials were hosted on the Skills Impact website from 30 October – 9 December 2018, with an additional two-week period for validation of final drafts held from 6 – 28 March 2019. Stakeholders provided feedback via online questionnaires, emails or telephone calls.
- Representatives from Skills Impact also attended the Racing Trainers Network meeting on August 6, 2018 at Racing Victoria to keep the members up-to- date of the developments on the project.

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

State/Territory engagement

Face-to-face meetings were carried out with Principal Racing Authority (PRA) representatives, excluding ACT and NT who were offered opportunities to participate through online webinars. Controlling Bodies, racing industry associations and training organisations were also engaged during the consultation process that was conducted throughout Australia to ensure industry feedback was gained on all aspects of the Racing and Breeding projects. This approach minimised the inconvenience to stakeholders and maximised involvement.

Feedback has been received from various sources, including PRA's and Controlling Bodies, racing industry associations, training providers, individuals and state training authorities.

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

F. Industry expectations about training delivery

This section explains the advice provided in the Companion Volume Implementation Guide for the *RGR Racing and Breeding Training Package*, together with recommendations for delivery of qualifications as traineeships/apprenticeships.

Training delivery

The creation of the *RGR Racing and Breeding Training Package* has resulted in changes to units of competency and qualifications. To support delivery of the training package to meet industry expectations, a companion volume – the *RGR Racing and Breeding Implementation Guide version 3.0* is available to assist RTOs in developing training and assessment strategies.

The companion volume contains information that covers key industry expectations about:

- units of competency with prerequisite requirements
- key work and training requirements in the industry
- Industry sectors and occupational outcomes of qualifications
- choosing electives for specialisations
- entry requirements for qualifications
- key considerations for training and assessment
- key legislative implications for implementation
- Industry links
- training delivery
- occupation/licensing requirements
- issues with implementation of components.

Delivery as apprenticeship/traineeship

The racing industry has an expectation that most qualifications will be delivered on the job or in environments that closely resemble work environments as students are required to have access to resources such as racing animals, approved racing gear, stables/kennels and track environments, and racing personnel.

The following qualifications are suitable and highly recommended for delivery as either a traineeship or apprenticeship:

- *RGR30419 Certificate III in Racing Services*
- *RGR30619 Certificate III in Horse Breeding*
- *RGR40619 Certificate IV in Horse Breeding*
- *RGR50319 Diploma of Horse Stud Management*
- *RGR40419 Certificate IV in Greyhound Racing Industry*
- *RGR20218 Certificate II in Racing Industry*

RGR20218 Certificate II in Racing Industry is also suitable and highly recommended for delivery to secondary school students.

G. 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

Greyhound, Harness and Thoroughbred racing codes are strictly regulated throughout Australia. There are many licensing requirements and categories of licensing or accreditation for racing participants, which vary according to the jurisdiction and racing code.

Licensing statements are included in units of competency, where relevant. For example, many units of competency include the following statement: *“Licensing, legislative, regulatory or certification requirements apply to this unit. Users are advised to check with the relevant Principal Racing Authority (PRA) for current requirements.”*

Where no occupational and licensing requirements apply to the *RGR Racing and Breeding Training Package* the following statement is used: *“No occupational licensing, legislative or certification requirements apply to this unit at the time of publication”*.

There is detailed contact information for the relevant Principal Racing Authority (PRA) or Controlling Body for each code and jurisdiction provided in the companion volumes. Specific information is kept in companion volumes so that it can be quickly updated when required.

Further implementation advice

The RGR Racing and Breeding Training Package uses prerequisites to ensure skill development and progression to address safety issues involved with interacting with racehorses.

Units of competency involving the practical activities of handling, driving or riding racehorses, include prerequisites as a strategy to embed safety in training.

Detailed advice about the prerequisites and their sequencing is provided in the companion volume to assist RTOs.

H. Quality assurance reports

Skills Impact declares that the proposed components of the *RGR Racing and Breeding Training Package Version 3.0* meet the requirements of the *Standards for Training Packages 2012* and the *Training Package Development and Endorsement Process Policy*.

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

Principle	Evidenced by:
1. Reflect identified workforce outcomes	<ul style="list-style-type: none"> ▪ Changes demonstrate a clear link back to relevant AISC decisions commissioning the work and the Case for Change ▪ Training package components are compliant with the <i>Standards for Training Packages 2012</i>, the <i>Training Package Products Policy</i> and the <i>Training Package Development and Endorsement Process Policy</i> ▪ Open and inclusive consultation and validation commensurate with scope and impact has been conducted.
2. Support portability of skills and competencies including reflecting licensing and regulatory requirements	<ul style="list-style-type: none"> ▪ Identification of skill sets that respond to client needs ▪ Other national and international standards for skills are considered.
3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry	<ul style="list-style-type: none"> ▪ Active engagement across industry has sought to achieve a national consensus about the advice provided to the AISC.
4. Be flexible to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces	<ul style="list-style-type: none"> ▪ Qualifications can be applied in a range of contexts, such as vocational education and training delivered to secondary students, apprenticeships and traineeships. ▪ Prerequisites have been reviewed and minimised but are used to ensure that learners have the necessary knowledge and skills to complete the unit of competency safely and effectively.
5. Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors	<ul style="list-style-type: none"> ▪ Qualifications in this Training Package support the progression of an individual through school and vocational education sectors, and information about progression is provided in the Implementation Guide.
6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements	<ul style="list-style-type: none"> ▪ Units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth ▪ Compliance with the TPCMS/National Register requirements for publication ▪ Implementation advice is provided in two companion volumes: <i>RGR Racing and Breeding Implementation Guide version 3.0</i> and the <i>User Guide: Safety in Equine Training</i>, which are ready for publication at the same time as the Training Package.

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

The *RGR Racing and Breeding Training Package* has been quality assured through Skills Impact's quality processes.

I. 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:

Improves qualification design

Horse breeding qualifications (Certificate III & IV in Horse Breeding and Diploma of Horse Stud Management)

The qualifications were reviewed and updated when migrated from the ACM Training Package to the RGR Training Package. Changes were made to the qualification design to:

- clarify the AQF outcomes, reflect industry requirements and enable application in different contexts
- update packaging rules to encourage depth and breadth of knowledge and skills by requiring the selection of units from groups of electives
- incorporate units used in other RGR qualifications to enable individuals to move easily from one related occupation to another
- include imported units to allow greater mobility to and from related occupations.

Greyhound racing

The revised *Certificate IV in Greyhound Racing Industry* includes options for specialisation in three sectors. Two specialisations address the new units for *health assistance* and *transition to pets* developed for Release 3.0.

Improves efficiency of the training system

Horse Re-education and Transitioning

The two new units developed for this sector have involved considerable cross industry consultation undertaken in conjunction with the ACM Horse Education project. The re-education and transitioning of horses to new purposes units, while of particular interest to the racing industry, have been written to be applicable to all horses (not just racehorses as was originally proposed). It is anticipated that these units will be imported into qualifications and skill sets in other training packages.

Horse Breeding

The horse breeding units, although sitting within the RGR Training Package, are not specific to racehorses. The units apply to all types and breeds of horses. The selection of electives within the qualifications allows for specialist skills that are applicable to the racing industry (thoroughbred and harness codes). The units have general cross industry application.

One prerequisite unit has been removed from the suite of units migrated from ACMHBR to RGRHBR. Other issues relating to prerequisites are currently being explored with the ACM IRC.

Greyhound Racing

The inclusion of new units as specialisations within the *Certificate IV in Greyhound Racing Industry* is designed to encourage skill development across broader sectors within the industry.

Skill sets

Nine new skill sets have been developed for the RGR Training Package Release 3.0.

Industry feedback indicated that participants are more likely to engage in targeted skill sets than to undertake full qualifications.

Horse Breeding

The five horse breeding skill sets target specific breeding operations which are in some horse studs undertaken by different personnel or occur at different stages of the breeding cycle. The use of skill sets will allow individuals to develop the skills they need according to their role, the season and the need or desire to build their skills.

Greyhound Racing

The three skill sets developed target different roles and activities within the greyhound racing industry. The skill sets are linked to the specialisations within the *Certificate IV in Greyhound Industry*, namely health assistants and those involved in transitioning greyhounds to pets.

Horse Re-education and Transitioning

One skill set has been developed to focus on the work of individuals who re-educate and transition horses to new purposes or homes. This activity is an important aspect of the racing industry's commitment to address the welfare of racehorses over their full lifecycle.

J. Evidence of completion

Skills Impact confirms that the proposed components of the *RGR Racing and Breeding Training Package Version 3.0* have been completed according to the work assigned by the AISC in the Business Case and the subsequent Activity Order.

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

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

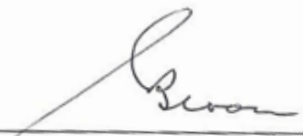
All components have been created to comply with the National Register requirements for publication. The **Mapping Summary** provided in **Appendix 1 Components for endorsement** provides details of the changes to the training package components that are required to allow them to be published on the National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

K. IRC support

The Racing and Breeding Industry Reference Committee supports the submission of the Training Package components detailed in the Case for Endorsement.

Signed for and on behalf of the Racing and Breeding Industry Reference Committee by its appointed Chair.

Name of Chair: Geoff Bloom

Signature of Chair:  _____

Date: 30 June 2019

Appendix 1: Components for endorsement

List of qualification titles and codes

Qualifications in the RGR Racing and Breeding Training Package Version 3.0 for endorsement (5)	
Code	Title
RGR30419	Certificate III in Racing Services
RGR40419	Certificate IV in Greyhound Racing Industry
RGR30619	Certificate III in Horse Breeding
RGR40619	Certificate IV in Horse Breeding
RGR50319	Diploma of Horse Stud Management

Units of competency in the RGR Racing and Breeding Training Package Version 3.0 for endorsement (32)	
Code	Title
RGRHBR201	Assist with oestrus detection in mares
RGRHBR301	Work effectively in horse breeding
RGRHBR302	Carry out natural mare mating procedures
RGRHBR303	Assist with artificial insemination of mares
RGRHBR304	Assess suitability of horses for specific uses
RGRHBR305	Handle young horses
RGRHBR306	Raise young horses
RGRHBR307	Carry out procedures for foaling down mares
RGRHBR308	Care for broodmares
RGRHBR401	Maintain horse stud records
RGRHBR402	Manage foaling and post-foaling problems
RGRHBR403	Handle and care for breeding stallions
RGRHBR404	Oversee care and supervise staff raising young horses
RGRHBR405	Supervise natural horse mating program
RGRHBR406	Prepare horses for sale

RGRHBR407	Educate stallions for breeding
RGRHBR408	Collect, process and evaluate horse semen for artificial insemination
RGRHBR501	Plan and implement an enterprise horse breeding strategy
RGRHBR502	Manage reproductive outcomes of stallions and mares
RGRHBR503	Develop and implement a marketing plan for stud stock
RGRHBR504	Manage horse breeding operations
RGRHBR505	Oversee administration of stud records
RGRPSG402	Assess greyhounds for suitability to transition to a pet
RGRPSG403	Develop and implement greyhound transition to pet plan
RGRPSG404	Carry out greyhound adoptions
RGRPSG407	Work as a greyhound health assistant
RGRPSG408	Relate musculoskeletal structure to greyhound movement
RGRPSG409	Assess greyhound structural and functional suitability for racing
RGRPSG410	Provide massage therapy and non-invasive health treatments for greyhounds
RGRPSG411	Interpret and manage greyhound behaviours
RGRPSH424	Re-educate horses to manage behaviours and/or transition to new purposes
RGRPSH425	Advise on transitioning and rehoming horses

Skill sets (not for endorsement)

Skill sets in the <i>RGR Racing and Breeding Training Package Version 3.0</i>	
Code	Title
RGRSS00068	Greyhound Preparation for Transitioning to a Pet Skill Set
RGRSS00069	Greyhound Adoption Skill Set
RGRSS00070	Horse Re-education and Transitioning Skill Set
RGRSS00071	Natural Horse Breeding Supervision Skill Set
RGRSS00072	Breeding Stallion Care Skill Set
RGRSS00073	Horse Artificial Insemination Skill Set
RGRSS00074	Mare and Foal Care Skill Set
RGRSS00075	Yearling Preparation Skill Set
RGRSS00076	Greyhound Health Assistant Skill Set

Qualifications (not for endorsement)

Qualifications in the <i>RGR Racing and Breeding Training Package Version 3.0 Release 2</i> (minor changes not requiring formal endorsement)	
Code	Title
RGR20218	Certificate II in Racing Industry
RGR30117	Certificate III in Racing (Greyhound)
RGR30218	Certificate III in Racing (Stablehand)
RGR30318	Certificate III in Racing (Driving Stablehand)
RGR30518	Certificate III in Racing (Trackwork Rider)
RGR40118	Certificate IV in Racing (Racehorse Trainer)
RGR50118	Diploma of Racing (Racehorse Trainer)

Units of competency (not for endorsement)

Units of competency in the <i>RGR Racing and Breeding Training Package Version 3.0 Release 2</i> (minor changes not requiring formal endorsement)	
Code	Title
RGRPSG203	Promote and enhance greyhound behaviour

RGRPSG208	Promote and enhance greyhound health and welfare
RGRPSG302	Assess health and provide first aid for greyhounds
RGRPSG305	Coordinate greyhound breeding
RGRPSG306	Determine care and treatment needs of greyhounds
RGRPSG309	Educate a greyhound
RGRPSG308	Whelp greyhounds
RGRROP407	Perform duties of thoroughbred race starter

Credit arrangements

Credit arrangements for RGR Racing and Breeding Training Package Version 3.0		
Qualification Code	Qualification Title	Credit Arrangement Details
RGR30418	Certificate III in Racing Services Previously	At the time of endorsement of this training package, no national credit arrangements exist.
RGR40419	Certificate IV in Greyhound Racing Industry	At the time of endorsement of this training package, no national credit arrangements exist.
RGR30619	Certificate III in Horse Breeding	At the time of endorsement of this training package, no national credit arrangements exist.
RGR40619	Certificate IV in Horse Breeding	At the time of endorsement of this training package, no national credit arrangements exist.
RGR50319	Diploma of Horse Stud Management	At the time of endorsement of this training package, no national credit arrangements exist.

Units of competency with prerequisite requirements

Note: A chain of prerequisites apply to many of the units listed in the table below. An asterisk (*) indicates a prerequisite unit which has its own prerequisite.

Units of competency with prerequisites in the RGR Racing and Breeding Training Package V3.0		
Unit code and title	Prerequisite unit code and title	Reason for inclusion
RGRHBR302 Carry out natural mare mating procedures	ACMEQU202* Handle horses safely ACMEQU205 Apply knowledge of horse behaviour	Prerequisites carried over from previous ACM qualification and retained to address safety issues interacting with horses
RGRHBR303 Assist with artificial insemination of mares	ACMEQU202* Handle horses safely ACMEQU205 Apply knowledge of horse behaviour	As above - safety
RGRHBR304 Assess suitability of horses for specific uses	ACMEQU202* Handle horses safely ACMEQU205 Apply knowledge of horse behaviour	As above - safety
RGRHBR305 Handle young horses	ACMEQU202* Handle horses safely ACMEQU205 Apply knowledge of horse behaviour	As above - safety
RGRHBR306 Raise young horses	ACMEQU202* Handle horses safely ACMEQU205 Apply knowledge of horse behaviour	As above - safety Note: 1 prerequisite was removed - RGRHBR305* Handle young horses
RGRHBR402 Manage foaling and post-foaling problems	ACMEQU202 Handle horses safely* ACMEQU205 Apply knowledge of horse behaviour	As above - safety
RGRHBR403 Handle and care for breeding stallions	ACMEQU202 Handle horses safely* ACMEQU205 Apply knowledge of horse behaviour	As above - safety
RGRHBR404 Oversee care and supervise staff raising young horses	ACMEQU205 Handle horses safely* ACMEQU205 Apply knowledge of horse behaviour	As above - safety
RGRHBR405 Supervise natural horse mating program	ACMEQU205 Handle horses safely* ACMEQU205 Apply knowledge of horse behaviour	As above - safety
RGRHBR407 Educate stallions for breeding	RGRHBR403 Handle and care for stallions ACMEQU205 Handle horses safely* ACMEQU205 Apply knowledge of horse behaviour	As above - safety
RGRHBR408 Collect, process and evaluate horse semen for artificial insemination	RGRHBR403 Handle and care for stallions* ACMEQU205 Handle horses safely*	As above - safety

Units of competency with prerequisites in the RGR Racing and Breeding Training Package V3.0		
Unit code and title	Prerequisite unit code and title	Reason for inclusion
	ACMEQU205 Apply knowledge of horse behaviour	
RGRPSG402 Assess greyhounds for suitability to transition to a pet	RGRPSG411 Interpret and manage greyhound behaviours	Knowledge of canine/greyhound behaviour needed to perform the work
RGRPSG403 Develop and implement greyhound transition to pet plan	RGRPSG402* Assess greyhounds for suitability to transition to a pet RGRPSG411 Interpret and manage greyhound behaviours	Knowledge of canine/greyhound behaviour and assessment outcomes needed to perform the work
RGRPSG404 Carry out greyhound adoptions	RGRPSG411 Interpret and manage greyhound behaviours	Knowledge of canine/greyhound behaviour needed to perform the work
RGRPSG409 Assess greyhound structural and functional suitability for racing	RGRPSG201 Handle greyhounds RGRPSG408 Relate musculoskeletal structure to greyhound movement	Safety in handling greyhounds and knowledge of musculoskeletal/anatomy needed to perform the work
RGRPSG410 Provide massage therapy and non-invasive health treatments for greyhounds	RGRPSG201 Handle greyhounds RGRPSG408 Relate musculoskeletal structure to greyhound movement RGRPSG409 Assess greyhound structural and functional suitability for racing	Safety in handling greyhounds and knowledge of musculoskeletal/anatomy needed to perform the work

Mapping information

Mapping between *RGR Racing and Breeding Training Package Version 3.0* and *RGR Racing and Breeding Training Package Version 2.0*

RGR Racing and Breeding Training Package V3.0. mapping of qualifications			
Code and title RGR V2.0	Code and title RGR V3.0	Comments	Equivalence statement
RGR20218 Certificate II in Racing Industry Release 1	RGR20218 Certificate II in Racing Industry Release 2	Minor updates to codes of imported units and inclusion of new elective units	Equivalent qualification
RGR30117 Certificate III in Racing (Greyhound) Release 1	RGR30117 Certificate III in Racing (Greyhound) Release 2	Minor updates to codes of imported units and inclusion of new elective units	Equivalent qualification
RGR30218 Certificate III in Racing (Stablehand) Release 1	RGR30218 Certificate III in Racing (Stablehand) Release 2	Minor updates to codes of imported units and inclusion of new elective units	Equivalent qualification
RGR30318 Certificate III in Racing (Driving Stablehand) Release 1	RGR30318 Certificate III in Racing (Driving Stablehand) Release 2	Minor updates to codes of imported units and inclusion of new elective units	Equivalent qualification
RGR30418 Certificate III in Racing Services	RGR30419 Certificate III in Racing Services	Revised qualification with additional track	No equivalent qualification

		maintenance stream/specialisations	
RGR30518 Certificate III in Racing (Trackwork Rider) Release 1	RGR30518 Certificate III in Racing (Trackwork Rider) Release 2	Minor updates to codes of imported units and inclusion of new elective units	Equivalent qualification
RGR40118 Certificate IV in Racing (Racehorse Trainer) Release 1	RGR40118 Certificate IV in Racing (Racehorse Trainer) Release 2	Minor updates to codes of imported units and inclusion of new elective units	Equivalent qualification
RGR40418 Certificate IV in Racing (Greyhound Trainer)	RGR40419 Certificate IV in Greyhound Racing Industry	Revised qualification with three specialisations (- greyhound (trainer, health assistant, transition to pet worker)	No equivalent qualification
RGR50118 Diploma of Racing (Racehorse Trainer) Release 1	RGR50118 Diploma of Racing (Racehorse Trainer) Release 2	Minor updates to codes of imported units and inclusion of new elective units	Equivalent qualification

Mapping of qualifications between ACM Animal Care and Management Training Package Versions 2.0 and RGR Racing and Breeding Training Package Version 3.0

ACM Animal Care and Management Version 2.0	RGR Racing and Breeding Version 3.0	Comments	Equivalence statement
ACM30717 Certificate III in Horse Breeding	RGR30619 Certificate III in Horse Breeding	Recoded from ACM to RGR to reflect industry usage. Changes to core and elective units and packaging rules. ACM qualification superseded	No equivalent qualification
ACM40717 Certificate IV in Horse Breeding	RGR40619 Certificate IV in Horse Breeding	Recoded from ACM to RGR to reflect industry usage. Changes to core and elective units and packaging rules including addition of new units. ACM qualification superseded.	No equivalent qualification
ACM50317 Diploma of Horse Stud Management	RGR50319 Diploma of Horse Stud Management	Qualification recoded from ACM to RGR to reflect industry usage. ACM qualification superseded. Changes to core and elective units and packaging rules ACMHBR units recoded to RGRHBR	No equivalent qualification

Mapping between RGR Racing and Breeding Training Package Version 3.0 and RGR08 Racing Training Package Version 2.0

RGR Racing and Breeding Training Package V3.0. mapping of skill sets			
Code and title RGR V2.0	Code and title RGR V3.0	Comments	Equivalence statement
Not applicable	RGRSS00068 Greyhound Preparation for Transitioning to a Pet Skill Set	New Skill Set	No equivalent Skill Set
Not applicable	RGRSS00069 Greyhound Adoption Skill Set	New Skill Set	No equivalent Skill Set
Not applicable	RGRSS00070 Horse Re-education and Transitioning Skill Set	New Skill Set	No equivalent Skill Set
Not applicable	RGRSS00071 Natural Horse Breeding Supervision Skill Set	New Skill Set	No equivalent Skill Set
Not applicable	RGRSS00072 Breeding Stallion Care Skill Set	New Skill Set	No equivalent Skill Set
Not applicable	RGRSS00073 Horse Artificial Insemination Skill Set	New Skill Set	No equivalent Skill Set
Not applicable	RGRSS00074 Mare and Foal Care Skill Set	New Skill Set	No equivalent Skill Set
Not applicable	RGRSS00075 Yearling Preparation Skill Set	New Skill Set	No equivalent Skill Set
Not applicable	RGRSS00076 Greyhound Health Assistant Skill Set	New Skill Set	No equivalent Skill Set

Mapping between RGR Racing and Breeding Training Package Version 3.0 and RGR Racing and Breeding Training Package Version 2.0

RGR Racing and Breeding Training Package V3.0 mapping of units of competency			
Code and title RGR V2.0	Code and title RGR V3.0	Comments	Equivalence statement
Not applicable	RGRHBR301 Work effectively in horse breeding	New unit	No equivalent unit
Not applicable	RGRHBR408 Collect, process and evaluate horse semen for artificial insemination	New unit	No equivalent unit
Not applicable	RGRHBR501 Plan and implement an enterprise horse breeding strategy	New unit	No equivalent unit
Not applicable	RGRPSG402 Assess greyhounds for	New unit	No equivalent unit

RGR Racing and Breeding Training Package V3.0 mapping of units of competency			
Code and title RGR V2.0	Code and title RGR V3.0	Comments	Equivalence statement
	suitability to transition to a pet		
Not applicable	RGRPSG403 Develop and implement greyhound transition to pet plan	New unit	No equivalent unit
Not applicable	RGRPSG404 Carry out greyhound adoptions	New unit	No equivalent unit
Not applicable	RGRPSG407 Work as a greyhound health assistant	New unit	No equivalent unit
Not applicable	RGRPSG408 Relate musculoskeletal structure to greyhound movement	New unit	No equivalent unit
Not applicable	RGRPSG409 Assess greyhound structural and functional suitability for racing	New unit	No equivalent unit
Not applicable	RGRPSG410 Provide massage therapy and non-invasive health treatments for greyhounds	New unit	No equivalent unit
Not applicable	RGRPSG411 Interpret and manage greyhound behaviours	New unit	No equivalent unit
Not applicable	RGRPSH424 Re-educate horses to manage behaviours and/or transition to new purposes	New unit	No equivalent unit
Not applicable	RGRPSH425 Advise on transitioning and rehoming horses	New unit	No equivalent unit

Mapping of units of competency between *ACM Animal Care and Management Training Package Version 2.0* and *RGR Racing and Breeding Training Package Version 3.0*

ACM Animal Care and Management Version 2.0	RGR Racing and Breeding Version 3.0	Comments	Equivalence statement
ACMHBR202 Assist with oestrus detection in mares	RGRHBR201 Assist with oestrus detection in mares	Code changed to reflect appropriate industry sector usage. Minor changes for clarity. Removal of points duplicating performance criteria in Performance Evidence.	Equivalent unit

ACM Animal Care and Management Version 2.0	RGR Racing and Breeding Version 3.0	Comments	Equivalence statement
ACMHBR303 Carry out natural mare mating procedures	RGRHBR302 Carry out natural mare mating procedures	Code changed to reflect appropriate industry sector usage. Minor changes for clarity. Removal of points duplicating performance criteria in Performance Evidence.	Equivalent unit
ACMHBR304 Assist with artificial insemination of mares	RGRHBR303 Assist with artificial insemination of mares	Code changed to reflect appropriate industry sector usage. Minor changes for clarity. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMHBR305 Assess suitability of horses for specific uses	RGRHBR304 Assess suitability of horses for specific uses	Code changed to reflect appropriate industry sector usage. Minor edits and new performance criteria 2.3 for clarity. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMHBR309 Follow stud operational procedures	RGRHBR401 Maintain horse stud records	Code and title changed to reflect appropriate industry sector usage. Changes throughout to clarify intent of unit	Equivalent unit
ACMHBR307 Handle young horses	RGRHBR305 Handle young horses	Code changed to reflect appropriate industry sector usage. Minor changes and new PC1.4 for clarity. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMHBR311 Raise young horses	RGRHBR306 Raise young horses	Code changed to reflect appropriate industry sector usage. One prerequisite removed (previously ACMHBR307 now revised and recoded to RGRHBR305). Minor changes and new element 2 for clarity. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit

ACM Animal Care and Management Version 2.0	RGR Racing and Breeding Version 3.0	Comments	Equivalence statement
ACMHBR312 Carry out procedures for foaling down mares	RGRHBR307 Carry out procedures for foaling down mares	Code changed to reflect appropriate industry sector usage Minor changes for clarity Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMHBR313 Care for pregnant mares	RGRHBR308 Care for broodmares	Code and title changed to reflect appropriate industry sector usage. New element one and changes for clarity. Removal of points duplicating performance criteria in Performance Evidence.	Equivalent unit
ACMHBR401 Carry out stud stable management duties	RGRHBR505 Oversee administration of stud records	Code and title changed to reflect appropriate industry sector usage and intent of unit. Changes for clarity and to reflect role. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMHBR402 Manage foaling and post-foaling problems	RGRHBR402 Manage foaling and post-foaling problems	Code changed to reflect appropriate industry sector usage Minor changes and new performance criteria 2.2 and 3.9 for clarity. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMHBR403 Handle and care for stallions	RGRHBR403 Handle and care for breeding stallions	Code and Title changed to reflect outcome and appropriate industry sector usage Minor changes and new PC1.4, 2.3 & 3.3 for clarity. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMHBR404 Supervise staff raising young horses	RGRHBR404 Oversee care and supervise staff raising young horses	Code and title changed to reflect appropriate industry sector usage and intent of unit. Removal of points duplicating	Equivalent unit

ACM Animal Care and Management Version 2.0	RGR Racing and Breeding Version 3.0	Comments	Equivalence statement
		performance criteria in Performance Evidence	
ACMHBR405 Supervise natural horse mating program	RGRHBR405 Supervise natural horse mating program	Code changed to reflect appropriate industry sector usage. Minor changes and new performance criteria 2.5 for clarity. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMHBR406 Prepare yearlings for sale	RGRHBR406 Prepare horses for sale	Code and title changed to reflect appropriate industry sector usage and intent of unit. Minor changes for clarity. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMHBR407 Educate stallions	RGRHBR407 Educate stallions for breeding	Code and title changed to reflect appropriate industry sector usage and intent of unit. Minor changes and new element 3 for clarity. Removal of points duplicating performance criteria in Performance Evidence	No equivalent unit
ACMHBR502 Manage reproductive outcomes of stallions and mares	RGRHBR502 Manage reproductive outcomes of stallions and mares	Code changed to reflect appropriate industry sector usage. Minor changes and new PC1.8 for clarity. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMHBR503 Develop and implement a marketing plan for stud stock	RGRHBR503 Develop and implement a marketing plan for stud stock	Code changed to reflect appropriate industry sector usage. Minor changes for clarity. Removal of points duplicating performance criteria in Performance Evidence	Equivalent unit
ACMPHR506 Manage performance horse breeding operations and AHCPHR506 Manage performance	RGRHBR504 Manage horse breeding operations	Code changed to reflect appropriate industry sector usage. Minor changes for clarity. Removal of	Equivalent unit

ACM Animal Care and Management Version 2.0	RGR Racing and Breeding Version 3.0	Comments	Equivalence statement
horse breeding operations		points duplicating performance criteria in Performance Evidence.	

Appendix 2: Industry support

Racing and Breeding Projects Subject Matter Experts (Horses) Victoria 12 September 2018

Name	Organisation
Melissa Weatherley	Racing Victoria – Athlete and Careers Development Manager
John Sunderland	Godolphin – General Manager, Woodlands NSW
Dr Annie Knox	TasRacing – Animal Welfare manager
Louise Nunn	Melbourne Polytechnic – Head of Programs Equine studies
Briony Moore	Thoroughbred Racing SA – Industry Training and Apprentice Academy Manager
Natalie Welsh	Godolphin – Learning and Development Manager, Seymour VIC
Ron Fleming	Racing and Wagering WA – Manager Racing Careers and Training
Maurice Logue	Racing Queensland – Education and Welfare Manager
Wayne Lee (Apology)	Australian Trainers Association – Industrial Relations Manager

Racing and Breeding Projects Matter Experts (Greyhounds) Victoria 11 September 2018

Name	Organisation
Ray Ferguson	Australian Greyhound Veterinarians – Scientific Officer
Diana Rayment	Greyhound Racing Victoria – GAP Senior Assessor
Larissa Darragh	Greyhound Racing Victoria – GAP Adoption manager
Dr Jane Mc Nicholl	Veterinary Surgeon – Greyhound Specialist
Dr Karen Dawson	Veterinary Surgeon – Australian Greyhound Veterinary Association

Lori McKern	Greyhound Racing NSW – GAP Manager
Cecelia Huynh	Greyhound Racing NSW - Education and Industry Development
Ron Fleming	Racing and Wagering WA – Manager Racing Careers and Training
Dr Barbara Backhoy	Australian Greyhound Veterinarians - President

Racing and Breeding Project Brief Meeting – Greyhound Racing Victoria 9 August 2018

Name	Organisation
Megan Cotton	Greyhound Racing Victoria – Animal Welfare Education Analyst
Mariko Lauber	Greyhound Racing Victoria – Animal Welfare Manager Policy, Projects and Research
Steve Karamatic	Greyhound Racing Victoria – Head Veterinary Officer
Suff Suharju	Greyhound Racing Victoria – Senior Veterinarian

Racing and Breeding Projects Consultation Workshop (Greyhounds) Sydney 12 November 2018

Name	Organisation
Juliet Corish	Greyhound Welfare Integrity Commission
Christine Sercombe	TAFE NSW – Industry Relationship Leader
Sue Absalom	Greyhound Breeders Owners and Trainers Association

Racing and Breeding Projects Consultation Workshop (Horses) Hunter Valley NSW 14 November 2018

Name	Organisation
Suzy Walsh	TAFE NSW – Head Teacher
Joan Pracey	TAFE NSW (Richmond) - Teacher
Christine Sercombe	TAFE NSW – Industry Relationship Leader
Cecelia O’Gorman	Thoroughbred Breeders Australia – Education and Training Manager
Gary Zohrab	TAFE NSW – Head Teacher
Yvonne Clerke	Glastonbury Farms – Owner/Manager
David Merrick	Widden Stud – Owner/Manager
John Sunderland	Godolphin – General Manager, Woodlands NSW

Racing and Breeding Projects Consultation Workshop (Greyhounds) Brisbane 15 November 2018

Name	Organisation
Camille Scrivens	BGRC - Attendant
Darryl McGrath	Greyhound Trainer and Breeder
Sidney Goodwin	Queensland Greyhound Breeders Owners and Trainers Association – Trainer and Breeder
Christine Goodwin	Queensland Greyhound Breeders Owners and Trainers Association – Trainer and Breeder
Maurice Logue	Racing Queensland – Education and Welfare Manager
Anne-Marie Boyd	Queensland Racing Integrity Commission – Animal Welfare Manager

Racing and Breeding Projects Consultation Workshop (Horses) Brisbane 15 November 2018

Name	Organisation
Maurice Logue	Racing Queensland – Education and Welfare Manager
Anne-Marie Boyd	Queensland Racing Integrity Commission – Animal Welfare Manager

Racing and Breeding Projects Consultation Workshop (Greyhounds) Melbourne 19 November 2018

Name	Organisation
Anne Wiltshire	Melbourne Polytechnic – Primary Industries Curriculum Maintenance Manager
Ray Ferguson	Australian Greyhound Veterinarians – Scientific Officer
Mariko Lauber	Greyhound Racing Victoria – Animal Welfare Manager Policy, Projects and Research
Megan Cotton	Greyhound Racing Victoria – Education Training Analyst, Welfare Policy, Project and Research Worker
Stan Ralph	Greyhounds Owners Trainers Breeders Association - Trainer
Jess Spoljaric	Spollys Syndications – Managing Director

Racing and Breeding Projects Consultation Workshop (Horses) Melbourne 19 November 2018

Name	Organisation
Anne Wiltshire	Melbourne Polytechnic – Primary Industries Curriculum Maintenance Manager
Charmein Bukovec	Thoroughbred Breeders Victoria – Executive Officer
Tanya McDermott	Harness Racing Victoria – Hero Program Manager
Lesley Hawson	Harness Racing Victoria – Integrity Vet
Mark Burnell	Australian Horse Industry Council - President

Jen Hughes	Racing Victoria – Equine Welfare Manager
Samantha Davison	Racing Victoria – Stipendiary Steward and Assistant Off-the-Track Welfare
Melissa Weatherley	Racing Victoria – Athlete and Careers Development Manager
Sue Streit	Elderslie Horses – Stud Master

Racing and Breeding Projects Consultation Workshop (Greyhounds and Horses) Tasmania 20 November 2018

Name	Organisation
Blayne Hudson	TasRacing – Racing Operations Manager
Leslee Charles	TasRacing – P and C Manager
Luella Meaburn	TasRacing – Off the Track Program Assistant
Annie Knox	TasRacing – Animal Welfare Manager
Liam Swan	TasRacing – Strategic Development Manager
Peter Wesley	TasRacing – Racing Program Manager
Susan Gittus	TasRacing – Greyhound Adoption Program Coordinator
Susanne Streit	Elderslie Horses – Stud Master

Racing and Breeding Projects Consultation Workshop (Greyhounds) Adelaide 21 November 2018

Name	Organisation
Jennie Alcorn	GAP SA – Senior Foster Carer
Katalin Orosz	GAP SA – Manager
Nicole Massey	GAP SA – Team Leader
Tanya Johnston	Greyhounds SA Consultant – Integrity and Welfare Committee

Racing and Breeding Projects Consultation Workshop (Horses) Adelaide 21 November 2018

Name	Organisation
Tanya Johnston	Goldin Farms – Accountant
Julie Fiedler	Horse SA – Executive Officer
Kim Evans	Yarraman Park Retraining - Manager

Racing and Breeding Projects Consultation Workshop (Greyhounds) Perth 28 November 2018

Name	Organisation
Debbie King	Racing and Wagering WA – Animal Welfare Manager
Dana Shaw	Racing and Wagering WA – GAP Team Leader
Frances Parnell	Department of Training and Workforce development WA – Training Curriculum Services
Lee Jackson	FutureNow – Industry Manager
Madi Brewer	Racing and Wagering WA – Industry Wellbeing and Careers Coordinator
Ron Fleming	Racing and Wagering WA – Manager Careers and Training

Racing and Breeding Projects Consultation Workshop (Horses) Perth 28 November 2018

Name	Organisation
Sharon Welsh	Equestrian WA – High performance and Athlete Development
Michael Holtham	Allwood stud – Stud master and WASBA Committee
Frances Parnell	Department of Training and Workforce development WA – Training Curriculum Services
Lee Jackson	FutureNow – Industry Manager
Madi Brewer	Racing and Wagering WA – Industry Wellbeing and Careers Coordinator
Ron Fleming	Racing and Wagering WA – Manager Careers and Training

Racing Training Providers Network Meeting 6 August 2018 Racing Victoria

Name	Organisation
David Cookson	Skill Invest - Teacher
Debbie Jones	Melbourne Polytechnic – Teacher
Georgia Hill	Melbourne Polytechnic – Teacher
Nat Welsh	Godolphin – Learning and Development Manger
Patrick Clancy	Thoroughbred Breeders
Troy Portelli	Skill Invest – Teacher
Andrew Nicholl	Australian Trainers Association
Mel Weatherley	Racing Victoria – Athlete and Career Developer Manager

Greg Carpenter	Racing Victoria
Kate Bryce	Melbourne Polytechnic – Curriculum Maintenance Manager Coordinator
David Cookson	Skill Invest
Donna McQueen	Skill Invest
Lisa Coffey	South West TAFE
John Flett	South West TAFE
Leigh Graham	Racing Industry Skills Centre
Ian Poole	GoTafe

Racing and Breeding Projects – Feedback Hub Respondents Draft 1

Name	Organisation	State
Samantha Davison	Racing Victoria – Stipendiary Steward/Off-the-Track Program Assistant	VIC
Dr Lesley Hawson	Harness Racing Victoria – Integrity Vet	VIC
Debbie Jones	Melbourne Polytechnic – Teacher	VIC
Gary Zohrab	NSW TAFE – Head Teacher	NSW
Joan Pracey	NSW TAFE – Teacher	NSW
Christine Sercombe	NSW TAFE – Head of Industry Relationships	NSW

Racing and Breeding Projects - Emailed Respondents Draft 1

Name	Organisation	State
Karlie Triffit	Australian Racing and Equine Academy – Head Teacher	NSW
Georgia Hill	Melbourne Polytechnic School of Food, Plant and Animal Industries – Senior Teacher	VIC
Louise Nunn	Melbourne Polytechnic – Head of Programs Equine Studies	VIC
Rachel Bambray	Racing Queensland, RTO Compliance and Quality Coordinator	QLD
Julie Fiedler	Horse SA – Executive Officer	SA

Ron Fleming	RWWA Industry Training Manager	WA
Melissa Weatherley	Racing Victoria – Industry Careers Advisor	VIC
Natalie Welsh	Godolphin Seymour – Learning and Development Manager	VIC
Briony Moore	Thoroughbred Racing SA – Industry Training and Apprentice Academy Manager	SA
Megan Cotton	Greyhound Racing Victoria – Education Training Analyst, Welfare Policy, Project and Research Worker	VIC
Mariko Lauber	Greyhound Racing Victoria – Animal Welfare Manager Policy, Projects and Research	VIC
Lori McKern	Greyhound Racing NSW – GAP Manager	NSW
Jane McNichol	Veterinary Surgeon – Greyhound Specialist	SA
Katalin Orosz	Greyhound Racing SA - GAP Manager	SA
Nicole Massey	Greyhound Racing SA – GAP Team Leader	SA
Jennie Alcorn	Greyhound Racing SA – GAP Senior Foster Carer	SA
Andrew Clarke	Living legends – CEO and Veterinary Director	VIC
Jeff Wilkinson	AVA – Executive Officer	NAT
Lauren Moor	Racing Victoria – Equine Welfare Coordinator	VIC
Susan Gittus	TasRacing – GAP Coordinator	TAS
Juliet Corish	Greyhound Welfare Integrity Commission – Policy Manager	NSW
Diana Rayment	Greyhound Racing Victoria – GAP Senior Assessor	VIC
Judy Lind	Greyhound Welfare and integrity Commission – CEO	NSW
Jaymie Loy	Charles Stuart University – Lecturer in Equine Industry and Breeding	NSW
Christine Goodwin	Queensland Owners/Trainer/Breeders QGBOTA – Secretary	QLD
Ray Ferguson	Australian Greyhound Veterinarians – Scientific Officer	VIC
Cecelia Huynh	Greyhound Racing NSW – Education and Industry Development Manager	NSW
Karen Dawson	Australian Greyhound Veterinary Association – Veterinary Surgeon	QLD
Michael Holtham	Allwood Stud – Stud Master and WASBA Committee	WA
Annie Knox	TasRacing – Animal Welfare Manager	TAS

Andrew Perryman	Goldin Farms - Manager	SA
Maurice Logue	Racing Queensland – Education and Welfare Manager	QLD
Tanya Johnston	GRSA Integrity and Welfare Committee/Goldin farms	SA
Sue Streit	Elderslie Horses – Stud Master	TAS

Racing and Breeding Projects – Validation Emailed Respondents

Name	Organisation	State
Louise Nunn	Melbourne Polytechnic - Head of Programs Equine Studies	VIC
Simone Tuten	Positive Pets - Manager	WA
Cecelia Huynh	Greyhound Racing NSW – Education and Industry Development Manager	NSW
Ray Ferguson	Scientific Officer – Australian Greyhound Veterinarians	VIC
Christine Sercombe	TAFE NSW – Industry Relationship Leader	NSW
Frances Parnell	Senior Program Officer, Training Curriculum Services - Department of Training and Workforce Development	WA
Barry Lazzarini	Veterinary Technician and registered industry participant in NSW	NSW
Dr Elyssa Payne	Canine Behaviour Consultant	NSW
Greyhound Racing Victoria	Greyhound Veterinary Specialists and GAP Program Staff	VIC
Anne Wiltshire	Melbourne Polytechnic – Curriculum Maintenance Manager Coordinator	VIC
Belinda Watson-Noblet	PICMM Project Officer – Melbourne Polytechnic	VIC

Racing and Breeding – Letter of Support



NEVILLE PLACE
GRIFFITH NSW
2680 AUSTRALIA

10 May 2019

Lucinda O'Brien

Industry Skills Standards Specialist

Skills Impact

PO Box 466 North Melbourne VIC 3051

Dear Lucinda,

TAFE NSW is a leading provider of Vocational Education Training in Australia, with industry qualified and experienced staff that bring up-to-date, real-world skills directly to the classroom. With over 130 locations across NSW, TAFE NSW is in the ideal position to deliver current and relevant vocational training to industry.

The ability to engage with Skills Impact to develop consistent skills standards and qualifications is essential for TAFE NSW to ensure we are delivering industry relevant training.

TAFE NSW Agribusiness SkillsPoint has recently been established as a single point of contact for industry and training agencies and has been recently involved in the validation stage of the Skills Impact Animal Incident Management Project and the Horse Education Project.

We also participated in the consultation workshops for the Racing and Breeding Projects: Retraining Horses and Greyhounds to New Environments, Greyhound Health Assistance Services and Horse Breeding Skills.

We appreciate the invitation from Skills Impact to collaborate with industry professionals and subject matter experts during these workshops and projects. The recent validation projects were extremely well organized, collaboration was encouraged, and the Skills Impact project teams were very knowledgeable and engaged in the process.

TAFE NSW has also had the opportunity to engage with a number of the Skills Impact Industry Engagement Managers. Kate Vanson recently visited our Agribusiness SkillsPoint in Griffith, NSW and engaged with staff about the proposed restructuring of the projects in the AHC Training Package.

Michelle Ingley-Smith and Diana McNaughton have also been working closely with our TAFE NSW Industry Relationship Lead. Providing feedback to TAFE NSW regarding the structure of some of our qualifications has allowed us to minimise the disruption to employers and employees in superseded courses.

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TAFE NSW SkillsPoint staff have also recently participated in consultation on the units in the Viticulture project and with Julie Stratford as part of the Seafood Industry Project.

The opportunity to work closely with Skills Impact on such projects ensures TAFE NSW is aligning the delivery of industry relevant training, with Skills Impact forecasts and proposed schedules of work.

The TAFE NSW Agribusiness SkillsPoint values our developing relationship with Skills Impact, and look forward to working together in the future to support the development of qualifications and training materials that meet the needs of our industry.

Yours sincerely,

A handwritten signature in blue ink that reads "Mark Grove".

Mark Grove

Head of SkillsPoint - Agribusiness

Appendix 3: Minor updates

The following 8 units of competency have been updated during the Greyhound Health Assistance Services project and the Horse Breeding Skills projects. **Minor changes, not requiring formal endorsement**, to performance criteria, performance evidence and/or knowledge evidence were undertaken for clarity and to update according to current Industry practice.

RGR Racing and Breeding Training Package V3.0 mapping of units of competency			
Code and title RGR V2.0	Code and title RGR V3.0	Comments	Equivalence statement
RGRPSG203 Promote and enhance greyhound behaviour Release 1	RGRPSG203 Promote and enhance greyhound behaviour Release 2	Minor change to application statement, foundation skill and performance evidence. Some performance criteria reordered. New PC 2.4.	Equivalent unit
RGRPSG208 Promote and enhance greyhound health and welfare Release 1	RGRPSG208 Promote and enhance greyhound health and welfare Release 2	Addition of regulatory/legislation statement to application section for consistency. Edits to knowledge evidence for clarity	Equivalent unit
RGRPSG302 Assess health and provide first aid for greyhounds Release 1	RGRPSG302 Assess health and provide first aid for greyhounds Release 2	Minor edit to application statement and assessment conditions	Equivalent unit
RGRPSG305 Coordinate greyhound breeding Release 1	RGRPSG305 Coordinate greyhound breeding Release 2	Minor edit to performance criteria 3.2 and performance evidence	Equivalent unit
RGRPSG306 Determine care and treatment needs of greyhounds Release 1	RGRPSG306 Determine care and treatment needs of greyhounds Release 2	Minor changes to PE and KE for clarity	Equivalent unit
RGRPSG308 Whelp greyhounds Release 1	RGRPSG308 Whelp greyhounds Release 2	Minor edits to application statement and addition of knowledge evidence point regarding hygiene standards	Equivalent unit
RGRPSG309 Educate a greyhound Release 1	RGRPSG309 Educate a greyhound Release 2	Minor edit to application statement for consistency with other units	Equivalent unit
RGRROP407 Perform duties of thoroughbred race starter Release 1	RGRROP407 Perform duties of thoroughbred race starter Release 2	Corrected typographical error in Knowledge Evidence	Equivalent unit

Appendix 4: Quality Assurance Reports

Training Package Quality Assurance

Quality Report Template

Section 1 – Cover page

Information required	Detail
Training Package title and code	RGR Racing and Breeding Training Package Version 3.0
Number of new qualifications and their titles ¹	0
Number of revised qualifications and their titles	5 RGR30419 Certificate III in Racing Services RGR30619 Certificate III in Horse Breeding RGR40619 Certificate IV in Horse Breeding RGR50319 Diploma of Horse Stud Management RGR40419 Certificate IV in Greyhound Racing Industry
Number of new units of competency and their titles	13 RGRHBR408 Collect, process and evaluate horse semen for artificial insemination RGRHBR501 Plan and implement an enterprise horse breeding strategy RGRHBR301 Work effectively in horse breeding RGRPSG402 Assess greyhounds for suitability to transition to a pet RGRPSG403 Develop and implement greyhound transition to pet plan RGRPSG404 Carry out greyhound adoptions RGRPSG407 Work as a greyhound health assistant RGRPSG408 Relate musculoskeletal structure to greyhound movement RGRPSG409 Assess greyhound structure and functional suitability for racing RGRPSG410 Provide massage therapy and non-invasive health treatments for greyhounds RGRPSG411 Interpret and manage greyhound behaviours RGRPSH424 Re-educate horses to manage behaviours and/or transition to new purposes RGRPSH425 Advise on transitioning and rehoming horses

¹ When the number of training products is high the titles can be presented as an attached list.

Training Package Quality Assurance

Information required	Detail
Number of revised units of competency and their titles	<p>19</p> <p>RGRHBR201 Assist with oestrus detection in mares</p> <p>RGRHBR302 Carry out natural mare mating procedures</p> <p>RGRHBR303 Assist with artificial insemination of mares</p> <p>RGRHBR304 Assess suitability of horses for specific uses</p> <p>RGRHBR305 Handle young horses</p> <p>RGRHBR306 Raise young horses</p> <p>RGRHBR307 Carry out procedures for foaling down mares</p> <p>RGRHBR308 Care for broodmares</p> <p>RGRHBR401 Maintain horse stud records</p> <p>RGRHBR402 Manage foaling and post-foaling problems</p> <p>RGRHBR403 Handle and care for breeding stallions</p> <p>RGRHBR404 Oversee care and supervise staff raising young horses</p> <p>RGRHBR405 Supervise natural horse mating program</p> <p>RGRHBR406 Prepare horses for sale</p> <p>RGRHBR407 Educate stallions for breeding</p> <p>RGRHBR502 Manage reproductive outcomes of stallions and mares</p> <p>RGRHBR503 Develop and implement a marketing plan for stud stock</p> <p>RGRHBR504 Manage horse breeding operations</p> <p>RGRHBR505 Oversee administration of stud records</p>
<p>Confirmation that the panel member is independent of:</p> <ul style="list-style-type: none"> • the Training Package or Training Package components review ('Yes' or 'No') • development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No') • undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No') 	<p>I confirm that I, Maree Thorne, am independent of:</p> <ul style="list-style-type: none"> • the Training Package or Training Package components review (YES) • development and/or validation activities associated with the Case for Endorsement (YES) • undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report (YES)

Training Package Quality Assurance

Information required	Detail
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	The Training Package components in the Case for Endorsement comprising five (revised) qualifications, 13 new and 19 revised units of competency and their associated assessment requirements as part of the <i>RGR Racing and Breeding Training Package V3.0</i> are compliant with the <i>Standards for Training Packages 2012</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	The Training Package components in the Case for Endorsement comprising five (revised) qualifications, 13 new and 19 revised units of competency and their associated assessment requirements as part of the <i>RGR Racing and Breeding Training Package V3.0</i> are compliant with the <i>Training Package Products Policy</i> .
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	The Training Package components in the Case for Endorsement comprising five (revised) qualifications, 13 new and 19 revised units of competency and their associated assessment requirements as part of the <i>RGR Racing and Breeding Training Package V3.0</i> are compliant with the <i>Training Package Development and Endorsement Process Policy</i>
Panel member's view about whether: <ul style="list-style-type: none"> • the evidence of consultation and validation process being fit for purpose and commensurate with the scope • estimated impact of the proposed changes is sufficient and convincing 	It is the panel member's view that evidence of the consultation and validation processes undertaken by the developer are fit for purpose and commensurate with the scope of the Case for Endorsement (CfE). The estimated impact of the proposed changes is sufficiently outlined in the CfE.
Name of panel member completing Quality Report	Maree Thorne
Date of completion of the Quality Report	28 May 2019

Training Package Quality Assurance

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <ol style="list-style-type: none"> 1. AISC endorsed components: <ul style="list-style-type: none"> • qualifications • units of competency • assessment requirements (associated with each unit of competency) • credit arrangements 2. One or more quality assured companion volumes 		<p>The proposed components of the RGR Racing and Breeding Training Package Version 3.0 meet the requirements of Standard 1.</p> <p>The Training Package components in the Case for Endorsement (CfE) include:</p> <ul style="list-style-type: none"> • five revised qualifications • 13 new and 19 revised units of competency, each with associated assessment requirements. <p>The CfE specifies that no credit arrangements exist for the Racing and Breeding Training Package (RGR) qualifications at the time of development.</p> <p>The RGR Racing and Breeding Training Package V3.0 Companion Volume Implementation Guide (CVIG) provides implementation advice and has been quality assured in this process.</p>

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>		<p>Skills Impact has complied with the requirements of the <i>Standards for Training Packages 2012</i> for the five revised qualifications, as well as the 13 new and 19 revised units of competency.</p> <p>Supporting evidence includes:</p> <ul style="list-style-type: none"> • Compliance with coding and titling of qualifications and units of competency. Where units of competency have undergone review with changes to performance criteria, knowledge or performance evidence or assessment conditions, codes have been changed to reflect • Where RGR components specify entry requirements (in qualifications) or pre-requisites (in units of competency), as noted in the editorial and equity reports and the CVIG, these 'mostly relate to working with horses safely or handling greyhounds safely and in line with welfare requirements' and are clearly articulated, including chains of prerequisite information where applicable • The RGR Companion Volume Implementation Guide, Version 3.0 includes guidance to ensure that learners are not discriminated against and guidance around reasonable adjustment to accommodate learners with disabilities or particular needs. Reference has been made to Disability Standards for Education, 2005. • The Companion Volume outlines how Foundation Skills have been addressed in units of competency and emphasises that RTOs must consider them as part of the training and assessment for each unit. • Pathway advice is included in the Companion Volume Implementation Guide (CVIG), as is clear information about qualification and unit mapping to inform users of changes to both equivalent and not equivalent qualifications and units. • The availability of nine new skill sets provides additional flexibility and pathway options for individuals and learners • The qualifications are clearly written with clear, achievable packaging rules, and a significant range of elective options to cover a broad range of outcomes.

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 3</p> <p>Training Package developers comply with the AISC <i>Training Package Development and Endorsement Process Policy</i></p>	<p></p>	<p>The CfE provides detailed information about Skills Impact's development and endorsement processes of the draft components, including alignment to and compliance with ASIC's Activity Order, comprising three areas of project activity:</p> <ul style="list-style-type: none"> • Retraining Horses and Greyhounds to New Environments Project • Horse Breeding Skills Project • Greyhound Health Assistance Services Project. <p>The CfE outlines details of consultation undertaken and communication strategies with evidence of contributing personnel listed in Appendices and supports evidence of consultation undertaken throughout the development process with stakeholders, including the conduct of site visits, face to face engagement with Subject Matter Experts (SME) groups, face to face consultation workshops and and webinar, engagement with regulators and peak industry bodies, as well as provision of access to draft materials on the website for the duration of the project to enable feedback opportunities.</p> <p>Summaries of feedback, responses and actions for all projects are available on the Skills Impact website and were examined in the quality assurance process to validate stakeholder agreement.</p>
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	<p></p>	<p>All units of competency have been reviewed to ensure they specify the standards of performance required in the workplace.</p>
<p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	<p></p>	<p>As specified in the Editorial Report, the structure of all 32 (new and revised) units reviewed complies with the unit of competency template.</p>

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>		<p>All Assessment requirements associated with the units of competency specify the performance evidence and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment as per the appropriate template.</p> <p>Reference to frequency and volume (number of animals, occasions etc) of Performance Evidence is stated, as are Assessment Conditions in relation to how evidence may be gathered and provision of necessary resources for meeting assessment requirements.</p> <p>The assessment requirements cross-reference to the unit requirements.</p>
<p>Standard 7</p> <p>Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template</p>		<p>All draft units of competency have associated assessment requirements, the structures of which comply with the assessment requirements template and the <i>Standards for Training Packages 2012</i>.</p>
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>		<p>The QA process confirmed qualification packaging rules specified requirements to ensure AQF outcomes for qualifications are met with the wording:</p> <p><i>Elective units must ensure the integrity of the qualification's Australian Qualification Framework (AQF) alignment and contribute to a valid, industry-supported vocational outcome.</i></p> <p>A comprehensive AQF Alignment Report was provided by the developer and analysed in the QA process to confirm alignment of each qualification, via packaging rules of core and elective unit options meet the AQF specifications for the qualification type.</p>

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>		<p>The structure of the information for the revised qualifications complies with the qualification template.</p> <p>Each qualification specifies a total number of core and elective units to achieve the qualification, including occupational / specialisation pathways where relevant, and packaging rules are clear, including enabling flexibility of importing units for varying contexts.</p> <p><i>As indicated in the Editorial Report 'Units with prerequisites are identified with an asterisk and details of prerequisites are noted in a separate table within the qualification'.</i></p>
<p>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>		<p>The CfE and CVIG indicate that no national credit arrangements exist at this time for any of the proposed qualifications.</p>
<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>		<p>The training package components in this submission are accompanied by the RGR Racing and Breeding Training Package Companion Volume Implementation Guide Version 3.0.</p> <p>The RGR CVIG complies with the companion volume implementation guide template included in the 2012 Standards and was reviewed in this QA process, including for alignment to the CfE and to the proposed endorsed components.</p>
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>		<p>??</p>

Training Package Quality Assurance

Section 3 – Compliance with the training package quality principles

Note: not all training package quality principles might be applicable to every training package or its components. Please provide a supporting statement/evidence of compliance or non-compliance against each principle.

Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Driven by industry's needs		<p>The CfE provides information about the extent of, and 'inclusive' strategies for industry consultation and advice and the rationales for the changes that occurred in the review. It speaks to emergent occupational roles and issues in the industry and in skill requirements including:</p> <ul style="list-style-type: none"> • Community and industry expectations about animal welfare after retirement from racing • Racing industry reliance on high quality and complex breeding • Assessing suitability, retraining or rehoming racing greyhounds and horses for adoption as pets or for other uses • Canine health and behaviour and administration of therapy practices to greyhounds <p>There is evidence in the CfE and proposed endorsed components that the SSO has addressed industry's requirements and has undertaken appropriate stakeholder consultation including consideration of the 2015 training package reforms, in the development and validation process for the endorsed components submitted.</p>
<p>Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications 		<p>The endorsed components respond to the COAG Industry and Skills Council's (CISC) training package reforms, specifically:</p> <ul style="list-style-type: none"> • foster greater recognition of skill sets • ensure that the training system better supports individuals to move easily from one related occupation to another <p>The endorsed components will be supported by nine new skill sets.</p> <ul style="list-style-type: none"> • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors

Training Package Quality Assurance

<p>are removed from the system</p> <ul style="list-style-type: none"> • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices • ensure that the training system better supports individuals to move easily from one related occupation to another • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors • foster greater recognition of skill sets 		<p>The proposed qualifications import a wide range of units of competency from other training packages (ACM, BSB, AHC) to avoid sector specific duplication.</p> <ul style="list-style-type: none"> • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices <p>Page 40 of the CVIG specifically outlines industry expectations about delivery and assessment of the horse breeding qualifications:</p> <div style="border: 1px solid black; padding: 5px; margin: 5px 0;"> <p>Industry expectations for the three horse breeding qualifications are that they be delivered primarily in the workplace to provide practical experience to learners. RTOs should negotiate arrangements for on and off-the-job training with employers to suit breeding season operations.</p> <p>The qualifications are suitable for Australian Apprenticeship pathways.</p> </div> <p>This aligns with feedback in the validation from at least two industry (WA and NSW) respondents for inclusion of work placement:</p> <ul style="list-style-type: none"> • There should be a workplace component to the assessment of most units. The simulation does not lead to dealing with common workplace events issues. This also gives an opportunity to gather evidence that the person consistently does something rather than setting up for a simulated assessment • A suggestion was made to include a work placement within the horse breeding qualifications, especially Cert III, to ensure practical experience was included. Discussion centred on possible ways of including work placement within a qualification and pros and cons.
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>		<p>The CfE outline of communication strategies and contributing personnel listed in the Appendices, supports evidence of consultation undertaken throughout the development process with a range (national) of stakeholders, including industry and subject matter experts (SME), training organisations and the Industry Reference Committee, to ensure proposed endorsed components reflect contemporary work organisation and job profiles. The CfE cites consultation included site visits and face to face meetings with industry authorities evidencing efforts to reflect and align actual and genuine organisational job profiles into the development of the training package products.</p>

Quality principle 2: Support portability of skills and competencies including reflecting licensing and regulatory requirements

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support movement of skills within and across organisations and sectors		<p>The draft Units of Competency and associated Assessment Requirements are written in a manner that allows adaptability and flexibility in relation to a range of industry variables. This enables the units to be contextualised to meet the various needs of a wide range of contexts.</p> <p>As noted in the Equity Report:</p> <p><i>'Where the performance evidence of units covers tasks or content that could potentially be unsafe or hazardous, the assessment conditions allow for assessment to occur using case studies or video footage (of accidents or unwell animals, etc'</i></p> <p>All qualifications include a proportionately significant number of elective options, including options to import units from other training packages, to enable movement within organisations, within each sector, and through inclusion of import units, to other sectors.</p> <p>Endorsed components will be supported by nine new skill sets to provide entry and skill movements within and across the diversity of the horse and greyhound industry sectors.</p>
Promote national and international portability		Proposed endorsed components and the accompanying CVIG V3.0 promote national legislative requirements (safety, animal welfare and reporting) and reference national standards and codes of practice where applicable.

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Reflect regulatory requirements and licensing		<p>The CfE notes that racing codes are strictly regulated throughout Australia, although requirements vary across jurisdictions and codes. The CfE and CVIG identifies this in revised qualifications and units of competency with the wordings:</p> <ul style="list-style-type: none"> • <i>Licensing, legislative, regulatory or certification requirements may apply to this qualification. Refer to your state or territory Controlling Body or Principal Racing Authority for current licence or registration requirements, and</i> • <i>Licensing, legislative, regulatory or certification requirements apply to this unit. Users are advised to check with the relevant Principal Racing Authority for current requirements.</i> <p>Specific regulatory requirements related to Cadet Steward specialisation of the RGR30419 Certificate III in Racing Services are specified as an 'entry requirement'.</p> <p>The CVIG specifies that imported units with licencing or regulatory requirements must be delivered and assessed according to the requirements of the parent training package.</p>

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus		<p>The CfE evidences a national consultation process providing stakeholders with opportunities to participate via a number of communication channels (SME, email and online, direct engagement via site visits, etc) to capture ongoing feedback on the endorsed components throughout the duration of the review.</p> <p>The CfE Appendix 2 reflects a range of respondent stakeholders including national industry participants, state training authorities, industry /content expert and training practitioners.</p>

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Recognise convergence and connectivity of skills		Units listed in the qualifications include imported units from other nationally endorsed training packages.

Quality principle 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	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs		<p>The assessment conditions of all of the units specify that assessment must take place in a workplace, or '<i>demonstrated in an environment that accurately represents workplace conditions</i>'.</p> <p>This allows for assessment to occur in a range of different contexts including a simulated environment if required.</p> <p>All qualifications include elective choices, and options to choose two or more units from any current training package or accredited course, suitable to vocational requirements and context – this ensures that each qualification can be packaged to suit different contexts and a range of employer and individual needs.</p>

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle
Support equitable access and progression of learners		<p>The Equity Report identifies that where qualifications specify entry requirements, the requirements are written in such a way that RTOs can map experience to existing units to determine which candidates are suitable and appropriate for enrolment.</p> <p>Although not a component of this endorsement submission, nine new skill sets allow for entry and exit points into and between qualifications and provide a number of options for skills to be recognised, or built on, without the need to achieve a full qualification and meet the needs of the various jurisdictional licensing bodies.</p> <p>A number of draft units of competency do have prerequisite requirements (or a chain of prerequisites) although it is noted in the Equity Report that:</p> <p><i>‘The prerequisite unit is often the same in each unit (for example, RGRPSG201 Handle greyhounds in the RGRPSG Performance Services Greyhound units), minimising the prerequisite barrier. This unit was added in an earlier version to ensure the safety and welfare of greyhounds, as were the units ACMEQU202 Handle horses safely and ACMEQU205 Apply knowledge of horse behaviour in several RGRHBR (Horse Breeding) units to reinforce safety requirements when working with horses’</i></p>

Quality principle 5: Facilitate recognition of an individual’s skills and knowledge and support movement between the school, vocational education and higher education sectors

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors		<p>Evidence demonstrating pathways and transition between education sectors is detailed in the Equity Report, including:</p> <ul style="list-style-type: none"> • qualification range from Certificate III to Diploma • pathways outlined in the <i>RGR Racing and Breeding Training Package CVIG, V 3.0</i> including within sectors, and some pathways between • all qualifications in the submission identified as potential traineeships or apprenticeships, and identification of RGR30619 Certificate III in Horse Breeding in this CfE as being suitable for VET in Schools delivery <p>The CfE notes that there are currently no nationally applicable credit arrangements between FWP qualifications proposed for endorsement and higher education qualifications.</p>

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings		<p>Industry advice about delivery is provided via the RGR Racing and Breeding Training Package Version 3.0 Companion Volume Implementation Guide (CVIG) which has been quality assured and is ready for publication at the same time as the Training Package.</p> <p>The CVIG provides comprehensive advice about delivery requirements including reasonable adjustments, foundation skills, and progressions and pathways between qualifications.</p>
Support sound assessment practice		<p>The draft Units of Competency and associated Assessment Requirements have consistent depth and breadth, including references to volume and frequency of Performance Evidence and include Assessment Conditions specifying how evidence must be gathered.</p> <p>Units are written in a manner that allows adaptability and flexibility which enables the units to be contextualised to meet the varied and broad needs of the RGR industries</p>

Training Package Quality Assurance

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation		