Horse Breeding Skills Project

Summary of Final Draft (Validation) Feedback, Responses and Actions

July 2019

This report provides a summary of the comments and feedback received on the final draft qualifications, skills sets and units for the Horse Breeding Skills Project. It details the response and action taken based on this feedback, which was received out of the Validation stage from March 8 to 31 2019.

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. This project included the review of:

- 3 Horse Breeding qualifications reviewed and migrated from ACM Training Package to RGR Training Package
- 2 current RGR qualifications reviewed
- 5 new skills sets developed for job roles in the horse breeding industry
- 3 new units of competency
- 19 revised units of competency revised and updated (recoded from ACM to RGR)

The Case for Endorsement for RGR racing and Breeding Industry Training Package components will be submitted for endorsement on 30 June 2019. Please note: Training Package Components have been recoded to avoid gaps in coding e.g. when components were deleted. This is standard practice to ensure logical flow of codes. Some components had minor title changes for clarity and were recommended and/or supported by industry feedback.

Below is a summary of the comments received and how they have been considered alongside views of industry stakeholders where known, and views provided by the people who are part of the Subject Matter Expert Working Group process. Resolutions are constructed to take into account the needs and views of stakeholders to the extent possible, and to comply with the Standards for Training Package 2012. The resolutions may represent a compromise on one or more stakeholder views with the aim of a workable outcome for industry, State and Territory Training Authorities (STAs) and training providers.

Summary of feedback

Qualifications

In discussions it was agreed 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 be undertaken on the basis that the racing industry is the largest and most complex horse breeding sector. Training package components however will not exclude skills relevant to horse breeding generally and therefore will not be restricted to breeding skills required for the racing sector.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Certificate III in Horse Breeding		
Equine Studies, Melbourne Polytechnic (RTO VIC)	Raised a concern re lack of nutrition/ dietary/ feeding units in the qualification	Added to Certificate III electives - *ACMEQU402 Determine nutritional needs in provision of horse health care* Note*:* RGRHBR306 Raise young horses – includes - element 2 - Meet the dietary requirements of young horses
WA STA & Primary Industries Curriculum Maintenance Manager (PICMM) Manager	ACMEQU202* is not listed on the prerequisite table	Error amended ACMEQU202 added to the prerequisite table
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this qualification was provided This qualification and related units of competency specific to horse breeding practices will reflect industry usage in the Racing and Breeding sector. This provides an entry level pathway that supports industry participants working in the breeding sector. The inclusion of the new unit in the qualification, (*RGRHBR301 Work effectively in horse breeding sector)* covers the skills and knowledge required to work effectively as part of a team on a horse breeding stud	Support noted – no action needed
Certificate IV in Horse Breeding		
Equine Studies, Melbourne Polytechnic (RTO VIC)	Requested clarification of qualification packaging rules	Clarification provided Packaging Rules described below. To achieve this qualification, competency must be demonstrated in:

		• 12 units of competency (2 core units plus 10 elective units). Elective units must ensure the integrity of the qualification's Australian Qualification Framework (AQF) alignment and contribute to a valid, industry-supported vocational outcome. The electives are to be chosen as follows: • at least 4 elective units from Group A • up to 6 electives from Group A, B or C not already selected • up to 2 from any currently endorsed Training Package or accredited course.
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this qualification was provided Changes to core, elective units and packaging rules provide for greater flexibility for participants to focus on identified job pathways in the racing and breeding sector (and expanding to include mare and foal care and yearling preparation)	Support noted – no action needed
Diploma of Horse Breeding		
Equine Studies, Melbourne Polytechnic (RTO VIC)	Excellent!	No specific feedback requiring action
Primary Industries Curriculum Maintenance Manager (PICMM) Manager	New entry requirements The RTO will need to develop guidelines for applicants on how to demonstrate that they meet the requirements	Advice to RTOs will be included in the Companion Volume Implementation Guide
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this qualification was provided This qualification reflects the skill and knowledge required for individuals working as manager or supervisors of horse breeding operation on stud farms. It was noted that thoroughbred breeders currently send workers to the United Kingdom and Ireland to undertake diploma-level qualifications.	Support noted – no action needed

Units of Competency

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
RGRHBR201 Assist with oestrus detection in mares		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including review undertaken of Performance Evidence (PE) to specify how to assess and determine competency for relevant workplace tasks	Support noted – no action needed
RGRHBR301 Work effectively in horse breeding		
Primary Industries Curriculum Maintenance Manager (PICMM) Manager VIC	PE – suggested rewording for clarity and closer link to Performance Criteria (PC)	Adopted – revised wording: There must be evidence that the individual has: • completed at least three different work activities, providing daily care to horses, over one breeding season, according to workplace procedures • explained horse behaviour and aspects of horse reproduction related to own duties in the horse breeding sector.
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this new unit was provided as covering the skills and knowledge required to work effectively as part of a team on a horse breeding stud. Thoroughbred breeders currently send workers to the United Kingdom and Ireland to undertake Diploma-level qualifications specific to breeding in the horse racing Industry. This qualification provides scope for training at this level in a national context.	Support noted – no action needed

RGRHBR302 Carry out natural mare mating procedures		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Review of Performance Evidence (PE) more clearly specifies how to asses and determine competency for workplace tasks when carrying out natural mare mating procedures	Support noted – no action needed
RGRHBR303 Assist with artificial insemination of mares		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided (including review undertaken of PE) to specify how to assess and determine competency for relevant workplace tasks	Support noted – no action needed
RGRHBR304 Assess suitability of horses for specific uses		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including: Review undertaken of PE to specify how to assess and determine competency for relevant workplace tasks Minor edits and new PC 2.3 for clarity	Support noted – no action needed
RGRHBR305 Handle young horses		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including minor changes and new PC1.4 for clarity in the transfer from ACM to RGR training package	Support noted – no action needed
RGRHBR306 Raise young horses		
SME/IRC validation meeting–	Support for removal of prerequisite unit *ACMHBR307 Handle young horses* removed from this unit	Support noted – no action needed

Industry NAT, VIC, NSW, QLD, SA, WA		
RGRHBR307 Carry out procedures for foaling down mares		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including minor changes to Performance Criteria (PC) for clarity. Removal of points duplicating performance criteria in performance evidence	Support noted – no action needed
RGRHBR308 Care for broodmares		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including new element 1, changes to PC for clarity and removal of points duplicating performance criteria in performance evidence	Support noted – no action needed
RGRHBR401 Maintain horse stud records		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided This unit, previously *ACMHBR309 Follow stud operational procedures*, has code level changed (from nominal AQF level 3 to 4) and title changed to reflect appropriate industry sector usage	Support noted – no action needed
RGRHBR402 Manage foaling and post-foaling problems		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including minor changes and new PC 2.2 and 3.9 for clarity	Support noted – no action needed

RGRHBR403 Handle and care for breeding stallions		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including minor changes and new PC 1.4, 2.3 and 3.3 for clarity	Support noted – no action needed
RGRHBR404 Oversee care and supervise staff raising young horses		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including removal of points duplicating performance criteria in performance evidence	Support noted – no action needed
RGRHBR405 Supervise natural horse mating program		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including minor changes and new performance criteria 2.5 for clarity	Support noted – no action needed
RGRHBR406 Prepare horses for sale		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including removal of points duplicating performance criteria in performance evidence	Support noted – no action needed
RGRHBR407 Educate stallions for breeding		
SME/IRC validation	Support for this unit was provided including new element 3 for clarity	Support noted – no action needed

meeting–Industry NAT, VIC, NSW, QLD, SA, WA		

RGRHBR408 Collect, process and evaluate horse semen for artificial insemination

SME/IRC validation meeting–Industry NAT, VIC, NSW, QLD, SA, WA	Support for this new unit to be included in horse breeding qualifications as covering the skills and knowledge required to collect, process, analyse quality and supply horse semen to clients for artificial insemination breeding. This provides for different types of breeding methods (including standardbreds as well as thoroughbreds) to be addressed within the newly developed horse breeding qualifications.	Support noted – no action needed

RGRHBR501 Plan and implement an enterprise horse breeding strategy

Primary Industries Curriculum Maintenance Manager (PICMM) Manager VIC	Title does not reflect breadth of unit - suggest "Develop and implement a horse breeding strategy" or "Plan and implement a …"	Adopted – changed title to *Plan and implement a horse breeding strategy*
SME/IRC validation meeting–Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provide as a new unit to be included in *Diploma of Horse Breeding* qualification covering the skills and knowledge required to plan, develop and implement a horse breeding strategy for an enterprise or stud farm	Support noted – no action needed

RGRHBR502 Manage reproductive outcomes of stallions and mares

SME/IRC validation meeting–Industry NAT,	Support for this unit was provided including new PC 1.8 for clarity	Support noted – no action needed

VIC, NSW, QLD, SA, WA		
RGRHBR503 Develop and implement a marketing plan for stud stock		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including removal of points duplicating performance criteria in performance evidence	Support noted – no action needed
RGRHBR504 Manage horse breeding operations		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided including minor changes to PC for clarity and removal of points duplicating performance criteria in performance evidence	Support noted – no action needed
RGRHBR505 Oversee administration of stud records		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for this unit was provided This unit previously *ACMHBR401 Carry out stud stable management duties*, has code level (from AQF nominal level 4 to 5) and title changed to reflect appropriate industry sector usage	Support noted – no action needed

Skill Sets

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
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**		
SME/IRC validation meeting– Industry NAT, VIC, NSW, QLD, SA, WA	Support for these five skill sets was provided 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	Support noted – no action needed