

Carbon & Agribusiness Management Project



Summary of Validation Feedback, Responses and Actions

February 2019

This project includes the review of three qualifications and approximately 51 units of competency within the AHC *Agriculture, Horticulture and Conservation and Land Management Training Package*. Draft qualifications and units were developed as a result of initial input from Subject Matter Experts and were made available for broader stakeholder consultation and feedback 21 November – 21 December 2018. During this time, feedback was received via email, through online surveys, as well as in person at workshops or site visits, and by telephone. Input was received from 62 stakeholders around Australia, including 18 from registered training organisations, 8 from Government bodies such as Australian independent statutory authorities, state departments and State Training Authorities, 2 from national apprenticeship services, and 34 industry representatives.

On 15 February 2019, a validation meeting was held where participants, including members of the Subject Matter Expert Working Group were asked to read through all components and give feedback as to each component's validity. All components were also posted online for review.

As a direct result of feedback received, several changes were made to the documents under review. Mostly notably:

- The packaging rules of the Agribusiness qualifications have again changed to reduce the number of core units of competency in the diploma and advanced diploma qualifications
- There were recommended changes made to the new carbon farming units that included unit title changes and combining of units that had previously been separated into indigenous and non-indigenous

[Visit the Skills Impact website](#) to view a full list of the qualifications and units that were submitted for validation during this phase.

Below is a summary of the issues raised and how these issues have been dealt with. This involves a consideration of the information provided, 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 Packages 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 on qualifications

AHC41019 Certificate-IV-in-Agribusiness

Stakeholder Comments and Identified Issues		Consideration and Action Taken
AHC41019 Certificate-IV-in-Agribusiness		
<ul style="list-style-type: none"> RTO/Industry, QLD 	Packaging Rules - more information added to companion volume around meaning with regard to how elective units are to be chosen	Adopted recommendation. Information has been added to Implementation Guide.
<ul style="list-style-type: none"> RTO SA 	Add TAEASS301 Contribute to Assessment and TAED404 Mentor in the workplace. Rationale - 1. Often training responsibility of office/business person. 2. industry - promoting work based learning, need more industry trainers, need more systematic training in larger farms. 3. Consistency with FDF quals especially Wine Ops	Adopted recommendation. Both units added as electives

AHC51419 Diploma of Agribusiness Management

Stakeholder Comments and Identified Issues		Consideration and Action Taken
AHC51419 Diploma of Agribusiness Management		
<ul style="list-style-type: none"> RTO/Industry, WA 	Suggest reducing number of core units to 3. Delete AHCAGB505 as it is predominantly a production unit. This reduction provides more flexibility. Another option would be to update AHCAGB content to reflect business. Need to make clear that electives from any training package reflect level of qualification. Prefer one up equivalents or one level down.	Adopted recommendation – core units now three and are: AHCAGB519 Plan and monitor production processes AHCBUS516 Develop and review a business plan AHCBUS517 Monitor and review business performance Added in information into the implementation guide about choosing electives at appropriate AQF levels.
<ul style="list-style-type: none"> RTO/Industry, Qld 	Change to 3 core units plus 7 electives. Provide definitions in companion volume. Change number of electives from the list to 4. Drop AHCAGB505 to an elective.	Adopted recommendation – core units now three and are: AHCAGB519 Plan and monitor production processes

Stakeholder Comments and Identified Issues	Consideration and Action Taken
AHC51419 Diploma of Agribusiness Management	
	<p>AHCBUS516 Develop and review a business plan</p> <p>AHCBUS517 Monitor and review business performance</p>
<ul style="list-style-type: none"> RTO/Industry Qld 	<p>I have an issue with the core unit AHCAGB505 - I think it is a production based unit - if it was more about data analysis. Needs to be 3 core only. Electives good but other units should be one up or down i.e. 4-6</p> <p>Adopted recommendation – core units now three and are:</p> <p>AHCAGB519 Plan and monitor production processes</p> <p>AHCBUS516 Develop and review a business plan</p> <p>AHCBUS517 Monitor and review business performance</p>
<ul style="list-style-type: none"> Industry Qld 	<p>Remove AHCAGB505 as a core. Include Risk Management as core. Why do you need TLIR40003 Negotiate a contract and the AHCBUS503 Negotiate and monitor contracts as electives?</p> <p>Adopted recommendation – core units now three and are:</p> <p>AHCAGB519 Plan and monitor production processes</p> <p>AHCBUS516 Develop and review a business plan</p> <p>AHCBUS517 Monitor and review business performance</p>
<ul style="list-style-type: none"> RTO SA 	<p>1. 3 core units is enough. 2. Take out AHCAGB505 Develop a whole farm plan is definitely not a core skill for all people in a AQF 5 level role in Agribusiness. Put in electives. 3. Repeats in electives from core - AHCAGB503 AHCAGB507</p> <p>Adopted recommendation – core units now three and are:</p> <p>AHCAGB519 Plan and monitor production processes</p> <p>AHCBUS516 Develop and review a business plan</p> <p>AHCBUS517 Monitor and review business performance</p> <p>Also removed repetition by removing core units.</p>

AHC60319 Advanced Diploma of Agribusiness Management

Stakeholder Comments and Identified Issues		Consideration and Action Taken
AHC60319 Advanced Diploma of Agribusiness Management		
<ul style="list-style-type: none"> Industry, NSW 	Change wording to 'at Level 4 or above'	This comment referred to the packaging rules for elective units. The wording change was considered and discussed with SME WG; This has been explained in the Companion Volume Implementation Guide.
<ul style="list-style-type: none"> RTO/Industry, Qld 	Change to 1 core unit plus 7 electives. Remove AHCAGB603 to electives. Please provide definitions in companion volume re 'ensure the integrity...' Change to at least 6 units from the elective list	Adopted all recommendations
<ul style="list-style-type: none"> RTO/Industry, Qld 	Typo in Packaging Rules: repeated word: 'or' in statement for elective units...'up to 1 unit from or this or...' - remove. Packaging Rules: 1 unit from this or any other....' Level 4 and including university business units	Adopted recommendation – typo removed This comment referred to the packaging rules for elective units. The wording change was considered and discussed with SME WG; This has been explained in the Companion Volume Implementation Guide.
<ul style="list-style-type: none"> RTO/Industry SA 	Go to 1 core unit. Take out AHCAGB603 Manage the production system. This would preclude many people who would be at AQF from this unit. Inconsistent with first three dot points in job roles and titles description in Qualification Description.	Adopted recommendation. Now 1 core unit and AHCAGB603 moved to elective units

Summary of validation of units of competency

AGB Agribusiness units

Stakeholder Comments and Identified Issues		Consideration and Action Taken
AHCAGB301 Keep-production-records-for-a-primary-production-business		
<ul style="list-style-type: none"> Industry Association, QLD 	Element 1- Change to 'Confirm systems' for collection and storage of production records	Adopted recommendation.
<ul style="list-style-type: none"> RTO/Industry QLD 	Element 1- Change to 'Confirm systems' for collection and storage of production records	Adopted recommendation.
<ul style="list-style-type: none"> RTO SA 	Element 1- Change to 'Confirm systems' for collection and storage of production records	Adopted recommendation.
AHCAGB401 Plan-and-implement-property-improvement		
<ul style="list-style-type: none"> Industry Association, QLD 	Validated – no change required	N/A
<ul style="list-style-type: none"> RTO/Industry QLD 	Validated – no change required	N/A
<ul style="list-style-type: none"> RTO SA 	Validated – no change required	N/A
AHCAGB402 Analyse and interpret production data		
<ul style="list-style-type: none"> RTO S.A. RTO/Industry QLD Industry Association, QLD 	<p>Use of 'animal production and crop horticultural production' in Application should be changed to 'Production activities'.</p> <p>Add mention of 'tools' in Elements 1.3 and 2.2</p>	<p>Adopted recommendation. 'This unit of competency describes the skills and knowledge required to collect, analyse, interpret and present data from production activities.'</p> <p>Adopted recommendation. '1.3 Ensure collection tools and methods of collecting data are reliable and make efficient use of resources</p>

Stakeholder Comments and Identified Issues		Consideration and Action Taken
		2.2 Use data analysis tools and methods that are reliable and suitable for purpose'
AHCAGB403 Keep financial records for primary production business		
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	<p>Element 1.3- replace word 'mail' with 'information'</p> <p>Element 2, 2.5- review use of word 'cashbook'</p> <p>Element 3, 3.1- remove word 'electronic'</p>	Adopted all recommendations.
AHCAGB501 Develop-climate-risk-management-strategies		
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	Validated – no change required	N/A
<ul style="list-style-type: none"> • Industry NSW 	<p>1.3 Collect information on normal and significant climate events and their impact on natural and rural systems - should also include 'weather events'</p> <p>2.1 Analyse forecasted chances of seasonal climate for the enterprise region - should this be 'forecasted changes to seasonal climate'?</p> <p>2.2 Identify climate risks and opportunities for the site - should also include 'and enterprise region'</p> <p>2.5 Evaluate importance of climate variability and significant climate events - should also include 'weather events'</p> <p>In Knowledge Evidence:</p>	<p>Considered and discussed with SME WG. The unit is predominantly about climate risk and not weather. However, weather and the differences between it and climate have been included in the Knowledge Evidence.</p> <p>Considered and discussed with SME WG. The unit is concerned about the area included in and around the enterprise. Removing '...for the enterprise region' creates a statement which becomes too broad for individuals and training organisations.</p> <p>Adopted recommendation.</p> <p>Considered and discussed with SME WG. The unit is predominantly about climate risk and not weather. However, weather and the</p>

Stakeholder Comments and Identified Issues		Consideration and Action Taken
	<ul style="list-style-type: none"> - Include 'difference between weather and climate' - natural disaster planning for site should be preceded with 'contingency planning including' - potential impacts of greenhouse warming on land and natural resource management - change greenhouse warming with 'climate change' - how to calculate financial returns for different strategic options - is very difficult to perform at this level, recommend more simple calculation costs and estimate of long-term financial returns 	<p>differences between it and climate have been included in the Knowledge Evidence.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p>
AHCAGB502 Plan-and-manage-infrastructure-requirements		
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	Validated – no change required	N/A
AHCAGB504 Plan production for the whole business		
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	<p>Element 2, rename 'Prepare workforce plans'</p> <p>Element 2.1 and 2.6- remove word 'management'</p> <p>Add element dot point to cover 'future skill requirements'</p>	<p>Adopted recommendation.</p> <p>2.1 Adopted recommendation. 2.6 Considered and discussed with SME WG. Management is important here because they approve the ongoing commitment to training</p> <p>Adopted recommendation. 2.3 Determine future skill requirements of the business</p>
AHCAGB505 Develop-a-whole-farm-plan		

Stakeholder Comments and Identified Issues		Consideration and Action Taken
<ul style="list-style-type: none"> RTO S.A. RTO/Industry QLD Industry Association, QLD 	<p>Application- remove the word 'whole', so that it just reads 'Develop a farm plan'. Same for the first sentence</p> <p>Element 5- remove the word 'whole'</p> <p>Element 5- add dot point for finance/ recording of farm management tools</p>	<p>Adopted recommendation. Unit has been renamed and recoded - AHCAGB513 Develop a farm plan and all references to 'whole' removed.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation. 5.2 Use digital finance and farm management tools to produce and update farm plans</p>
<ul style="list-style-type: none"> Industry NSW 	<p>In Application: 'analyse information' was removed – do not agree, as this is an important skill for farm manager. Additionally, recommend that 'undertake independent research' be included as farm managers are required to gather information relevant to their own farming situation (research could be reading, engaging with others, trials etc)</p> <p>In Performance Criteria:</p> <p>2.1 Survey land and record physical characteristics, natural resources, soil characteristics and any culturally significant sites – soil characteristics are implicit in natural resources so may not be necessary to identify this but not other important natural resources such as water</p> <p>Recommend additional performance criteria the explicitly describes the identification and condition assessment of water resources (as already included for soil, vegetation etc)</p> <p>Recommend additional performance criteria that describes the importance of infrastructure to agricultural production and natural resource management, and a condition assessment of the same (i.e. suitability, fit for purpose, functionality etc) not just mapping</p> <p>Recommend classification and condition assessment of introduced vegetation as well, as in the context of property planning these are 'natural resources' that are utilised for agricultural production (i.e. permanent pastures, wind breaks</p>	<p>Considered and discussed with SME WG. 'Analyse information' is explicit throughout the performance criteria and knowledge evidence.</p> <p>Considered and discussed with SME WG. 'undertake independent research' is explicit throughout the performance criteria and knowledge evidence.</p> <p>Considered and discussed with SME WG. Water is specifically mentioned in PC 2.3 'Identify water resources and condition'</p> <p>Adopted recommendation. PC 2.3 'Identify water resources and condition'</p> <p>Considered and discussed with SME WG. Performance Evidence requires 'There must be evidence that the individual has developed a farm plan for one property, including:</p> <ul style="list-style-type: none"> audited, recorded and mapped the natural resources, infrastructure and at-risk areas of the property'

Stakeholder Comments and Identified Issues	Consideration and Action Taken
<p>etc) but may also have impacts on other natural resources (weeds, native and pest animal habitats etc)</p> <p>2.7 Recommend reducing emphasis on rare, threatened or endangered species and broaden to include identification of biodiversity (endangered or not) and wildlife habitat not just species (species identification can be difficult). Possibly change focus to identification of areas of high biodiversity value.</p> <p>4.4 Develop strategies for weed and pest control - change to 'pest animal control'</p> <p>5.2 Ensure the business and production plans for the farm incorporate sustainable management of natural resources - should be covered in Element 4 during development of management, will be too late if only done during review stage</p> <p>In Knowledge Evidence:</p> <ul style="list-style-type: none"> - legal requirements that impact on land-based businesses - 'land-based' is too broad, recommend change to 'agricultural' - risk associated with land-based businesses and natural resources - change 'land-based' to 'agricultural' and insert 'use of' before natural resources 	<p>Considered and discussed with SME WG. Knowledge Evidence requires 'sustainable land management practices to maintain natural resources and stimulate biodiversity'</p> <p>Considered and discussed with SME WG. Knowledge Evidence requires 'sustainable land management practices to maintain natural resources and stimulate biodiversity'</p> <p>Adopted recommendation. 2.7 Classify native vegetation and assess condition</p> <p>Adopted recommendation. 4.4 Develop strategies for weed and pest animal control</p> <p>Adopted recommendation. 5.2 has now become 4.6 Ensure business and production plans for the farm incorporate sustainable management of natural resources</p> <p>Adopted recommendation. Now reads 'legal requirements that impact on agricultural businesses'</p> <p>Adopted recommendation. Now reads '• risk associated with agricultural businesses and use of natural resources'</p>
<p>AHCAGB506 Manage application of agents to crops or pastures</p>	

Stakeholder Comments and Identified Issues		Consideration and Action Taken
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	Knowledge Evidence- dot point 1, alter word 'including' to 'may include'	Considered and discussed with SME WG. All these dot points in the Knowledge Evidence should be addressed. They are about 'knowledge of' and not necessarily 'performance of'
AHCAGB507 Select and use agricultural technology		
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	Application- add word 'may' between the words 'Applications including'. Alter word 'Applications' to Application'	Considered and discussed with SME WG. Wording still reads 'Applications in agricultural science range from spatial information tools to the precision application of production inputs and growth models for the improvement of production.' The word 'applications' refers to several types of application that 'may' be involved (range)
AHCAGB508 Improve agricultural sustainability using renewable energy and recycle systems		
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	<p>Application- Heading inappropriate. It should incorporate agricultural practices. Needs to be revised with SMEWG</p> <p>Element 1- not appropriately named. Should be changed to 'Identify opportunities to use renewable energy. All further elements and dot points should follow as such</p>	<p>Adopted recommendation. Unit is now called 'AHCAGB515 Develop sustainable agricultural practices that utilise renewable energy and recycling systems'</p> <p>Adopted recommendation. Element 1 Identify opportunities to use renewable energy</p>
AHCAGB509 Select and implement a GIS for sustainable agricultural systems		

Stakeholder Comments and Identified Issues		Consideration and Action Taken
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	Validated – no change required	N/A
AHCAGB510 Implement the introduction of biotechnology into the production system		
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	Validated – no change required	N/A
AHCAGB511 Develop and manage a plan for sustainable production		
<ul style="list-style-type: none"> • RTO QLD 	Can include carbon footprint calculations	Adopted recommendation. Added to Numeracy Foundation Skills: <ul style="list-style-type: none"> • Carry out calculations to determine carbon footprint of production

Stakeholder Comments and Identified Issues		Consideration and Action Taken
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	<p>Application- remove the final sentence from paragraph 1</p> <p>remove the words 'and plan to convert the property' from paragraph 3</p> <p>remove the word 'the' between the words 'new' and 'philosophy' from paragraph 3</p> <p>Element 1.3 and 1.4- change word 'conversion' to something along the lines of improvement practices or sustainability. Need to ask SMEWG</p> <p>Element 1.3- remove words 'including accreditation bodies'</p> <p>Element 4 and 4.3- change word 'animal' to 'livestock'</p> <p>Element 5.2- delete entirely</p> <p>Performance Evidence- remove all mention of 'to convert' and 'conversion'. Change in line with what is decided for Elements 1.3 and 1.4</p>	<p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p>
AHCAGB601 Develop export markets for produce		
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD • Industry Association, QLD 	<p>Element 2.4- replace words 'overseas visit to confirm the' with 'strategies that'</p> <p>Element 3- rename 'Plan for implementation'</p>	<p>Adopted recommendation. Now reads 2.4 Plan strategies that target the identified market and initiate negotiations</p> <p>Adopted recommendation.</p>
AHCAGB602 Manage estate planning		
<ul style="list-style-type: none"> • RTO S.A. • RTO/Industry QLD 	<p>Rename unit- Manage succession planning</p> <p>Performance Evidence- replace the word 'estate' to 'succession', remove word 'family'</p>	<p>Adopted recommendation. Now AHCAGB607 Manage succession planning</p>

Stakeholder Comments and Identified Issues		Consideration and Action Taken
<ul style="list-style-type: none"> Industry Association, QLD 		Adopted recommendation. 'There must be evidence that the individual has managed succession planning for at least one agricultural business, including:'
AHCAGB603 Manage the production system		
<ul style="list-style-type: none"> RTO S.A. RTO/Industry QLD Industry Association, QLD 	<p>Performance Evidence- use of word 'sectors' is ambiguous</p> <p>Add dot point for 'innovation implementation'</p> <p>Add dot point 'manage change'. Both of these dot points should encourage innovative thinking</p> <p>Knowledge Evidence-</p> <p>Add dot point 'decision making'</p> <p>Add dot point 'learning and analysing'</p>	<p>Adopted recommendation. There must be evidence that the individual has integrated production plans for one organisation or enterprise, including:</p> <p>Adopted recommendation. 'managed change and implemented innovations and improvements.'</p> <p>Adopted recommendation. 'managed change and implemented innovations and improvements.'</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p>
AHCAGB604 Analyse business performance		
<ul style="list-style-type: none"> RTO S.A. RTO/Industry QLD Industry Association, QLD 	Validated – no change required	N/A
AHCAGB605 Manage financial resources		
<ul style="list-style-type: none"> RTO S.A. RTO/Industry QLD 	<p>Element 1- rename Element 'Assess capital change to finance in relevant places'</p> <p>Element 1.2- remove words 'or cost to develop capital'. Add word 'investment' after word 'capital'</p>	<p>Adopted recommendation.</p> <p>Adopted recommendation. 1.2 Determine return on capital investment</p>

Stakeholder Comments and Identified Issues		Consideration and Action Taken
<ul style="list-style-type: none"> Industry Association, QLD 	Performance Evidence- Dot point 1, add word 'finance' between words 'assessed' and 'capital'	Adopted recommendation.
AHCAGB606 Manage price risk through trading strategy		
<ul style="list-style-type: none"> RTO S.A. RTO/Industry QLD Industry Association, QLD 	Performance Evidence- remove words 'through trading' from first paragraph	Adopted recommendation.

BUS Business units

Stakeholder Comments and Identified Issues		Consideration and Action taken
AHCBUS401 Administer-finance-insurance-and-legal-requirements		
<ul style="list-style-type: none"> • RTO/Industry QLD • Industry NSW 	Validated – no change required Comment: Would be worth looking to see if AHCBUS401 and AHCBUS510 could be combined as Manage and Administer Finance, Insurance and Legal Requirements	N/A
AHCBUS402 Cost a project		
<ul style="list-style-type: none"> • RTO/Industry QLD • Industry NSW • RTO NT 	Validated – no change required	N/A
AHCBUS404 Operate-within-a-budget-framework		
<ul style="list-style-type: none"> • RTO/Industry QLD • Industry NSW • RTO NT 	Suggested additional wording in Performance Evidence...using a software application or spreadsheet	Adopted recommendation.
AHCBUS405 Participate-in-an-e-business-supply-chain		
<ul style="list-style-type: none"> • RTO/Industry QLD 	Maybe add context for e.g. Develop e-business as part of a rural enterprise value adding, niche marketing, changed market access	Adopted recommendation. ‘This unit of competency describes the skills and knowledge required to participate in and develop e-business as part of value adding to a rural enterprise, accommodating a niche market or changed market access to a product.’

Stakeholder Comments and Identified Issues		Consideration and Action taken
AHCBUS501 Manage-enterprise-staff-requirements		
<ul style="list-style-type: none"> • RTO/Industry QLD • Industry NSW • RTO NT 	Validated – no change required	N/A
AHCBUS502 Market products and services		
<ul style="list-style-type: none"> • RTO/Industry QLD • Industry NSW • RTO NT 	Validated – no change required	N/A
AHCBUS503 Negotiate and monitor contracts		
<ul style="list-style-type: none"> • RTO/Industry QLD • Industry NSW • RTO NT 	Validated – no change required	N/A
AHCBUS504 Prepare estimates, quotes and tenders		
<ul style="list-style-type: none"> • RTO/Industry QLD • Industry NSW • RTO NT 	Validated – no change required	N/A

Stakeholder Comments and Identified Issues		Consideration and Action taken
AHCBUS506 Develop and review a business plan		
<ul style="list-style-type: none"> • RTO/Industry QLD • Industry NSW • RTO NT 	Validated – no change required	N/A
AHCBUS507 Monitor and review business performance		
<ul style="list-style-type: none"> • RTO/Industry QLD • Industry NSW 	Suggested additional wording in Knowledge Evidence...add 'benchmarking' under financial analysis techniques, remove second level dot points under types of data analysed and replace with ' * financial indicators *non-financial or physical indicators	Adopted recommendation.
AHCBUS508 Prepare and monitor budgets and financial reports		
<ul style="list-style-type: none"> • RTO/Industry QLD • Industry NSW 	Validated – no change required	N/A
AHCBUS509 Develop and implement business structures and relationships		
<ul style="list-style-type: none"> • RTO/Industry QLD 	The original intent of this unit was to provide rural producers with an understanding of support services available to them, their family and business during exceptional circumstances like drought and floods. I feel it should be structured more like AHCBUS401 so that each of the parts can be addressed in clear detail. Element 1 should be moved to Element 4 so	Adopted recommendation. Unit name and code changed: AHCBUS512 Develop and implement family business structures and relationships. Application now states: 'This unit of competency describes the skills and knowledge required to develop and implement business

Stakeholder Comments and Identified Issues	Consideration and Action taken
<p>that it is developed out of the first three elements to allow review of the structure based on relationships and networks developed. With this in mind the unit seems to be seen as minimal by some trainers and as such has lessened importance in structured training, similar to industry and their lower priority for what could be seen as soft skills. Critical rural producers feel it is waste of time but statistics show it is critical for the sustainability of the industry and the most important resource, people.</p>	<p>structures and relationships for a family based primary production business. This unit applies to individuals who participate in the establishment of a family based primary production business and communicate the roles and responsibilities of family members within that business. They take responsibility for their own work and provide and communicate solutions to a range of predictable and sometimes unpredictable problems.'</p>
<ul style="list-style-type: none"> <li data-bbox="163 549 376 612">• RTO/Industry QLD <p>It is new unit to the Qualification AHC51416 and AHCSS00030, it replaced AHCBUS403A that was in the old AHCSS00025 skill Set.</p> <p>Training.gov.au states;</p> <p>Application</p> <p>“This unit of competency describes the skills and knowledge required to develop and implement business structures and relationships.</p> <p>This unit applies to those who participate in the establishment of a primary production business and communicate the roles and responsibilities of family members within such a business.”</p> <p>However to unit also looked at stress management and “accessing rural networks and support groups.”</p> <p>I feel the unit is a bit like a 3 legged horse, with students not quite knowing what to do with it.</p> <p>The elements are important but could be part of the new manage staff unit – AHCBUS501 (stress management strategies and networking) and AHCBUS506 (Rural Business structures, roles and responsibilities)</p>	<p>Adopted recommendation. Unit name and code changed: AHCBUS512 Develop and implement family business structures and relationships.</p> <p>Application now states: ‘This unit of competency describes the skills and knowledge required to develop and implement business structures and relationships for a family based primary production business. This unit applies to individuals who participate in the establishment of a family based primary production business and communicate the roles and responsibilities of family members within that business. They take responsibility for their own work and provide and communicate solutions to a range of predictable and sometimes unpredictable problems.’</p>

Stakeholder Comments and Identified Issues		Consideration and Action taken
<ul style="list-style-type: none"> Industry NSW 	<p>I did a bit of a look at the history of this unit which was a new unit introduced to AHC in 2016.</p> <p>It was designed to meet the need to address the specific needs and challenges of managing family farms as businesses and addressing the issues of conflict and stress unique to family rural businesses.</p> <p>I have attached a marked up version which think better reflects the unit's original purpose to address family farm business structures and the relationship issues associated with managing family farm businesses.</p>	<p>Adopted recommendation. Unit name and code changed: AHCBUS512 Develop and implement family business structures and relationships.</p> <p>Application now states: 'This unit of competency describes the skills and knowledge required to develop and implement business structures and relationships for a family based primary production business. This unit applies to individuals who participate in the establishment of a family based primary production business and communicate the roles and responsibilities of family members within that business. They take responsibility for their own work and provide and communicate solutions to a range of predictable and sometimes unpredictable problems.'</p>
AHCBUS510 Manage-finance-insurance-and-legal-requirements		
<ul style="list-style-type: none"> RTO/Industry QLD Industry NSW RTO NT 	Validated – no change required	N/A
AHCBUS601 Manage-capital-works		
<ul style="list-style-type: none"> RTO/Industry QLD Industry NSW 	Validated – no change required	N/A
AHCBUS602 Review land management plans and strategies		

Stakeholder Comments and Identified Issues		Consideration and Action taken
<ul style="list-style-type: none"> RTO NT 	<p>One suggestion Page 3 Foundation skills. Oral communication uses the word 'conflict'. I might suggest using the word 'different views'. Conflict sounds a bit aggressive perhaps</p>	<p>Adopted recommendation. Now states: 'Interact effectively with stakeholders when views differ'</p>
<ul style="list-style-type: none"> RTO/Industry QLD 	<p>The application of the unit is similar to AHCBUS603 e.g. 'strategic level' and 'complex problems.'</p>	<p>Comment only</p>
<ul style="list-style-type: none"> Industry NSW 	<p>Validated – no change required</p>	<p>N/A</p>
<p>AHCBUS603 Develop and review an enterprise plan</p>		
<ul style="list-style-type: none"> RTO/Industry QLD 	<p>Suggest name change to unit title - Develop and review an enterprise strategic plan</p>	<p>Adopted recommendation. Unit name and code changed: AHCBUS609 Develop and review an enterprise strategic plan</p>
<ul style="list-style-type: none"> Industry NSW 	<p>Validated – no change required</p>	<p>N/A</p>
<ul style="list-style-type: none"> RTO NT 	<p>Validated – no change required</p>	<p>N/A</p>
<p>AHCBUS605 Manage human resources</p>		
<ul style="list-style-type: none"> RTO/Industry QLD 	<p>Think that AHCBUS605 and AHCBUS501 should be combined - Manage human resource enterprise requirements Level 5. This unit can then be imported to the Advanced Diploma</p>	<p>Considered and discussed with SME WG. Outcomes and AQF levels differ. It is important to have a separation of the two units because AHCBUS605 is an Advanced Diploma level unit and AHCBUS501 is at Diploma level. Job tasks and job outcomes can be vastly different between the two.</p>

Stakeholder Comments and Identified Issues		Consideration and Action taken
<ul style="list-style-type: none"> Industry NSW 	Validated – no change required	N/A
<ul style="list-style-type: none"> RTO NT 	Validated – no change required	N/A
AHCBUS606 Develop a monitoring, evaluation and reporting program		
<ul style="list-style-type: none"> Industry NSW RTO NT RTO/Industry QLD 	Validated – no change required	N/A
AHCBUS607 Implement a monitoring, evaluating and reporting program		
<ul style="list-style-type: none"> RTO/Industry QLD 	Suggestion to add Written communication to Foundation Skills and add description - 'Effectively present information to others'	Adopted recommendation. However, is now an Oral communication Foundation Skill.
<ul style="list-style-type: none"> Industry NSW 	Validated – no change required	N/A
<ul style="list-style-type: none"> RTO NT 	Validated – no change required	N/A
AHCBUS608 Manage agribusiness risk		
<ul style="list-style-type: none"> RTO/Industry QLD 	I would like to see a minimum of 6 identified risks - this is an advanced unit needing higher skills - may state 3 from -	Adopted recommendation. Now states: 'identified six potential risks, including:

Stakeholder Comments and Identified Issues		Consideration and Action taken
	financial, production and system, 3 from - environmental, political, social context	<ul style="list-style-type: none"> • three associated with financial, production and system, and • three associated with the environmental, political, social context'
<ul style="list-style-type: none"> • Industry NSW 	Validated – no change required	N/A
<ul style="list-style-type: none"> • RTO NT 	Validated – no change required	N/A

CFP Carbon farming units

Stakeholder Comments and Identified Issues		Consideration and Action taken
AHCCFP3X1 Identify the effects of climate change		
<ul style="list-style-type: none"> Industry WA 	Change title to Identify climate change as a factor in land and agricultural management	Adopted recommendation. AHCCFP301 Identify the effects of climate change as a factor in land management
<ul style="list-style-type: none"> Industry VIC 	Remove word 'analyse' from the environmental in Application	Adopted recommendation.
AHCCFP4X1 Increase soil organic carbon		
<ul style="list-style-type: none"> Industry WA RTO SA 	<p>Recommend recode to AQF 3. Change title to Increase soil organic carbon using land management practices.</p> <p>Remove commas in 1.5 after 'store' and 'sequester'.</p> <p>2.2 Remove 'and co-benefits'</p> <p>3.1 remove 'plot' and add 'site'.</p> <p>3.2 Change to 'Identify and select a strategy...'</p> <p>4.1 - remove and renumber to 4.1, 4.2, 4.3. 4.2 should read 'Implement project in line with selected method' 4.3 should read Monitor soil carbon stocks. Knowledge Evidence - add in 'pasture cropping' as a second level dot point after '...land management practices that have the potential...'. Replace dot point 'baseline measurements should allow scope for improvement' with 'use baseline measurements to estimate potential additional soil carbon'.</p> <p>Assessment Conditions - add in physical conditions statement</p>	<p>Adopted recommendation to change unit title. AHCCFP401 Increase soil organic carbon using land management practices. Left at AQF 4 due to knowledge and skills required.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>Adopted recommendation.</p> <p>4.1 Measure and record soil carbon as baseline for project</p> <p>4.2 Implement project in line with selected method and document results</p> <p>4.3 Monitor and maintain soil to preserve soil health through changing conditions</p> <p>Adopted recommendation.</p>

Stakeholder Comments and Identified Issues		Consideration and Action taken
<ul style="list-style-type: none"> Industry VIC 	<p>1. Elements > Performance Criteria Add after 1.4 as 1.5: "Identify other interactions of ecosystem processes in increasing soil organic carbon e.g. the role of soil biology.</p>	<p>Adopted recommendation. 1.6 Identify other interactions of ecosystem processes in increasing soil organic carbon</p>
<ul style="list-style-type: none"> Industry VIC 	<p>Validated – no change required</p>	<p>N/A</p>
<p>AHCCFP4X11 Prepare to comply with measuring and modelling requirements of carbon farming methods</p>		
<ul style="list-style-type: none"> Industry WA RTO SA Industry VIC 	<p>Change coding to 4X2 - we regard unit Identify opportunities and risks in carbon farming projects as 4X1 before this unit. Knowledge Evidence - dot point 'sources of geospatial data:' should be changed to read 'contemporary sources of geospatial data, for example:'</p>	<p>Adopted recommendation AHCCFP402 Prepare to comply with measuring and modelling requirements of carbon farming methods</p> <p>Adopted recommendation</p>
<ul style="list-style-type: none"> Industry VIC 	<p>Elements > Performance Criteria 3. Please consider the following to add to Point 3. This may be placed in other Carbon Farming units. Rationale, there is currently no highly relevant unit of study that addresses soil technician competencies associated with field work and is an industry gap. Although the competencies refer to a methodology that ceased to operate 7th February 2019, their relevance if perennial to those working in the field as soil technicians measuring soil carbon.</p> <p>Recommended additions or variations are listed below:</p> <p>"1. Implementation of sampling design:</p> <ul style="list-style-type: none"> Set up and use a GPS in the field. Location of specific sites according to pre-determined coordinates. <p>2. Site preparation and equipment for soil sampling</p> <ul style="list-style-type: none"> Identification of work health and safety (WH&S) hazards, identify risks and implementation of controls to avoid 	<p>The Performance Evidence required addresses these points:</p> <p>There must be evidence that the individual has prepared to comply with the measuring and modelling requirements of one approved, carbon farming method, including:</p> <ul style="list-style-type: none"> established the project area utilising geospatial data collected, inputted and analysed carbon data followed approved carbon farming method procedures. <p>The Knowledge Evidence required also addresses these points:</p> <p>An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:</p> <ul style="list-style-type: none"> relevant carbon farming legislation, rules, method, technical guidance documentation and related procedures contemporary sources of geospatial data:

Stakeholder Comments and Identified Issues	Consideration and Action taken
<p>accidents (including selecting suitable personal protection equipment, avoiding overhead wiring and consulting local authorities to locate underground services).</p> <ul style="list-style-type: none"> • Selection of appropriate tools, equipment and machinery for soil sampling according to required sampling depth and site conditions (including soil physical properties). • Carrying out pre-operational and safety checks on tools, equipment and machinery according to manufacturer’s specifications. <p>3. Soil sampling</p> <ul style="list-style-type: none"> • Safe and accurate operation of appropriate tools, equipment and machinery. • Extraction of soil cores intact with minimum disturbance to the soil core and the surrounding field site. • Accurate documentation of details of extracted cores. <p>4. Preparation of soil samples for laboratory submission</p> <ul style="list-style-type: none"> • Selection of appropriate techniques, tools, equipment and machinery with which to prepare representative sub-samples of soil for soil carbon and water content analysis in a laboratory. • Safe and accurate operation of the appropriate tools, equipment and machinery required to prepare representative sub-samples of soil for laboratory submission. • Use of appropriate techniques to prepare representative sub-samples of soil for submission to laboratories for soil carbon and water content analysis. • Accurate documentation of details of samples and subsamples." 	<ul style="list-style-type: none"> • Global Positioning Systems (GPS) and Global Navigation Satellite System (GNSS) • field surveys and sampling • orthorectified aerial photographs • orthorectified satellite imagery • cadastral database • publicly available datasets • criteria used to assess fitness for purpose of datasets • approved methods to reduce emissions or increase carbon storage • formats used to report to the regulator. <p>Assessment Conditions also address these points: Assessment of skills must take place under the following conditions:</p> <ul style="list-style-type: none"> • physical conditions: <ul style="list-style-type: none"> • skills must be demonstrated in a workplace setting or an environment that accurately represents workplace conditions • resources: <ul style="list-style-type: none"> • GPS tools, approved modelling tools and calculators • specifications: <ul style="list-style-type: none"> • access to legislation, regulations and information about carbon farming methods and markets.

AHCCFP4X2 Identify-opportunities-and-risks-in-carbon-farming-projects

Stakeholder Comments and Identified Issues		Consideration and Action taken
<ul style="list-style-type: none"> Industry WA RTO SA Industry VIC 	2.1 Change wording to 'Estimate total costs of the project'	AHCCFP403 Identify opportunities and risks in carbon farming projects Adopted recommendation
AHCCFP4X2 Increase carbon using vegetation and or agricultural approaches		
<ul style="list-style-type: none"> Industry WA RTO SA Industry VIC 	Recode to AQF 3 Change 2.1 to 1.5. Element 2 seems to be missing. Should there be a co-benefit #2 here as per soil carbon unit?	AHCCFP405 Increase carbon using vegetation and/or agricultural methods. Left at AQF 4 due to knowledge and skills required. Adopted recommendation. Element 2. Identify co-benefits of increasing carbon in the biosphere
AHCCFP5X2 Advise-on-carbon-farming-project-planning-and-implementation		
<ul style="list-style-type: none"> Industry WA 	Add in 4.4 Facilitate sourcing of AFSL 'approved' financial advice	AHCCFP501 Advise on carbon farming project planning and implementation Adopted recommendation. 4.4 Facilitate sourcing of AFSL approved advice

SHG Shearing unit

This unit is the only one from the SHG sector to be validated as per project brief.

AHCSHG406Prepare-shearing-team-wages		
Stakeholder Comments and Identified Issues		Consideration and Action taken
<ul style="list-style-type: none"> Industry NSW RTO NT 	Validated – no change required	N/A

<ul style="list-style-type: none"> RTO/Industry QLD 		
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WHS Work health and safety unit

This unit is outside the scope of the project, however, feedback received during subject matter expert meetings prompted a review, revision and validation of this unit.

Stakeholder Comments and Identified Issues		Consideration and Action taken
AHCWHS501 Manage work health and safety processes		
<ul style="list-style-type: none"> Industry NSW 	add in 'emergency response organisation' to Knowledge Evidence	Adopted recommendation. Added: 'local emergency response organisations.'
<ul style="list-style-type: none"> RTO NT 	Validated – no change required	N/A
<ul style="list-style-type: none"> RTO/Industry QLD 	Validated – no change required	N/A

Summary of validation of skill sets

Agribusiness

The existing skill set AHCSS00030 Farm-Business-Management-Skill-Set was validated along with two new Agribusiness skill sets.

Stakeholder Comments and Identified Issues		Consideration and Action taken
AHCSS00030 Farm-Business-Management-Skill-Set		
<ul style="list-style-type: none"> • RTO/Industry QLD • RTO SA • Industry QLD 	Validated – no change required	N/A
AHCSSXXX12 Farm Business Finances Skill Set		
<ul style="list-style-type: none"> • RTO/Industry QLD • RTO SA • Industry QLD 	Validated – no change required	N/A
AHCSSXXX13 Farm Business Staff Skill Set		
<ul style="list-style-type: none"> • RTO SA 	Validated – no change required	N/A
<ul style="list-style-type: none"> • RTO/Industry QLD 	Validated – no change required Comment: I think this is a good Skill Set	N/A
<ul style="list-style-type: none"> • RTO/Industry QLD 	Validated – no change required	N/A
<ul style="list-style-type: none"> • Industry QLD 	Suggested change to Farm Business Workforce Skill Set. Suggested change to BSBHRM405 - add in 'and contractors' to title.	Adopted recommendation. Code and title now: AHCSS00088 Farm Business Workforce Skill Set Skills Impact are unable to change titles of BSB units of competency as they come under the management of PwC's Skills for Australia.

Stakeholder Comments and Identified Issues		Consideration and Action taken
	Change unit TAED301 Provide work skill instruction - question around training needs and workforce development	However, we have amended the description of the Skill Set to now read: This skill set covers the skills and knowledge to manage the staff employed or contracted to a farm business. Adopted recommendation.

Carbon farming

Stakeholder Comments and Identified Issues		Consideration and Action taken
AHCSS00030 Carbon Farming Services Advisor (CFSA) Skill Set		
• Industry WA	Remove Identify effects of climate change UoC	Adopted recommendation.
AHCSSXXX02 Introduction to Carbon Farming Savanna Burning Skill Set		
• Industry WA	Suggest reducing the 2 streams 'Aboriginal' and 'non-Aboriginal' into a single stream using Aboriginal skill sets for all.	Adopted recommendation. Skill Set now just: AHCSS00081 Introduction to Carbon Farming Savanna Burning Skill Set
AHCSSXXX03 Introduction to Carbon Farming Savanna Burning following Aboriginal Protocols Skill Set		
• Industry WA	Suggest reducing the 2 streams 'Aboriginal' and 'non-Aboriginal' into a single stream using Aboriginal skill sets for all.	Adopted recommendation. Skill Set combined with AHCSS00081 Introduction to Carbon Farming Savanna Burning Skill Set
AHCSSXXX04 Carbon Farming Aerial Savanna Burning Skill Set		
• Industry WA	Suggest reducing the 2 streams 'Aboriginal' and 'non-Aboriginal' into a single stream using Aboriginal skill sets for all.	Adopted recommendation. A Skill Set now just: AHCSS00082 Carbon Farming Aerial Savanna Burning Skill Set

Stakeholder Comments and Identified Issues		Consideration and Action taken
AHCSSXXX05 Carbon Farming Aerial Savanna Burning following Aboriginal Protocols Skill Set		
<ul style="list-style-type: none"> Industry WA 	Suggest reducing the 2 streams 'Aboriginal' and 'non-Aboriginal' into a single stream using Aboriginal skill sets for all.	Adopted recommendation. Skill Set combined with AHCSS00082 Carbon Farming Aerial Savanna Burning Skill Set
AHCSSXXX08 Carbon Farming Vegetation Method Skill Set		
<ul style="list-style-type: none"> Industry WA Industry VIC RTO SA 	Did not receive a signed validation form however, skill set has AHCCFP3X1 Identify the effects of climate change listed for deletion. This was a topic of group discussion and confirmed with developer	<p>Adopted recommendation. AHCSS00084 Carbon Farming Vegetation Method Skill Set</p> <p>Skill Set Requirements:</p> <ul style="list-style-type: none"> AHCCFP402 Prepare to comply with measuring and modelling requirements of a carbon farming methods AHCCFP403 Identify opportunities and risks in carbon farming projects AHCCFP404 Plan a land-based carbon farming project AHCCFP405 Increase carbon using vegetation and/or agricultural approaches FWPFGM5219 Undertake carbon stock sampling of forests and plantations
AHCSSXXX09 Carbon Farming Soil-based Method Skill Set		
<ul style="list-style-type: none"> Industry WA Industry VIC RTO SA 	Did not receive a signed validation form however, skill set has AHCCFP3X1 Identify the effects of climate change listed for deletion. This was a topic of group discussion and confirmed with developer	<p>Adopted recommendation. AHCSS00085 Carbon Farming Soil-based Method Skill Set</p> <p>Skill Set Requirements:</p> <ul style="list-style-type: none"> AHCCFP401 Increase soil organic carbon using land management practices AHCCFP402 Prepare to comply with measuring and modelling requirements of carbon farming methods AHCCFP403 Identify opportunities and risks in carbon farming projects

Stakeholder Comments and Identified Issues		Consideration and Action taken
		<ul style="list-style-type: none"> AHCCFP404 Plan a land-based carbon farming project
<ul style="list-style-type: none"> Industry NSW 	<p>All carbon farming projects require detailed mapping to identify the Carbon Estimation Areas and Excluded Areas. The skills required to divide a property into the appropriate zones that have the potential to sequester soil carbon, based upon slope, water infiltration, groundcover, grazing and cropping programs, green manure crops, compost application and "new irrigation" are considerable. Spacial imaging and reading of satellite mapping should be included using FarmMap4D or similar. This technology was derived from the Spacial Hub CRC and has been commercialised by a number of entities.</p> <p>Additionally, there are interrelationships between the Federal Soil Carbon Methodology and various State based eco credit benefits accruing to farmers and landholders. The old native vegetation carbon credits may not be as profitable for farmers as the biodiversity offset payment arrangements (NSW) and other corresponding programs in other States. It is therefore my submission that the soil carbon and Agribusiness project should incorporate a module to assist farmers in choosing the best option for their land and their pockets.</p>	<p>The new unit of competency AHCCFP404 Plan a land-based carbon farming project addresses this issue.</p> <p>The Application states: This unit of competency describes the skills and knowledge required to plan a carbon farming project based on a land-based project method, to earn carbon credits through any carbon market. The unit applies to individuals who may own or manage land and who wish to participate in an emissions reduction or carbon farming project. The unit may also apply to carbon project advisers.</p> <p>This unit was developed as a result of SMEWG and broad consultation as a way of providing farmers etc. with the skills and knowledge to make informed decisions on this topic.</p>
AHCSSXXX10 Carbon Farming Agricultural Method Skill Set		
<ul style="list-style-type: none"> Industry WA Industry VIC RTO SA 	<p>Did not receive a signed validation form however, skill set has AHCCFP3X1 Identify the effects of climate change listed for deletion. This was a topic of group discussion and confirmed with developer</p>	<p>Adopted recommendation. AHCSS00086 Carbon Farming Agricultural Method Skill Set</p> <p>Skill Set Requirements:</p> <ul style="list-style-type: none"> AHCCFP402 Prepare to comply with measuring and modelling requirements of carbon farming methods AHCCFP403 Identify opportunities and risks in carbon farming projects AHCCFP404 Plan a land-based carbon farming project

Stakeholder Comments and Identified Issues		Consideration and Action taken
		<ul style="list-style-type: none"> AHCCFP405 Increase carbon using vegetation and/or agricultural approaches