

# Carbon & Agribusiness Management Project



## Summary of 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.

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

- The packaging rules of the Agribusiness qualifications have changed to now include core units of competency in all three qualifications
- Two new Agribusiness skill sets
- The inclusion of carbon farming units of competency as electives in Agribusiness qualifications
- The inclusion of volume and/or frequency in Performance Evidence of all units of competency in line with AISC (formerly NSCC) Standards
- The inclusion of Foundation Skills for all units of competency
- The development of units of competency and skill sets in carbon farming that address four main carbon farming methods.

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

The documents are now available to view and validate on the [Skills Impact website](#) until 22 February 2019.

## Summary of feedback on qualifications

### AHC41019 Certificate-IV-in-Agribusiness

In all discussions it was agreed that the inclusion of core units would strengthen the integrity of all three agribusiness qualifications. Core units also limit the variability in delivery and ensure consistent quality outcomes. The number and selection of the core units were considered and consensus reached for both.

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<b>AHC41019 Certificate-IV-in-Agribusiness</b>	
<ul style="list-style-type: none"> <li>RTO/Industry, NSW</li> </ul>	<p>Support the inclusion of the three core units which distinguish this as an Agribusiness qualification not a general agriculture qualification Recommend the following units are included in the named elective pool. <i>AHCORG404 Arrange Selling through community based marketing</i> Reason: There is an expending area of agribusiness where the providence of products is important to the consumer and community based marketing is a developing area of skills and knowledge which can support niche marketing and value adding to agricultural production to a less price sensitive consumer who may be happy to pay more for a product when they know its providence. <i>AHCBIO403 Plan and implement a farm or enterprise biosecurity plan.</i> Reason: Biosecurity in an essential part of a successful farm business. Farm business managers need the skills and knowledge to plan and implement biosecurity across the whole enterprise, farm biosecurity is not just about the movement of plants and animals that can potentially spread pests and diseases it also involves the movement of vehicles, machinery, staff, visitors and farm inputs. Ref: <a href="http://www.farmbiosecurity.com.au/">http://www.farmbiosecurity.com.au/</a> Could be considered as a core unit in the Certificate IV</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHC41019 Certificate-IV-in-Agribusines</b>		
<ul style="list-style-type: none"> <li>RTO/Industry, Qld</li> </ul>	<p>Discussion around packaging rules as extra core units have been added in. First draft proposed 6 core units plus 6 elective units. All agreed there should be 3 core units plus 9 electives. Units to be included as core:</p> <p><i>AHCAGB402 Analyse and interpret production data</i>  <i>AHCAGB403 Keep financial records for primary production business</i>  <i>AHCWHS401 Maintain work health and safety processes</i></p> <p>For the first time, carbon farming units have been proposed to be included as electives. All agreed with this proposal.</p>	<p>Adopted recommendation - first draft proposed 6 core units and validation draft now contains 3. Elective units added (including draft carbon farming units)</p>

### AHC51419 Diploma of Agribusiness Management

In all discussions it was agreed that the inclusion of core units would strengthen the integrity of all three agribusiness qualifications. Core units also limit the variability in delivery and ensure consistent quality outcomes. The number and selection of the core units were considered and consensus reached for both.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHC51419 Diploma of Agribusiness Management</b>		
<ul style="list-style-type: none"> <li>RTO/Industry, WA</li> </ul>	<p>(Core Units ) Supply chain establishment and management is a core element of agribusiness. This appears to be absent from this qualification.</p>	<p>Adopted recommendation - have added <i>BSBPRC504 - Manage a supply chain</i> as an elective. Presently, there is a cross sector project being conducted by another Skills Service Organisation. Units may be available for import in the future. Packaging Rules in this qualification allow for this flexibility.</p>
<ul style="list-style-type: none"> <li>RTO/Industry, Qld</li> </ul>	<p>Discussion around packaging rules as core have been added in for the first time. First draft proposed 5 core units plus 5 elective units. All agreed number of core units should be reduced to four with six elective units. Elective units to be chosen as follows: * At least 3 units from the elective list * Up to 3 units from this or any other endorsed Training Package or Accredited Course. Initially, the proposal was to have 5 units from the elective list and up to 2 units from any other TP or AC.</p>	<p>Adopted recommendation - first draft proposed 5 core units and validation draft now contains 3. Elective units added (including draft carbon farming units)</p>

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution	
<b>AHC51419 Diploma of Agribusiness Management</b>		
	For the first time, carbon farming units have been proposed to be included as electives. All agreed with this proposal.	
<ul style="list-style-type: none"> <li>RTO/Industry SA</li> </ul>	<p>Discussion centred on need for core units. SA RTO have 80 students currently enrolled and felt that <i>AHCBUS501 Manage enterprise staff</i> should not be included as a core unit as most of their students do not and will not be managing staff in the future. All agreed on including <i>AHCAGB501 Develop climate risk management strategies</i> as a core unit and all agreed there should only be 3 core units as a maximum</p>	<p>Adopted recommendation - first draft proposed 5 core units and validation draft now contains 3. Elective units added (including draft carbon farming units)</p>

## AHC60319 Advanced Diploma of Agribusiness Management

In all discussions it was agreed that the inclusion of core units would strengthen the integrity of all three agribusiness qualifications. Core units also limit the variability in delivery and ensure consistent quality outcomes. The number and selection of the core units were considered and consensus reached for both.

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution	
<b>AHC60319 Advanced Diploma of Agribusiness Management</b>		
<ul style="list-style-type: none"> <li>RTO/Industry, WA</li> </ul>	<ul style="list-style-type: none"> <li>(Qualification description -...range of agribusiness management...) - No not 'management' - that is the Diploma. Should be 'leadership or consulting' roles.</li> <li>(Qualification description) -The 'agribusiness field' is usually taken to mean across the supply chain, i.e. it includes processing and distribution. These aspects should be acknowledged.</li> <li>(Qualification description - Job roles and titles...) - Agribusiness advisor or consultant should be here!</li> <li>(Qualification description - Working as agribusiness managers...) - This seems clumsy to me. Why not just say: Agribusiness managers</li> <li>(Qualification description -...together with an emphasis on sustainability.) - Yes sustainability is important but it doesn't fit here. You could put 'with an emphasis on return on investment'.</li> <li>(Core Units) - Supply chain establishment and management is a core element of agribusiness and vital for this qual. This appears to be absent from this qualification.</li> <li>(Core Units) - Where are sustainability and biosecurity addressed in the core (must be core)?</li> </ul>	<p>Most points agreed with and adopted, but <i>AHC BIO403 Plan and implement a farm or enterprise biosecurity plan</i> has been added as an elective and not a core as subsequent feedback received from draft phase agreed it was not required as a core unit. Not all land management involves biosecurity.</p>
<ul style="list-style-type: none"> <li>RTO/Industry, Qld</li> </ul>	<p>Discussion around packaging rules as core have been added in for the first time. First draft proposed 5 core units plus 5 elective units. All agreed number of core units should be reduced to four with six elective units. Elective units to be chosen as follows: * At least 3 units from the elective list * Up to 3 units from this or any other endorsed Training Package or Accredited Course. Initially, the proposal was to have 5 units from the elective list and up to 2 units from any other TP or AC.</p>	<p>Adopted recommendation - first draft proposed 5 core units and validation draft now contains 3. Elective units added (including draft carbon farming units).</p>

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<b>AHC60319 Advanced Diploma of Agribusiness Management</b>	
	<p>For the first time, carbon farming units have been proposed to be included as electives. All agreed with this proposal.</p>
<ul style="list-style-type: none"> <li>• RTO/Industry, Qld</li> </ul>	<p>Discussion around packaging rules as core have been added in for the first time. First draft proposed 6 core units plus 2 elective units. All agreed number of core units should be reduced to four with four elective units.</p> <ul style="list-style-type: none"> <li>• Core units to be removed are: <ul style="list-style-type: none"> <li>○ AHCAGB501 Develop climate risk management strategies</li> <li>○ BSBMGT605 Provide leadership across the organisation</li> </ul> </li> <li>• Units to be changed: <ul style="list-style-type: none"> <li>○ AHCAGB605 Manage business capital to have a name change to Manage financial resources</li> <li>○ AHCBUS608 Manage risk to have a name change to Manage agribusiness risk – this distinguishes this unit from similarly named units in other training packages.</li> </ul> </li> <li>• Elective units to be chosen as follows: <ul style="list-style-type: none"> <li>○ At least 3 units from the elective list</li> <li>○ Up to 1 unit from this or any other endorsed Training Package or Accredited Course. Initially, the proposal was to have 2 units from the elective list and up to 1 unit from any other TP or AC.</li> </ul> </li> </ul> <p>For the first time, carbon farming units have been proposed to be included as electives. All agreed with this proposal.</p>
<ul style="list-style-type: none"> <li>• RTO/Industry SA</li> </ul>	<p>Discussion centred on need for core units. SA RTO have 80 students currently enrolled and felt that AHCBUS501 Manage enterprise staff should not be included as a core unit as most of their students do not and will not be managing staff in the future. All agreed on including AHCAGB501 Develop climate risk management strategies as a core unit and all agreed there should only be 3 core units as a maximum</p>

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<b>AHC60319 Advanced Diploma of Agribusiness Management</b>		
<ul style="list-style-type: none"> <li>RTO/Industry Vic</li> </ul>	<p>I have been advised of some proposed changes to unit and course structures specifically, the Advanced Diploma of Agribusiness Management. I have some concerns around the course structure changes proposed for the Advanced Diploma of Agribusiness Management and specifically regarding the creation of a group of core units that total half the entire program. This would seem to be at odds with the notion of flexibility that I understand is central to the philosophy of the competency-based training and the training packages on which this vocational training relies. It is the view of our committee that the status quo regarding the qualification structure should remain and ask that your organisation reconsiders the proposal to enforce training organisations to respond to course structure that is manifestly inflexible.</p>	<p>Adopted recommendation – the first draft proposed 6 core units and validation draft has been reduced to 3. Elective units added (including draft carbon farming units)</p>

## Summary of feedback on units of competency

### General feedback and issues

A number of emails have been received with regard to the wording of Performance Evidence in some units of competency and specifically, the addition of volume and/or frequency. All emails have now been addressed and a summary is noted below:

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<b>AHCAGB301 Keep-production-records-for-a-primary-production-business</b>	
<ul style="list-style-type: none"> <li>Govt Vic</li> </ul> <p>When I was giving my feedback on the units included in the Agribusiness Carbon Project via the Skills Impact website I noticed a number of changes in terms of the Performance Evidence for units that will likely present delivery issues for RTOs.</p> <p>A number of the updated units require having worked in the job or actually doing the job to be deemed competent. If a student took on the Certificate IV in Agribusiness and happened to have the four level 4 units in the list below they would need to have worked for at least a year in three different roles and then worked for an unspecified time in an e-business. This will present difficulties in the delivery of these units and RTOs designing a pre-vocational Certificate IV in Agribusiness would avoid these units, thus possibly creating skills gaps for graduates by skewing the outcomes of the certificate course (only one core for the Cert IV). My question is – how can you get the job without being qualified for the job in the first place or be required to enrol in training so that you can then qualify for the job you already have? Vocational qualifications are generally designed to prepare students with skills for work in addition to upskilling. The work requirements will likely reduce access for pre-vocational participants.</p> <p>Cert IV units with work requirement include:</p>	<p>The National Skills Standards Council (NSSC) Standards for Training Packages document states:</p> <p>“Assessment Requirements</p> <p>Standard 6: Assessment requirements specify the evidence and required conditions for assessment.</p> <p>Standard 7: Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template.”</p> <p>In the Assessment Requirements Template Performance Evidence requires that it:</p> <ul style="list-style-type: none"> <li>“specifies the required product and process evidence.</li> <li>specifies the frequency and/or volume of product/process evidence.</li> <li>specifies the relationship between the product and process evidence and the performance criteria”</li> </ul> <p>The frequency and/or volume in the performance evidence is a requirement for assessment.</p> <p>There are no requirements for an individual to have already had work experience in the field; however, to be deemed competent an RTO must assess the person over a period of time and/or provide evidence</p>



Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<ul style="list-style-type: none"> <li>• AHCAGB403 Keep financial records for a primary production business – three months minimum record keeping for a primary production business</li> <li>• AHCBUS401 Administer finance, insurance and legal requirements – must have done just that for a business for a minimum of six months</li> <li>• AHCBUS404 Operate within a budget framework - the individual has operated effectively within a budget framework for a period of at least three months</li> <li>• AHCBUS405XX Participate in an e-business supply chain – must have actively participated in an e-business supply chain for one business</li> <li>• AHCBUS501XX Manage staff enterprise requirements - must be evidence that the individual has managed enterprise staff requirements over a production cycle of at least six months</li> </ul> <p>There are a number of higher level business units with Performance Evidence requirements that include experience of actually having done the job. While there would be an assumption that a person would have previous training and/or vocational experience to get these jobs in the first place it would presumably be difficult to put together a full qualification that includes a number of these units. It would be difficult to put together a skilled cohort of students to get a course up and running.</p> <p>Units include:</p> <ul style="list-style-type: none"> <li>• ACBUS510XX Manage finance, insurance and legal requirements- must be evidence that the individual has managed the finance, insurance and legal requirements of at least one business</li> <li>• AHCBUS601XX Manage capital works - must be evidence that the individual has managed at least one capital works project</li> </ul>	<p>of volume, e.g. AHCBUS604XX <i>Design and manage the enterprise quality management system</i> - must have evidence that the individual has designed and managed a quality management system for at least one agricultural or horticultural enterprise.</p> <p>It doesn't necessarily mean that the person must be employed either. The Assessment Conditions state that there will be a requirement whereby:</p> <p>“Assessment of skills must take place under the following conditions:</p> <ul style="list-style-type: none"> <li>• physical conditions: <ul style="list-style-type: none"> <li>o skills must be demonstrated in an environment that accurately represents workplace conditions”</li> </ul> </li> </ul> <p>This statement will be in every unit of competency along with the frequency and/or volume.</p>

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<ul style="list-style-type: none"> <li>• AHCBUS604XX Design and manage the enterprise quality management system - must be evidence that the individual has designed and managed a quality management system for at least one agricultural or horticultural enterprise</li> <li>• AHCBUS605XX Manage human resources - must be evidence that the individual has managed human resources for at least one enterprise</li> <li>• AHCBUS607 Implement a monitoring, evaluation and reporting program - must be evidence that the individual has implemented a monitoring, evaluation and reporting program for at least one enterprise, or enterprise activity</li> <li>• AHCBUS608XX Manage agribusiness risk - must be evidence that the individual has managed at least three significant risks for a land-based enterprise</li> </ul> <p>Am I misinterpreting what is required? Was there a rationale for adding the work evidence requirements for these units?</p>	
<p>I have been in contact with some of the teachers who have been delivering the AGB and BUS units in Victoria. We discussed the wording of the Performance Evidence and the issue of the volume and frequency requirement in Assessment Requirements Template. Most of the discussion was about the Certificate IV level units as they are the ones most frequently delivered by those who participated. The following are main points from the discussion:</p> <p>Teachers were very concerned that the Performance Evidence wording implies that the evidence must be from the workplace. The physical conditions statement is not aligned with this wording and creates confusion and anxiety about an audit situation in the minds of those with the task of delivering the unit.</p>	<p>Email response:</p> <ul style="list-style-type: none"> <li>• In the case of AHCABG403 Keep financial records for primary production business, in the Performance Evidence we have added frequency and moved information about primary production business from the second to last dot point into the leading statement. The PE is stating what the individual must be assessed on to be deemed competent.</li> <li>• The Assessment Conditions specifies any mandatory conditions for assessment, the conditions under which evidence for assessment must be gathered, including any details of equipment and materials, contingencies, specifications, physical conditions, relationships with team members and supervisor, relationship with client/customer, and timeframe. They have been written to ensure they are consistent with the 2012 Standards for Training Packages.</li> </ul>

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<ul style="list-style-type: none"> <li>The Certificate IV is the entry level into agribusiness (are no agribusiness qualifications at the Cert III level). The usual cohort of students are very mixed, ranging from school leavers with and without a farming background, to those with some industry experience in the related retail and merchandising areas. No matter what the background and experience of students, the training has to be in a simulated environment as the financial records of a farming operation or related business are confidential. Confidentiality of operational records is a major barrier to gathering evidence from the workplace. The full range of financial information required would likely not be made available for a student assessment. If the evidence doesn't need to be from an actual workplace and could be from a simulated equivalent then the wording in that section should be clear and align with the physical conditions statement. Units from the Business Services Training Package at the Cert IV and Diploma levels do not include a workplace evidence requirement.</li> </ul> <p>The consensus was the requirement of evidence from the workplace wording be removed or changed for clarity and that the volume and frequency of requirement be included or referred to in another way.</p>	<ul style="list-style-type: none"> <li>The Physical Conditions where the assessment must be demonstrated is in an environment that accurately represents workplace conditions (simulation). There is no requirement for assessments to be carried out in the workplace as the subject matter expert working group identified during the review and development process of these units.</li> </ul>
<ul style="list-style-type: none"> <li>RTO (Vic)</li> </ul> <p>I am wondering whether your involvement in this process of review extending to the changes in wording of some of the BUS and AGB units.</p> <p>This specifically involves the performance evidence that is now has a significantly quantitative element.</p> <p>Hope that you may be able to provide some advice as to where I can direct my concerns</p>	<p>It is a requirement of the 2012 Standards for Training Packages that 'volume and/or frequency' of performance are addressed for assessment, and we won't be able to get the components endorsed without that specification.</p> <p>Feedback from stakeholders, including the Industry Reference Committee members have determined that for these high level agribusiness units there should be a period of time specified for assessment, and they recommend 3 months, 6 months, a production cycle, a financial quarter, etc. – they believe that that type of detail is very appropriate to the AQF level and the tasks covered by the units.</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
		Having said that, the assessment conditions state that assessment can occur in a setting that reflects a real workplace, or in other words, assessment can be simulated. So an assessor could set up an assessment task that includes records that cover that period of time.

## AGB Agribusiness units

All units have been updated to include volume and/or frequency in performance evidence to comply with the *Standards for Training Packages 2012*

All units have been revised and Foundation Skills included in each.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCAGB301 Keep-production-records-for-a-primary-production-business</b>		
• Govt Vic	My comment is that computer-based technology and software should perhaps be digital technology - to cover Apps (Application Software) on mobile phones, tablets etc.	Adopted recommendation. Reviewed and revised to include digital technology.
	Element 4. Maybe include need to establish the location of underground and overhead services/infrastructure/hazards - also property easements. May need permits- need to comply with council, environmental and cultural heritage legislation/regulations	Not adopted because not always applicable, but unit can be contextualised to cover this content.
• Govt (Vic)	(Element 1) delete the word production	Not adopted - the unit specifically refers to production records
	Performance Evidence - If you only have to provide evidence for three of the following purposes, the learner cannot be deemed competent for ALL of element #2 P.C.s. Converge and Edit the P.C's in element 2 to be generic and performed at each phase of a production cycle.	Adopted recommendation. Reviewed and revised Element 2 as suggested

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	<p>(Element 2) Shouldn't this read as 'Collect and maintain primary production business records' and add... " for auditing purposes"</p> <p>The P.C's should really be written generically to accommodate different TYPEs of primary production businesses and to align to the Volume written in the PE.</p> <p>Option could include;</p> <p>2.1 Collect records according to business procedures  2.2 Collate records for analysis and retrieval  2.3 Analyse records for reporting purposes  2.4 Save records in a range of formats</p>	Adopted recommendation. Reviewed and revised Performance Criteria as suggested.
	2.7 Collect and maintain procurement records	Adopted recommendation. Performance criteria reworded and reduced in number
	(Application - 'auditing purposes') Redundant wording as it is a workplace requirement according to workplace procedures.	Adopted recommendation - Application statement has been reworded
<b>AHCAGB401 Plan-and-implement-property-improvement</b>		
• Govt Vic	2.3 - Would the manager be approving the improvement before costs are calculated as in 3.1 and 3.2?	Adopted recommendation - PC moved
	(Performance evidence) shearing sheds, produce storage and treatment (not just grain and fodder)	Adopted recommendation
	Application - The word property in the second line before the word improvements should be deleted	Adopted recommendation
• Govt (Vic)	(PC3.2) isn't this completed at 1.3 and 1.4	Adopted recommendation - Element 3 removed

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	<p>This whole unit , elements and P.C's could be written in a simple project management sequence such as;</p> <p>Element 1 plan to improve property.</p> <p>Element 2. Prepare to improve property.</p> <p>Element 3. Supervise improvement.</p> <p>Element 4. Clean up and review improvement</p>	Not adopted – current sequence relevant to industry advisors
	<p>Apart from P.C 1.3 and 1.5 this unit duplicates a generic BSB unit and therefore does not support recognition and portability of competencies.</p> <p>P.C 1.3 and P.C. 1.5 are not reflected in PE.</p> <p>Consider deleting this unit as it has no "point of difference"</p>	Not adopted. The point of difference is the specificity in the PE (and PE includes 'An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.')
	<p>This unit duplicates UEPOPS507 - Conduct Project Management. Consider deleting AHCAGB401XX and replace with the above to allow for cross sector recognition and portability of skills</p>	Not adopted. The Subject Matter Expert Working Group and industry stakeholders who were involved in the consultation workshops of the first draft of this unit preferred the specificity of the unit in Agribusiness and did not agree a generic BSB unit would be an appropriate replacement.
<ul style="list-style-type: none"> <li>Industry (W.A.)</li> </ul>	<p>I disagree that UEPOPS507 duplicates this Unit. There are similarities but the UEP Unit is not adequate.</p> <p>Also there seems to be little reference to the production requirements and business case for any improvements.</p>	No action required
	<p>Delete word fodder. Grain, fruit and vegetables are also stored.</p>	Adopted recommendation.
	<p>(PC2.4) Need to include development of a budget and estimation of return on investment!!</p>	Adopted recommendation. 2.4 removed
<ul style="list-style-type: none"> <li>RTO (Vic)</li> </ul>	<p>The Unit title (and content) should be Plan and Implement Infrastructure Improvements.</p>	Adopted recommendation - titled updated

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCAGB402 Analyse and interpret production data</b>		
• RTO (W.A.)	Oral communication skills - Unsplit the infinitive. Put effectively at the end of the sentence	Adopted recommendation. Now reads - Presentation skills to communicate production data analysis and conclusions to a group effectively
• Govt (Vic)	(Knowledge evidence) - Legislation etc relating to- would add biosecurity, vegetation and cultural heritage (e.g. Aboriginal Heritage Regulations 2018 in Victoria - can apply to roads and tracks over 100 metres long)	Adopted recommendation - Now reads - current legislation, industry and enterprise codes of practice and quality assurance procedures that impact on production, such as biosecurity, vegetation and cultural heritage
	(Performance evidence) - ...present data from agricultural or horticultural production	Not adopted. Agriculture covered by animal, livestock, crop
• Govt (Vic)	Consider deleting this unit and replacing it with a generic BSB unit to allow portability of skills and knowledge across a range of industry sectors.  Applicable replacement = BSBITU501 - Conduct data analysis.	Not adopted. The Subject Matter Expert Working Group and industry stakeholders who were involved in the consultation workshops of the first draft of this unit preferred the specificity of the unit in Agribusiness and did not agree a generic BSB unit would be an appropriate replacement.
<b>AHCAGB403 Keep financial records for primary production business</b>		
• Govt (Vic)	PC 1.2 Would you design the office? You may want to reconcile what you have against what you need - make some kind of assessment	Adopted recommendation - PC updated to include 'redesign'
	(Performance Evidence) The PCs don't specify purchases - should it be transactions and include expenditure?	Not adopted - transactions include purchases
<b>AHCAGB501 Develop climate-risk-management-strategies</b>		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	(PC2.1) ...for the enterprise location	Adopted recommendation
	(PE) The use of the word presented - does it mean a report or documented presentation or a presentation involving an audience?	Adopted recommendation - updated to read 'presented strategies to stakeholders'
	(Knowledge Evidence (KE) - ...seasonal climate forecasting systems...) - Does this dot point tie in with the first dot point?	Yes, but linked specifically to season
	(KE) - affected by current and predicted climatic variability	Adopted recommendation
	(KE) - climate change impacts at a local or regional level?	Adopted recommendation
	(PC 3.7) Would the preparation and documentation of the strategies always be presented?	Included so that candidate can talk through issues with stakeholder, such as bank/finance advisor
	(KE) - Natural disasters not specifically mentioned in PCs	Adopted recommendation - added to PC1.1
	does the word software cover digital apps?	Adopted recommendation
<b>AHCAGB502 Plan-and-manage-infrastructure-requirements</b>		
<ul style="list-style-type: none"> <li>Industry (W.A.)</li> </ul>	(Unit title) Suggest remove the word 'requirements' and include aspects of infrastructure improvements in content of Unit. Need to embed CI.	Adopted recommendation. Unit title now reads - AHCAGB502 Plan and manage infrastructure
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	(PC2.3) -The best rate may not be the best value for money or effort	Adopted recommendation as a result of workshop - 2.3 Negotiate to obtain infrastructure or componentry at the best rate for the organisation
	(KE) - don't think that the knowledge evidence matches up with the elements and PCs very well Sustainable land management not mentioned in PCs	Adopted recommendation - Sustainable land management removed from Knowledge Evidence



Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	(PE - 2nd dot point) - the construction requirement may present difficulties for delivery by an RTO	Adopted recommendation - dot point updated - planned and sourced requirements for at least one infrastructure improvement
	(PC2.1) - bridge?	Adopted recommendation - PC now reads - 2.1 Identify solutions to bridge the gaps between required and existing infrastructure
	(PC2.2) -Use a cost benefit analysis to determine the preferred solution to infrastructure gaps identified	Adopted recommendation
	(KE - first dot point) not mentioned in the PCs specifically	Not adopted – dot point is mentioned in Element 1
<b>AHCAGB504 Plan production for the whole business</b>		
• Govt (Vic)	(KE) - Soil nutrient cycling and pest control not specified in PCs	Not adopted. Soil nutrient cycling and pest control is covered in 3.5 - Develop organisational policy to determine environmental management of the land, based on land use, prevalent pests and diseases, and the organisation’s goals and vision.
<b>AHCAGB505 Develop-a-whole-farm-plan</b>		
• Govt (Vic)	(PE) - /action plans	Not adopted - the dot point refers to production plans and adding action plans would make it quite difficult to read
	(KE) - Only risk mentioned the PCs relate to soil and fire	Not adopted - weeds and pests also mentioned, business threats, personal threats
	(Application) - water, soil, air, biodiversity including vegetation and wildlife	Recommendation adopted (except for ‘air’) - Application now states: <i>‘This unit of competency describes the skills and knowledge required to develop a whole farm plan. It includes auditing and managing the natural resources (water, soil, biodiversity including vegetation and</i>

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
	<i>wildlife), integrating the management of natural resources with business objectives and production plans.'</i>
(Element 3.) - Is monitor the best word here?	Adopted recommendation - changed to 'address'
(KE) - land classes (as in the PCs) and land capability are two important concepts. Don't need to add for a local area as the concepts can be applied to all agricultural land.	Not adopted. It is important to have specificity in the statement "land usage/capability for local area ..." because the capabilities and land usage in agriculture is too broad to use in the context of Knowledge Evidence
(PC4.3) - and biodiversity	Not adopted. PC 4.3 states <i>"Plan water supply and water management, vegetation and revegetation management, and wildlife management strategies to ensure natural resources are maintained"</i> Biodiversity refers to the range of animal and/or plant life so is not relevant to this performance criteria
(PE First dot point) - Audited, recorded and mapped natural resources, infrastructure and at risk areas	Adopted recommendation
(PC2.7) - not just endangered vegetation species - can cross off the word vegetation - should have rare, threatened or endangered species or vegetation communities	Adopted recommendation
"(PC 4,1) - Generally action plans are developed to ameliorate land degradation issues as well as weed/pest control and the rest.	Adopted recommendation - added 'or action plans'
"(KE) - Critical word biodiversity is missing.	Adopted recommendation
Whole Farm Planning is the process of adaptive farm planning, design and management for the long term. The incorporation of biodiversity values is an important feature of the plan."	Adopted recommendation

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	(PC5.2) - Would this include the plans for future changes to infrastructure?	Not adopted. PC can be contextualised to include future changes to infrastructure, but there is already a unit <i>AHCAGB502 Plan and manage infrastructure</i> that focuses on infrastructure specifically.
<b>AHCAGB508 Improve-agricultural-sustainability-using-renewable-energy-and-recycle-systems</b>		
• Govt (Vic)	(Element 2) - Greenhouse gas is not mentioned in the PCs	Adopted recommendation
	(PE) - Requiring the implementation can be a barrier to delivery of this unit in some circumstances. Often case studies are used for training.	Not adopted. Performance Evidence can be simulated and would allow for case studies as is already the case. In the assessment conditions this flexibility has already been built in.
	(PC3.3) - Not sure how you can identify unplanned events until afterwards. These statements make the delivery of the unit a challenge when an unplanned event may not have occurred	Adopted recommendation. PC removed
<b>AHCAGB509 Select-and-implement-a-GIS-for-sustainable-agricultural-systems</b>		
• Govt (Vic)	Just a general comment that this unit could be rewritten so that it can apply to land management generally, not just agriculture. GIS is used by many organisations for mapping. There are many applications in Horticulture and Conservation and Land Management.	Agreed. Yes. There are other units about using GIS systems, too. The PE that relates to managing yield, soil health, erosion, pests, weeds etc. is useful.
<b>AHCAGB510 Implement-the-introduction-of-biotechnology-into-the-production-system</b>		
• Govt (Vic)	(KE) -The word community is in the PCs but would like to see the farmers and community concerns as a PC	Not adopted. Covered across the Elements and PCs

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	(PE) - The audit would identify risk - would you need to include the risk management strategies here?	Adopted recommendation. PE evidence currently states “conduct a risk management audit before and after the introduction of biotechnology products” and now states “conducted an audit before and after the introduction of biotechnology products to identify if risk management strategies are appropriate”
	(KE) - hazardous substances not mentioned in PCs	Adopted recommendation. - removed from KE
	(KE) -Didn't see TQMS in the PCs	Adopted recommendation. - TQMS changed to quality management system
<b>AHCAGB511 Develop-and-manage-a-plan-for-sustainable-production</b>		
<ul style="list-style-type: none"> <li>Industry (W.A.)</li> </ul>	<p>(Overall unit comment) - Sustainable production is not just limited to organic, biodynamic, biological farming. A farm can be sustainable without being any of these. Sustainable agriculture is an integrated system of plant and animal production practices having a site-specific application that will last over the long term", for example to satisfy human food and fibre needs, to enhance environmental quality and the natural resource base upon which the agricultural economy depends, to make the most efficient use of non-renewable and on-farm resources and integrate natural biological cycles and controls, to sustain the economic viability of farm operations, and to enhance the quality of life for farmers and society as a whole.</p> <p>Also the latest term is regenerative farming and this should be included here.</p>	Adopted recommendation. Also consistent with feedback from Sydney workshop.
<b>AHCAGB603 Manage the production system</b>		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> <li>RTO (Vic)</li> </ul>	<p>(Application - first sentence) Sorry but this sentence needs rewording. Perhaps try; ....production system and includes alignment with business goals, the enterprise strategic plan and sustainability</p>	<p>Adopted recommendation - sentence updated to <i>“This unit of competency describes the skills and knowledge required to manage the production system and includes alignment with business goals, the enterprise strategic plan and sustainability.”</i></p>

## BIO Biosecurity units

This unit is outside of the scope of the Carbon farming and Agribusiness project. However, from feedback received, it has now been included as an elective unit in AHC41019 Certificate IV in Agribusiness.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCBIO403 Plan and implement a farm or enterprise biosecurity plan</b>		
<ul style="list-style-type: none"> <li>Industry (NSW)</li> </ul>	<p>Biosecurity in an essential part of a successful farm business. Farm business managers need the skills and knowledge to plan and implement biosecurity across the whole enterprise, farm biosecurity is not just about the movement of plants and animals that can potentially spread pests and diseases it also involves the movement of vehicles, machinery, staff, visitors and farm inputs.</p> <p>Ref: <a href="http://www.farmbiosecurity.com.au/">http://www.farmbiosecurity.com.au/</a></p>	<p>Adopted recommendation - added to AHC41019 Cert IV in Agribusiness as an elective. Unit also added to AHC51419 Diploma of Agribusiness Management as an elective.</p>

## BUS Business units

All units have been updated to include volume and/or frequency in performance evidence to comply with the *Standards for Training Packages 2012*

All units have been revised and Foundation Skills included in each.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCBUS401 Administer-finance-insurance-and-legal-requirements</b>		
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	<p>The requirement for a minimum of six months on the job presents difficulties for delivery of training by RTOs - may render the unit undeliverable in some circumstances</p>	<p>Not adopted - the times are about ensuring production cycles/seasonal activity is addressed. The assessment does not have to be on-the-job as it can be simulated as identified in the assessment conditions which therefore can include records that cover this period of time.</p>
<b>AHCBUS404 Operate-within-a-budget-framework</b>		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	<p>This requirement (three months on the job) will make this unit undeliverable for some RTO's. Why has this been included? It is not a requirement for budgets in similar units in other TPs</p>	<p>Not adopted - the times are about ensuring production cycles/seasonal activity is addressed. The assessment can be simulated to include records that cover this period so is not a requirement to manage a budget in an actual workplace</p>
<ul style="list-style-type: none"> <li>RTO (Vic)</li> </ul>	<p>The concerns relate to the change in the Performance Evidence requiring a student to have operated effectively within a budget framework for a minimum of three months. This addition will make this unit undeliverable for the majority of students entering at a Certificate IV level.</p> <p>The issues are:</p> <ul style="list-style-type: none"> <li>The majority of students undertaking a Certificate IV would not have the capacity or ability within their workplace to gain three months experience in operating within a budget framework and if they had this experience why would they be undertaking this unit?</li> <li>How can the RTO gain the appropriate evidence to meet the performance Evidence if for instance the student was had a number of employers – is the RTO required to get letters from each employer to satisfy the three month rule.</li> <li>I am not aware of any other unit that has such a pre-requisite at a Certificate IV level.</li> </ul> <p>This is a really important unit for Certificate IV students, however if the changes as described are implemented, RTO's will not offer this unit as it will cause huge compliance issues into the future and student will be disadvantaged.</p> <p>By way of background, I am also a Trainer and Assessor for this unit and have been delivering it for three years to students in our Certificate IV in Agriculture, so have first hand</p>	<p>The National Skills Standards Council (NSSC) Standards for Training Packages document states:</p> <p>“Assessment Requirements</p> <p>Standard 6: Assessment requirements specify the evidence and required conditions for assessment.</p> <p>Standard 7: Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template.”</p> <p>In the Assessment Requirements Template, Performance Evidence requires that it:</p> <ul style="list-style-type: none"> <li>“specifies the required product and process evidence.</li> <li>specifies the frequency and/or volume of product/process evidence.</li> <li>specifies the relationship between the product and process evidence and the performance criteria”</li> </ul> <p>The frequency and/or volume in the performance evidence is a requirement for assessment. There are no requirements for an individual to have already had work experience in the field, be employed or be assessed in a workplace; however, to be deemed competent an RTO must assess the individual over a period of time and/or provide evidence of volume, e.g. <i>AHCBUS404 Operate within a budget framework</i> – “has operated effectively within a budget framework for a period of at least three months (a financial quarter)”. In this instance, the assessment should be about how an individual would operate within a framework over a financial quarter using the dot points below this statement. The volume (financial quarter) decision was arrived at through nationwide consultation with industry.</p>

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<p>experience in the unit and the student cohort undertaking this unit.</p> <p>For a positive outcome for students I would ask that this clause be removed.</p>	<p>The Performance Evidence is stating what tasks the individual must perform competently as a requirement for assessment. The Assessment Conditions specifies any mandatory conditions for assessment, the conditions under which evidence for assessment must be gathered, including any details of equipment and materials, contingencies, specifications, physical conditions, relationships with team members and supervisor, relationship with client/customer, and timeframe.</p> <p>If you look at the Assessment Conditions in the same document, there is a requirement:</p> <p>“Assessment of skills must take place under the following conditions:</p> <ul style="list-style-type: none"> <li>• physical conditions: <ul style="list-style-type: none"> <li>o skills must be demonstrated in an environment that accurately represents workplace conditions”</li> </ul> </li> </ul> <p>The Physical Conditions where the assessment must be demonstrated is in an environment that accurately represents workplace conditions (in other words simulation).</p> <p>The current version of the unit’s Performance Evidence states “The candidate must be assessed on their ability to integrate and apply the performance requirements of this unit in a workplace setting. Performance must be demonstrated consistently over time and in a suitable range of contexts.” The Assessment Conditions also state: “Competency is to be assessed in the workplace or simulated environment that accurately reflects performance in a real workplace setting.”</p> <p>If you compare the wording of each version, they are very similar but as stated, units of competency are now required to be more specific in frequency and/or volume. Apart from physical conditions in the new version, the term ‘workplace’ has also been removed from any of the Assessment Requirements.</p>

AHCBUS405 Participate-in-an-e-business-supply-chain



Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	<p>Requiring someone to work in a job to be deemed competent makes the delivery of training problematic as employers would prefer that an employee has been trained for the job. This requirement promotes volunteer labour.</p>	<p>Not adopted - the assessment could be simulated. RTOs need to ensure that assessment accurately reflects real work.</p>
<b>AHCBUS501 Manage-enterprise-staff-requirements</b>		
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	<p>(Application - ...manage staff who work in both operational and strategic roles.) - exclusively?</p>	<p>Not adopted - the unit covers both</p>
<b>AHCBUS510 Manage-finance-insurance-and-legal-requirements</b>		
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	<p>Only someone who has done the job can undertake this unit. May not get a job without training in the first place.</p>	<p>Not adopted - the assessment could be simulated using business records</p>
<b>AHCBUS601 Manage-capital-works</b>		
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	<p>Same comment - can only undertake this unit during or after the fact but not before</p>	<p>Not adopted - the assessment could be simulated (and as a Diploma unit, it will take some effort to set that up)</p>

## CFP Carbon farming units

Following extensive consultation, new units have been developed following the four main carbon farming methods of - vegetation, savanna burning, agricultural and soil carbon.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCCFP3X1 Identify the effects of climate change</b>		
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	(PC2.2) - Rate of movement - active and inactive storage pools	Not adopted. The application of this unit is intended to be introductory
	(PE - First dot point) - effects on what? Vague point- needs to relate to something - agriculture, horticulture, natural systems?	Not adopted. The dot point finishes with 'on a designated site' so it is left open so that any of the suggestions could be addressed
	(Element 1.) - should this be cause rather than effects considering the PCs? Maybe consider the effect of greenhouse gases in the atmosphere on climate	Adopted recommendation – title of unit updated
	(PC3.2) - nitrous oxide does not have carbon but how is it related to the carbon cycle?	Not adopted - nitrous oxide is a greenhouse gas emission
	(Element 2.) - Suggest - Consider or describe the carbon cycle in an agricultural system as the element and adjust the PCs.	Not adopted - The unit intent is more than just about agricultural systems
	(PC1.1) - The effects on what?	Adopted recommendation - added 'on the environment'
<b>AHCCFP3X2 Carry-out-controlled-low-temperature-burning</b>		
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	(PC1.1) - role of	Adopted recommendation, but this unit will now be replaced with <i>PUAFIR412 Conduct simple prescribed burns</i> unit.
	I think you could merge 1.2 and 1.3 and simplify to Describe the effect of fire temperature on the landscape	Adopted recommendation, but this unit will now be replaced with <i>PUAFIR412 Conduct simple prescribed burns</i> unit.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	(PC1.5) - Control burns planning protocols are different in each state?	Adopted recommendation, but this unit will now be replaced with <i>PUAFIR412 Conduct simple prescribed burns</i> unit.
	Question - who is allowed to plan controlled burns? Does a person have to have a certain level of training in wildfire behaviour and suppression? If there was a requirement would that render this unit undeliverable	At present there is no formal requirement. Unit is to be replaced with <i>PUAFIR412 Conduct simple prescribed burns</i> unit based on further consultation.
<b>AHCCFP4X1 Increase soil organic carbon</b>		
• Govt (Vic)	(PC4.1) - I would have thought that you would need to investigate and measure the soil carbon to work out what you have got and whether there is potential for improvement prior to the planning and implementation	The point of this unit is to have an informal approach, not follow a specific carbon farming method
	(KE First dot point? Not sure) - This needs to be more explicit in the PC (element 1)	Not adopted - PC 1.5 covers the required performance evidence
	(KE last dot point) - soil subsidies not mentioned in PCs	Adopted recommendation - removed
	(KE) - Does 'opportunities' equal benefit and co-benefit mentioned in the PCs?	Adopted recommendation
	(PC 4.4) - Monitoring soil would not in itself maintain soil health - maybe monitor and maintain?	Adopted recommendation
	(KE - dot point reads 'approved methods for soil-based carbon farming projects) - Could this dot point be an example for three dot points above	Not adopted - approved methods are different - they are formally approved by the fund for a project to proceed

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCCFP4X2 Identify-opportunities-and-risks-in-carbon-farming-projects</b>		
• Industry (W.A.)	(PC 2.1) investment,	Adopted recommendation
	(PC 4.3) and make recommendations that provide options.	Adopted recommendation
	(PC 4.3) not 'a stakeholder' - which implies perhaps the owner', but 'stakeholders' which implies a broader constituency.	Adopted recommendation
	(PC 2.1) not just 'start' - undertake	Adopted recommendation
	(PC 3.1) Identify stakeholders and consultation processes	Adopted recommendation - added PC
<b>AHCCFP4X3 Plan-an-ERF-land-based-carbon-farming-project</b>		
• Industry (W.A.)	(Element 1) is 'research' a better word? (instead of planning)	Adopted recommendation
	(Element 1) Extra PC? Undertake preliminary cost-benefit analysis (or return on investment analysis)?	Adopted recommendation
	(PC4.2) Project Owner/s? This person the proponent.	Adopted recommendation
	(Element 3) Prepare return on investment (or cost benefit) analysis.	Adopted recommendation
• Govt (Vic)	(Element 2) - Does an ERF plan need to be documented? Does the plan need to be approved?	Adopted recommendation - and document' added to Element 2

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<ul style="list-style-type: none"> <li>Industry (Qld)</li> </ul>	<p>Consultation workshop feedback - recommended this unit be combined with non ERF as most requirements are the same.</p>	<p>Adopted recommendation - <i>AHCCFP4X4 Plan a land-based carbon farming project</i> has now combined both units of competency and <i>AHCCFP4X3 Plan-an-ERF-land-based-carbon-farming-project</i> will no longer be developed further because of this combination</p>
<b>AHCCFP4X4 Plan-a-non-ERF-land-based-carbon-farming-project</b>		
<ul style="list-style-type: none"> <li>Govt (Vic)</li> </ul>	<p>(PC2.4) - Does the plan need to be documented?</p>	<p>Adopted recommendation- 'and document' added to Element 2</p>
<ul style="list-style-type: none"> <li>Industry (Qld)</li> </ul>	<p>Consultation workshop feedback - recommended this unit be combined with non ERF as most requirements are the same.</p>	<p>Adopted recommendation - <i>AHCCFP4X4 Plan-a-non-ERF-land-based-carbon-farming-project</i> is now known as <i>AHCCFP4X4 Plan a land-based carbon farming project</i> has now combined both units of competency and <i>AHCCFP4X3 Plan-an-ERF-land-based-carbon-farming-project</i> will no longer be developed further because of this combination</p>
<b>AHCCFP5X1 Comply-with-measuring-and-modelling-requirement</b>		
Govt (Vic)	<p>(KE) - soil sampling techniques?</p>	<p>Not adopted - Unit has been updated so the focus is not solely on soil</p>
	<p>(PC3.2) - Would you need to record and store the GPS information for later retrieval?</p>	<p>Adopted recommendation- - PC 3.3 updated to begin 'Input and save data'</p>
Industry (Qld)	<p>Consultation workshop feedback - recommended this unit not concentrate solely on soil and include all methods</p>	<p>Adopted recommendation-</p>
<b>AHCCFP5X2 Advise-on-carbon-farming-project-planning-and-implementation</b>		

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
Government (NSW)	(Application of Unit) Methods are constantly evolving and over time, it may be possible for individuals to demonstrate a net reduction in emissions using a 'tax return' approach (accounting for emissions across different enterprises), rather than showing that they have made a specific practice change. Farm Gas is a tool that could be used to underpin this purpose over time. Why one sequestration and one avoidance method. Wouldn't it be sufficient to show that they had e.g. reduced numbers of a particular class of livestock (i.e. mitigation but not abatement)?
	Adopted recommendation- -comment greatly appreciated
	(PC 1.7) There is significant opportunity to accredit assessors. Then the application of specific methodologies becomes less important. In some instances, e.g. changed fertiliser use, it may be sufficient to present fertiliser purchase receipts. In other instances, assessment will be complex, e.g. testing of soil carbon levels. The time period for which the activity (or the C change) needs to be sustained needs to be taken onto account. Otherwise, there can be cycling from high to low emissions, with credits received at the low points.
	Adopted recommendation - comment greatly appreciated
	(All Elements) There is a significant pieces of work required in writing procedures about required measurements and record keeping. Availability of this material will be critical to the success of the ERF. It will also stop/reduce perverse outcomes, such as farmers dropping production levels, just to obtain a credit. By encouraging or retaining woody weeds, carbon can be sequestered but then productivity is lost. The same risk applies to livestock number methodologies. However, if implemented properly, success is likely.
	Adopted recommendation- comment greatly appreciated
	( PE) I'd avoid 'carbon farming' now that the ERF has replaced the CFI. Carbon is a good thing but too often, there is talk about wanting 'carbon reduction' when what is meant is CO2 emissions reduction. I suggest a focus on 'GHG emissions reduction' which includes methane, etc. plus some discussion
	Not adopted, on the basis that the project focuses on carbon farming

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<p>around abatement. The main focus should be on reducing emissions. Whether there is an offset somewhere else is just one mechanism. There are genetic traits that can be built into livestock systems that reduce methane and increase productivity. So, buying bulls and rams with those genetics should be covered, creating a market pull. Examples such as these need to be options, whether or not a specific meth is present at the time. The competencies need to be robust over the long term and accommodate short-term fluctuation in what individual industry sectors negotiate for being in or out of the ERF. The competencies need to be broad, with different forms of reward attached for methods within and outside the ERF. Potentially, these competencies could underpin a claim for market access or a higher commodity price, not just a 'carbon price' payment. Growers supplying canola into the EU receive a price premium while the industry is below an emissions threshold. The same is likely to apply to individuals/co-ops over time for an array of commodities.</p>	
<p>(Overall Comment) Generally, good coverage of a range of practical issues involved in rolling out training. It seems as though there needs to be competencies to accredit auditors i.e. train the trainer - and also competencies so that individual farmers can be training, both for awareness and if they want to submit their own applications - either under the ERF or through other 'schemes' some of which are international, e.g. Environmental Product Declarations.</p>	<p>Adopted recommendation- overall comment greatly appreciated</p>

## ORG Organic Production unit

This unit are outside of the scope of the Carbon farming and Agribusiness project. However, from feedback received, it has now been included as elective units in AHC41019 Certificate IV in Agribusiness and Diploma of Agribusiness Management respectively.

AHCORG404 Arrange selling through community based marketing		
Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (NSW)	Recommend the following units are included in the named elective pool. There is an expending area of agribusiness where the providence of products is important to the consumer and community based marketing is a developing area of skills and knowledge which can support niche marketing and value adding to agricultural production to a less price sensitive consumer who may be happy to pay more for a product when they know its providence.	Adopted recommendation - This unit is outside of the scope of the Carbon farming and Agribusiness project. However, it has now been included as an elective unit in <i>AHC41019 Certificate IV in Agribusiness</i> .
AHCORG504 Develop and manage a community based marketing supply chain		
Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry (NSW)	Recommend the following units are included in the named elective pool. There is an expending area of agribusiness where the providence of products is important to the consumer and community based marketing is a developing area of skills and knowledge which can support niche marketing and value adding to agricultural production to a less price sensitive consumer who may be happy to pay more for a product when they know its providence.	Adopted recommendation - This unit is outside of the scope of the Carbon farming and Agribusiness project. However, it has now been included as an elective unit in <i>AHC51419 Diploma of Agribusiness Management</i> .



## SHG Shearing unit

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

AHCSHG406Prepare-shearing-team-wages		
Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry assoc. (WA)	It seems to me that preparing wages (or payroll) is a generic business skill/task. Yes shearers are usually partially paid by performance but so are many other horticultural roles (at least). I can't see the need for this specific Unit when a generic (cross TP) Unit would more than suffice (eg: BSBFIA302).	Not adopted. Comment from stakeholder: Unit is included in <i>AHC42216 Cert IV in Shearing Contracting</i> . The review and incorporation of this industry specific unit was supported by two industry associations via email. It was then considered that the BSB unit was too generic and would not ensure that specific industry relevant skills and knowledge would be achieved by completing the generic unit.
Govt (Vic)	This P.C does not explain why only what. Also how can 1.3 be assessed by someone demonstrating achievement across multiple sheds	Adopted recommendation. PC 1.6 now states <i>Maintain staff injury records</i> and 1.3 states <i>Arrange employment agreements for staff</i>
	Surely there would be numeracy as a foundation skill to keep records	Not adopted. Numeracy tasks explicit in PCs. E.g. <i>PC1.4 Ensure number and type of sheep shorn is recorded accurately</i> and <i>PC 2.3 Calculate gross earnings for each employee</i> and <i>PC 3.1 Calculate taxation deductions</i>
RTO (NSW)	I was involved in the previous update of this unit in 2015 and facilitated an industry reference group for the Shearing and Wool Classing qualifications.  It would be useful to contact the below people from the shearing and wool classing sector to look at this unit as they may have not been alerted to it as it is part of a carbon farming agribusiness project.	Adopted recommendation - industry association representatives contacted and feedback provided.
Govt (Vic)	(overall comment) - Agree with other comment - not really aware of how shearers wages would be very different to other piece rate worker wages	Not adopted. Comment from stakeholder: Unit is included in <i>AHC42216 Cert IV in Shearing Contracting</i> . The review and incorporation of this industry specific unit was supported by two industry associations. It was considered that the BSB unit was too

		generic and would not ensure that specific industry relevant skills and knowledge could be achieved by completing the generic unit.
Industry Assoc (NSW)	<p>Some feedback for the discussion</p> <p>Payroll is a complicated and nuanced process. Unless you are very competent and experienced, not many shearing contractors are going to expect their staff to do the actual paying of payroll given that mistakes are obviously costly. Further to this, now with the Fed Gov's 'One-touch Payroll' requirements, is exacerbating the situation further.</p> <p>Any staff that would be assisting in this payroll process would really be responsible for recording that number of sheep / shorn or crutched by the each shearer, the runs worked by shed staff and any additional elements around 'mess', 'vehicle', 'travel allowances' and so on. In Summary they would be responsible for data collection but not necessarily for the actual payment process, which would also needs to include reporting and remitting PAGW Tax, SGC (super) and possibly payroll tax in some cases.</p> <p>I hope this helps</p>	All comments adopted. Follow up question to be considered... should unit be titled 'Assist with preparation of shearing team wages'?
Industry Association (NATIONAL)	<p>I have just changed some of the terminology.</p> <p>Also included that the wages should be calculated for three different employment categories, eg piece work , daily , per run, per fleece, etc</p> <p>Essentially the unit is satisfactory as it is now,</p> <p>Think the staff injury register is necessary inclusion.</p>	All comments adopted

## 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 and revision of this unit.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCWHS501 Manage work health and safety processes</b>		
RTO (NSW)	<p>Of particular concern in AHCWHS501 – this unit is on steroids. See key comments below.</p> <p>Comments and concerns</p> <ul style="list-style-type: none"> <li>• Complexity. This unit has 35 performance criteria. When compared to other units in the AHC package this is more than double. This unit appears to be the equivalent of 3 BSBWHS units</li> <li>• Language. The unit uses the terminology business plan, program, system, procedures and policies in a way that does not reflect industry best WHS practice. It also uses the terminology ‘interim control’ measures which is contrary to the Safe Work Australia Code of Practice – How to manage work health and safety risks</li> <li>• Risk Management. 17 or the 35 performance criteria relate to risk management. This needs to be streamlined and the number of criteria reduced.</li> <li>• Completeness. The unit covers some of the key elements of a WHS management system – but not all. Whilst it covers planning for hazardous events it does not cover injury management and return to work obligations.</li> </ul> <p>Happy to get this on your list and I am more than keen to participate in future discussions on how to improve this unit..</p>	Recommendations adopted - unit has been reviewed and revised
	(PC1.1) What is a safety business plan? This term is ambiguous. It would be better to ask for the development of a safety management plan. This is a document that essential	Recommendations adopted - unit has been reviewed and revised

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<p>describes the safety processes used ie the system. For an example of a safety management plan template see</p> <p>This would align the language in this PC with BSBWHS506</p>	
<p>PC 1.4) By design a safety system includes procedures. Does it need to be mentioned individually here</p>	<p>Recommendations adopted - unit has been reviewed and revised</p>
<p>Element 3. Title is missing the risk control and review piece. Suggest element is named Establish and maintain procedures for managing work health and safety risks</p>	<p>Recommendations adopted - unit has been reviewed and revised</p>
<p>(PC3.4) In the context of safety risk management - hazard ID is part of the process. Suggest:</p> <p>Address work health and safety hazards and risks at the planning</p>	<p>Recommendations adopted - unit has been reviewed and revised</p>
<p>(PC 3.5) Old terminology - industry uses the term 'incident'. Suggest Investigate, record and report incident and dangerous occurrences in accordance with legal requirements and enterprise procedures. Dangerous occurrences and serious injuries must be reported to the regulator</p> <p>What is missing is a PC on injury management and return to work. These are legal requirements under Workers Compensation Act/Regulation. May not fit in this element</p>	<p>Recommendations adopted - unit has been reviewed and revised</p>
<p>(PC 4.1) Anyone who visits a workplace should have a level of induction</p>	<p>Recommendations adopted - unit has been reviewed and revised</p>
<p>(PC 5.4) Program or system? What is the meaning of program? Do we want them to develop a system or program or both? Could streamline here</p>	<p>Recommendations adopted - unit has been reviewed and revised</p>
<p>(PC 6.1) Policies, procedures and programs are collectively the system. Suggest Assess the effectiveness of the health and safety system according.....</p>	<p>Recommendations adopted - unit has been reviewed and revised</p>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
	Element 3. Title is missing the risk control and review piece. Suggest element is named Establish and maintain procedures for managing work health and safety risks	Recommendations adopted - unit has been reviewed and revised
	It is interesting to compare the language of AHCWHS501 to similar units in the BSBWHS package such as BSBWHS507 and BSBWHS507. In the BSB package words such as assist, contribute to, facilitate are used in the PC. In the BSB context the work is being monitored by a safety manager, whilst in AHCWHS501 the language is develop, establish etc. which is what is required in agriculture. This means that you could not make a direct substitution of BSBWHS506 or BSBWHS507 in lieu of AHCWHS501.  See AHCBUS501 - big overlap on safety re element 3 Implement work health and safety priorities. It would be good if AHCBUS501 was constrained to HR.  See AHCBUS605 - big overlap on safety again. Element 7. Implement work health and safety priorities and procedures. It would be good if this unit was constrained to HR.	Recommendations adopted - unit has been reviewed and revised
	PE change hazardous events to Emergency events - to match changed PC	Recommendations adopted - unit has been reviewed and revised
RTO (W.A.)	(General comment) (Element 2.) - Whilst this may be the role of any appointed HSC, it is also a valid (very) responsibility of managers of organisations.	Not adopted - agree this is also the role of HSC and in line with Safe Work COP. Wording of Element 2 remains the same
	(General comment) - (This is an issue across most if not all WHS Units). This Unit may or may not be limited to WHS issues. There are issues that should be included in such core units, eg bullying and harassment and this should be made clear.	Recommendations adopted - 'requirements of workplace discrimination, harassment and bullying legislation' added to KE
RTO (NSW)	Recommend that the deletion of Element 6 Plan and manage procedures for dealing with hazardous events be reconsidered.	Recommendations adopted - however, this is now Element 4 as a number of performance criteria have been removed and elements

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<p>The current element was designed to specifically address emergency events including bush fires, floods, droughts and disease outbreaks which present unique WHS challenges to rural and remote agricultural enterprises. There may be a need to review the name of the Element and the PC's</p>	<p>have been rearranged following feedback from subject matter expert meeting in N.S.W.</p>
<p>Govt (Vic)</p> <p>Clearly is ambiguous.</p> <p>This is a legislative requirement aligned to WHS Act 77 (b) and unless you are an elected HSR or member of the HSC you would not be able to fulfil this.</p> <p>This Unit is basically explaining the duties and role of a HSR, who is required to be trained by an approved provider determined by the WHS/OHS regulator</p> <p>This unit duplicates existing BSBWHS. BSBWHS506</p> <p>Procure rather than seek, you might seek but not procure, so then you cannot allocate</p>	<p>Not adopted. Unit has been revised and reworked and now clarifies the legislation and when it is required.</p> <p>'Clearly' is used to add strength to the statement i.e. 'clearly define' to avoid ambiguity.</p> <p>Current Unit Application states: <i>"This unit applies to managers working in a range of contexts who have, or are likely to have responsibility for WHS as part of their broader management role. It is relevant for people with obligations under WHS legislation, for example persons conducting a business or undertaking (PCBUs) or officers, as defined by relevant legislation."</i></p> <p>Following feedback from NSW, Vic and W.A. the entire unit has been reworked. The Application of the unit now states: <i>'This unit applies to individuals who develop and implement systems to manage health and safety in the workplace. In this role, individuals analyse information and exercise judgement to complete a range of advanced, skilled activities.'</i></p> <p>The unit is now more generic to accommodate those who may or may not be a HSR. HSRs do not require training unless they specifically ask for it.</p> <p><i>BSBWHS506 Contribute to developing, implementing and maintaining WHS management systems</i> relates to the management system in a workplace and not the processes as defined in this unit.</p> <p>The word 'seek' is used in the context of 'research' rather than procure.</p>
<p>Govt (Vic)</p> <p>(PE) - Have to have done the job prior to doing the unit?</p>	<p>Not adopted. The performance evidence may be simulated and this is stipulated in the assessment conditions.</p>

Stakeholder Comments and Identified Issues	Consideration and Proposed Resolution
<b>RIIHAN309E Conduct telescopic materials handler operations</b>	
<p>RTO (NSW)</p> <p>Email to request the importation of the unit RIIHAN309E - Conduct telescopic materials handler operations into the AHC Training Package This unit sits within the Resources and Infrastructure Industry Training Package and is similar to a number of other RII units currently imported into AHC. Tocal College is receiving demand for training in Telescopic Handler operation across a number of sectors which reflects to strong uptake of these machines in farm and related operations. Telescopic Handlers are now in common use in:</p> <ul style="list-style-type: none"> <li>• Haymaking and handling</li> <li>• Silage making</li> <li>• Cotton production</li> <li>• Grain production</li> <li>• Dairy production</li> </ul> <p>These Industry sectors are interested in training in Telescopic Handler operation as these machines are in common use and are a potential risk even though they are not categorised as high risk like forklifts.</p> <p>We currently have strong demand for training in this field from the cotton and grains industry under the NSW funded AgSkilled training program where Telescopic Handlers are used for handling cotton modules, grain and bulk fertiliser. We also currently a specific program request for training for the saleyards industry where Telescopic Handlers are used for handling hay. We would prefer to deliver training under this specific unit rather than use the unit AHCMOM207 Conduct front-end loader operations which is the best fit currently within the AHC Training Package.</p>	<p>Not adopted. Specific feedback was gathered on the addition of this unit to the Cert IV elective bank. The consensus was that it belongs in the Cert IV in Agriculture. If a practical/task based unit was added to this qualification there are streams of others that should be added. Due to the flexible packaging rules, this unit can be imported if it is required.</p>

## Summary of feedback on skill sets

### Agribusiness

The existing skill set AHCSS00030 Farm-Business-Management-Skill-Set was reviewed and received little feedback.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCSS00030 Farm-Business-Management-Skill-Set</b>		
Govt (Vic)	(Description typo) to...plan and manage a farm business and the associated risks	Recommendations adopted - skill set has been reviewed and revised

### Carbon farming

Extensive consultation was conducted nationally with regard to the development of Carbon farming skill sets. As a result of the consultation the following skill sets have been developed using new carbon farming units and existing units from several training packages including ACLM Agriculture, Horticulture and Conservation and Land Management training package, LGA04 Local Government Training Package, FNS Financial Services Training Package, PUA12 Public Safety Training Package

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCSS00030 Carbon Farming Services Advisor (CFSA) Skill Set</b>		
Industry, NATIONAL	Discussion centred on the need for a skill set specifically designed for consultants and advisors who provide guidance and advice on the establishment of a carbon farming projects to generate carbon credits. It also applies to carbon farming project managers.	Recommendations adopted - skill set has been developed as follows: <ul style="list-style-type: none"> <li>• AHCCFP3X1 Identify the effects of climate change</li> <li>• AHCCFP4X2 Identify opportunities and risks in carbon farming projects</li> <li>• AHCCFP4X4 Plan a land-based carbon farming project</li> <li>• AHCCFP4X1 Prepare to comply with measuring and modelling requirements of carbon farming methods</li> <li>• AHCCFP5X2 Advise on carbon farming project planning and implementation</li> <li>• FNSFMK512 Apply knowledge of emissions markets</li> <li>• LGALAND503A Develop agreements with native title holders/traditional owners</li> </ul>



Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCSSXXX02 Introduction to Carbon Farming Savanna Burning Skill Set</b>		
Industry, NATIONAL	Discussion centred on the need for a skill set specifically designed as an introduction to carbon farming for individuals who participate in savanna burning carbon farming projects, under supervision.	Recommendations adopted - skill set has been developed as follows: <ul style="list-style-type: none"> <li>• AHCCFP3X1 Identify the effects of climate change</li> <li>• AHC FIR201 Assist with prescribed burning</li> </ul>
<b>AHCSSXXX03 Introduction to Carbon Farming Savanna Burning following Aboriginal Protocols Skill Set</b>		
Industry, NATIONAL	Discussion centred on the need for a skill set specifically designed as an introduction to carbon farming for individuals who work on savanna burning carbon farming projects carried out on Aboriginal land, and/or run by Aboriginal organisations.	Recommendations adopted - skill set has been developed as follows: <ul style="list-style-type: none"> <li>• AHCCFP3X1 Identify the effects of climate change</li> <li>• AHC FIR201 Assist with prescribed burning</li> <li>• AHC ILM306 Follow Aboriginal cultural protocols</li> <li>• AHC ILM307 Implement Aboriginal cultural burning practices</li> </ul>
<b>AHCSSXXX04 Carbon Farming Aerial Savanna Burning Skill Set</b>		
Industry, NATIONAL	Discussion centred on the need for a skill set specifically designed to address the skills and knowledge required by individuals to work on carbon farming aerial savanna burning projects that are carried out on grazing land, or national or state/territory parks.	Recommendations adopted - skill set has been developed as follows: <ul style="list-style-type: none"> <li>• AHCCFP3X1 Identify the effects of climate change</li> <li>• AHC FIR201 Assist with prescribed burning</li> <li>• PUAFIR209B Work safely around aircraft</li> <li>• PUAFIR312B Operate aerial ignition equipment in an aircraft</li> </ul>
<b>AHCSSXXX05 Carbon Farming Aerial Savanna Burning following Aboriginal Protocols Skill Set</b>		
Industry, NATIONAL	Discussion centred on the need for a skill set specifically designed to address the skills and knowledge required by individuals to work on carbon farming aerial savanna burning projects, carried out on Aboriginal land, and/or run by Aboriginal organisations.	Recommendations adopted - skill set has been developed as follows: <ul style="list-style-type: none"> <li>• AHCCFP3X1 Identify the effects of climate change</li> <li>• AHC FIR201 Assist with prescribed burning</li> <li>• AHC ILM306 Follow Aboriginal cultural protocols</li> <li>• AHC ILM307 Implement Aboriginal cultural burning practices</li> <li>• PUAFIR209B Work safely around aircraft</li> <li>• PUAFIR312B Operate aerial ignition equipment in an aircraft</li> </ul>
<b>AHCSSXXX08 Carbon Farming Vegetation Method Skill Set</b>		

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
Industry, NATIONAL	Discussion centred on the need for a skill set specifically designed to address the skills and knowledge required by individuals who are considering the establishment of a land-based, carbon farming project to generate carbon credits, utilising a vegetation method.	<p>Recommendations adopted - skill set has been developed as follows:</p> <ul style="list-style-type: none"> <li>• AHCCFP3X1 Identify the effects of climate change</li> <li>• AHCCFP4X2 Increase carbon using vegetation and/or agricultural approaches</li> <li>• AHCCFP4X2 Identify opportunities and risks in carbon farming projects</li> <li>• AHCCFP4X4 Plan a land-based carbon farming project</li> <li>• AHCCFP4X1 Prepare to comply with measuring and modelling requirements of a carbon farming methods</li> <li>• FWPFGM5219 Undertake carbon stock sampling of forests and plantation</li> </ul>
<b>AHCCSXXX09 Carbon Farming Soil-based Method Skill Set</b>		
Industry, NATIONAL	Discussion centred on the need for a skill set specifically designed to address the skills and knowledge required by individuals who are considering the establishment of a soil-based, carbon farming project to generate carbon credits	<p>Recommendations adopted - skill set has been developed as follows:</p> <ul style="list-style-type: none"> <li>• AHCCFP3X1 Identify the effects of climate change</li> <li>• AHCCFP4X1 Increase soil organic carbon</li> <li>• AHCCFP4X2 Identify opportunities and risks in carbon farming projects</li> <li>• AHCCFP4X4 Plan a land-based carbon farming project</li> <li>• AHCCFP4X1 Prepare to comply with measuring and modelling requirements of carbon farming methods</li> </ul>
<b>AHCCSXXX10 Carbon Farming Agricultural Method Skill Set</b>		
Industry, NATIONAL	Discussion centred on the need for a skill set specifically designed to address the skills and knowledge required by individuals who are considering the establishment of a land-based, carbon farming project to generate carbon credits, utilising an agricultural method.	<p>Recommendations adopted - skill set has been developed as follows:</p> <ul style="list-style-type: none"> <li>• AHCCFP3X1 Identify the effects of climate change</li> <li>• AHCCFP4X2 Increase carbon using vegetation and/or agricultural approaches</li> <li>• AHCCFP4X2 Identify opportunities and risks in carbon farming projects</li> <li>• AHCCFP4X4 Plan a land-based carbon farming project</li> </ul>

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
		<ul style="list-style-type: none"> <li>AHCCFP4X11 Prepare to comply with measuring and modelling requirements of carbon farming method</li> </ul>

## Summary of feedback on components proposed for deletion

During the consultation process, a series of units were proposed for deletion. These units were flagged as those with low or no enrolments of those which may be replaced as they duplicate existing units from other training packages.

Stakeholder Comments and Identified Issues		Consideration and Proposed Resolution
<b>AHCSHG406 Prepare shearing team wages</b>		
<ul style="list-style-type: none"> <li>Industry, NSW</li> </ul>	Shearing unit should not be deleted	This unit has been removed from the list of units proposed for deletion following feedback. It has now been reviewed and revised
<ul style="list-style-type: none"> <li>Industry, National</li> </ul>	Shearing unit should not be deleted.	This unit has been removed from the list of units proposed for deletion following feedback. It has now been reviewed and revised
<b>AHCBUS604 Design and manage the enterprise quality management system</b>		
<ul style="list-style-type: none"> <li>Industry, /RTO National</li> </ul>	This unit was put forward at draft consultation workshops and proposed for deletion as there is duplication with BSBMGT621. Design and manage the enterprise quality management system (Release 1) Proposed this unit be deleted and replaced with BSBMGT621 Design and manage the enterprise quality management system (Release 1) and all agreed	<p>This unit is proposed for deletion as it could be replaced with <i>BSBMGT621 Design and manage the enterprise quality management system (Release 1)</i></p> <p>This unit appears in <i>AHC60216 - Advanced Diploma of Horticulture (Release 1)</i> as an elective unit. It also appears in <i>AHC60316 - Advanced Diploma of Agribusiness Management (Release 1)</i> which is currently under review and will be superseded by <i>AHC60319 Advanced Diploma of Agribusiness Management</i></p>