

# Horse Breeding Skills Project



## Summary of Feedback, Responses and Actions

### March 2019

This project includes the review of three qualifications and 19 units of competency relevant to skills for horse breeding which also involved their migration from the Animal Care and Management (ACM) Training Package to the Racing and Breeding (RGR) Training Package. In addition, two existing qualifications were reviewed and three new units and five skills sets were developed relevant to job roles in the horse breeding industry within the RGR Training Package. Draft qualifications, skill sets and units were reviewed and developed as a result of initial input from Subject Matter Experts (SME) and were made available for broader stakeholder consultation and feedback from 30 October – 9 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 sought and received from 37 stakeholders around Australia, including from Principal Racing Authorities (PRA's), Industry representatives, Registered Training Organisations (RTOs), regulatory bodies and government bodies such as state departments and State Training Authorities.

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

- The units and qualifications relevant to horse breeding, although now sitting within the RGR Training Package, are not specific to racehorses. The units apply to all types and breeds of horses. The selection of electives within horse breeding qualifications allows for specialist skills that are applicable to the racing industry (thoroughbred and harness codes). The units however have general cross-industry application.
- RGR20218 Certificate II in Racing Industry - Packaging rules and electives for stud hand specialisation have been updated.
- RGR30418 Certificate III in Racing Services - Additional track maintenance stream/specialisation has been added to this qualification.
- Performance evidence specifying how to assess and determine competency for workplace tasks reviewed and updated across all units of competency.
- Addition of newly developed units to elective groupings of horse breeding qualifications where relevant.
- Removal of points duplicating performance criteria in performance evidence and minor changes for clarity across horse breeding units of competency.
- One prerequisite unit has been removed from the suite of units migrated from ACMHBR to RGRHBR – prerequisite unit ACMHBR307 Handle young horses removed from RGRHBR306 Raise young horses.
- New unit RGRHBR408 Collect, process and evaluate horse semen for artificial insemination has been revised and will be included in horse breeding qualifications covering the skills and knowledge required to collect, process, analyse quality and supply horse semen to clients for artificial insemination breeding.
- New unit RGRHBR501 Develop an enterprise horse breeding strategy has been revised and will be included in RGR50X19 Diploma of Horse Breeding covering the skills and knowledge required to plan, develop and implement a horse breeding strategy for an enterprise or stud farm.
- The unit RGRHBR401 Maintain horse stud records, previously ACMHBR309 Follow stud operational procedures, has coded level and title changed to reflect appropriate industry sector usage.
- RGRHBR505 Oversee administration of stud records, previously ACMHBR401 Carry out stud stable management duties, has coded level and title changed to reflect appropriate industry sector usage.

- Units of competency related to Handling Horses and Horse Behaviour (ACMEQU202 Handle horses safely and ACMEQU205 Apply knowledge of horse behaviour) to be considered for future review to investigate unintended consequences of training implementation due to prerequisite requirement chain related to these units - referred to ACM Industry Reference Committee (IRC) for future consideration.
- Including a work placement as part of assessment requirements in horse breeding qualifications was not recommended due to potential barriers for learners to access training and RTO delivery. Assessment requirements to specify an on-the-job focus/requirements.

[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 March 2019.

## Summary of feedback

### Qualifications

In discussions it was agreed that the migration of units of competency and qualifications related to horse breeding from the Animal Care and Management (ACM) Training Package to the Racing and Breeding (RGR) Training Package be undertaken on the basis that the racing industry is the largest and most complex horse breeding sector. Training package components however will not exclude skills relevant to horse breeding generally and therefore will not be restricted to breeding skills required for the racing sector.

| Stakeholder Comments and Identified Issues – |   | Consideration and Proposed Resolution  |
|--|---|--|
| <b>Certificate III in Horse Breeding</b>     |   |  |
| RTO and Industry NSW                         | Include units about ‘general fitness’ as electives in horse breeding qualifications   | Adopted<br><b>ACMEQU208 Manage personal health and fitness for working with horses</b> added to Cert III in Horse Breeding   |
| RTO and Industry NSW                         | A suggestion was made to include a work placement within the horse breeding qualifications, especially Cert III, to ensure practical experience was included. Discussion centred on possible ways of including work placement within a qualification and pros and cons. | Request future review of ACM units related to Handling Horses and Horse Behaviour to look at unintended consequences related to training implementation due to prerequisite requirement chain related to these units |

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|  | Question raised about removing pre-requisites from units and have specialisations within qualifications (or grouping of electives). No direct resolution re pre-requisites – handling horses safely is obviously an important underpinning skill when working in this area. However it is recognised that embedding of pre-requisites can cause skill sets to be larger than intended. | Work placement in new Horse Breeding qualifications not recommended due to potential barriers for learners to access training and RTO delivery. Assessment requirements to specify an on-the-job focus/requirement.   |
| Industry WA  | There should be a workplace component to the assessment of most units. The simulation does not lead to dealing with common workplace events issues. This also gives an opportunity to gather evidence that the person consistently does something rather than setting up for a simulated assessment.   | Referred back to Subject Matter Expert group for discussion.<br><br>Work placement in new Horse Breeding qualifications was not recommended due to potential barriers for learners to access training and RTO delivery. Assessment requirements to specify an on-the-job focus/requirement. |
| Industry SA  | Provided a list of topics that should be covered (confirmation assessment, farrier assessment, orthopaedic issues, osteo issues).  | Noted - most topics covered in <b>RGRHBR304 Assess suitability of horses</b> for specific uses.   |
| <b>Certificate IV in Horse Breeding</b>            |  |   |
| RTO NSW  | Add TAE units i.e. workplace assessor skill set to Group C elective unit bank to encourage the development of workplace assessors and trainers within the industry and to build capacity for assessment to take place in the workplace.  | Adopted.<br><br>TAE (workplace assessor) units added to Cert IV elective bank.  |
| <b>Diploma of Horse Breeding</b>                   |  |   |
| RTO NSW  | Add TAE units i.e. workplace assessor skill set to elective unit bank to encourage the development of workplace assessors and trainers within the industry.  | Adopted.<br><br>TAE (workplace assessor) units added to Diploma elective bank.  |
| Industry SA  | Provided a list of topics that should be covered (HR doc requirements, assistance, resource availability, WHS induction/Safework SA, Fairwork ombudsman).  | Noted - many topics covered in Knowledge Evidence section in units of competency.   |
| <b>RGR30418 Certificate III in Racing Services</b> |  |   |
| RTO and Industry NSW                               | Track Maintenance stream/specialisation needs to be included in this qualification. It was deleted in previous RGR project review but still required for Racing NSW. When Track Maintenance staff at RNSW reach a supervisory role they are required to complete a Certificate III AQF level IIII qualification.   | Adopted.<br><br><b>RGR30418 Certificate III in Racing Services</b> - additional track maintenance stream/specialisation has been added to this qualification.<br><br>Draft now available for review and feedback.   |

| Certificate II in Racing-Industry   |  |  |
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| Industry VIC  | <p>Glad to see apply knowledge of horse behaviour included here. There MUST be learning on how to read horse behaviour to avoid being hurt.</p> <p>Stud hand specialisation could be broadened to include units related to 'assisting' horse breeding.</p>   | <p>Feedback noted – elective units added to stud hand specialisation including 'following site quarantine procedures' and 'assisting with oestrus detection in mares'.</p>   |
| Horse Breeding Qualifications and Certificate III in Racing-Stablehand (Retraining Horses and Greyhounds to New Environments Project) |  |  |
| Industry VIC  | <p>I am pleased that handle horses safety and apply knowledge of horse behaviour are prerequisite units (the latter being a core unit in the Cert 1). It is not possible to handle racehorses in stables and at trackwork or assist with transport of horses safely if you do not know HOW to handle horses safely or apply knowledge of horse behaviour. That said I would advise that the units ACMEQU202 and ACMEQU205 both need revision in light of the new knowledge that has become available from the research done in the last ten years.</p> | <p>Request future review of ACM units related to handling horses and horse behaviour to look at safety imperatives for handling horses safely and use of prerequisite units, prerequisite units chains and the implications for selection of elective units and training delivery.</p> |

### Summary of feedback on units of competency

#### General feedback and issues

New units have been developed to include volume and/or frequency in performance evidence to comply with the Standards for Training Packages 2012 and Foundation Skills included in each. Performance evidence across all units has been reviewed to specify how to assess and determine competency for workplace tasks. Duplication of points included in performance criteria and performance evidence have been identified and minor changes for clarity have been undertaken where required.

| Stakeholder Comments and Identified Issues – Units of competency |   | Consideration and Proposed Resolution  |
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| Industry NSW   | <p><b>ACMHBR309 Follow stud operational procedures</b></p> <p>Workplace skills for tasks required for this unit reflect a higher 'level' than currently recorded.</p> | <p><b>RGRHBR401 Maintain horse stud records</b> previously <b>ACMHBR309 Follow stud operational procedures.</b></p> <p>Code level and title changed to reflect appropriate industry sector usage (level 3 to 4).</p> |

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| Industry NSW                 | <p><b>ACMHBR401 Carry out stud stable management duties</b></p> <p>Workplace skills for tasks required for this unit reflect a higher 'level' than currently recorded.</p>   | <p><b>RGRHBR505 Oversee administration of stud records</b> previously <b>ACMHBR401 Carry out stud stable management duties</b>.</p> <p>Code level and title changed to reflect appropriate industry sector usage (level 4 to 5).</p>  |
| Industry NSW, WA and Vic RTO | <p>New unit required to be included in <b>RGR50X19 Diploma of Horse Breeding</b> covering the skills and knowledge required to plan, develop and implement a horse breeding strategy for an enterprise or stud farm.</p>   | <p>Adopted.</p> <p>New unit <b>RGRHBR501 Develop an enterprise horse breeding strategy</b> has been developed for review and comment.</p>   |
| Industry NSW, WA and VIC RTO | <p>New unit about artificial insemination needs to be included in horse breeding qualifications covering the skills and knowledge required to collect, process, analyse quality and supply horse semen to clients for artificial insemination breeding.</p>  | <p>Adopted.</p> <p>New unit RGRHBR408 Collect, process and evaluate horse semen has been developed for review and comment.</p>  |
| Industry NSW                 | <p>Remove pre-prerequisite unit <b>ACMHBR307 Handle young horses</b> from <b>RGRHBR306 Raise young horses</b> – there are still affectively two pre-requisite units remaining (<b>ACMEQU202 Handle horses safely</b> and <b>ACMEQU205 Apply knowledge of horse behaviour</b>).</p>   | <p>Adopted.</p> <p>Prerequisite unit removed.</p>   |
| Industry WA                  | <p>Pre requisite units within ACM (<b>ACMEQU202 Handle horses safely</b> and <b>ACMEQU205 Apply knowledge of horse behaviour</b>).</p> <p>Delete the Behaviour unit and ensure relevant behaviour is included in the handle horses units (as knowledge evidence mainly but there is a performance of demonstrating the understanding and putting into practice).</p> <p>There is then a practicality in this – there is also an opportunity to only have behaviour related to handling in the handling units and behaviour relating to riding in the riding units (over 80% of jobs in the horse industry do not require riding skills).</p> | <p>Request future review of ACM units related to Handling Horses and Horse Behaviour consider unintended consequences related to training implementation due to prerequisite requirement chain associated with these units.</p>   |
| Industry TAS                 | <p><b>RGRHBR408 Collect, process and evaluate horse semen for artificial insemination</b> (new unit)</p> <p>Changes to Assist in AI proposed by industry participant - remove 'frozen semen' as it is a very specialised area. Chilled/fresh semen more commonly used with horses.</p>   | <p>Adopted - changes made and distributed to Industry representatives for further comment.</p> <p>Included in <b>RGR40X19 Certificate IV in Horse Breeding and Horse Artificial Insemination Skill Set</b>. Horse specific unit with some content based on AHC units for general livestock.</p> |

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|                         | <p>Delete PC4.3 not needed (infectious diseases HIV1 would be checked by a veterinarian/lab.</p> <p>Poor quality semen – don't just dispose – need to investigate reason.</p> <p>Reword PC4.5 add test semen to determine viability – how long it will last.</p>   |   |
| Industry WA             | <p>Units related to Breeding of Thoroughbreds</p> <p>Thoroughbred breeding based on 'performance' so in that sense it is different to characteristics selected for breeding Standardbreds. This can result is certain 'stresses' on thoroughbred horse makeup that may not be recognised in 'off the track' programs.</p>  | Noted - to be considered in final review of transition to new purposes units (2 RGR and 6 ACM) as part of Retraining Horses and Greyhounds to New Environments project.   |
| Industry WA and NSW     | <p><b>RGRHBR408 Collect process and evaluate horse semen for artificial insemination</b></p> <p>Suggestions for resequencing some PCs provided as comments/tracked changes.</p>  | <p>Adopted - changes made and sent to WA and TAS representatives for feedback.</p> <p>PCs re-sequenced to reflect order of job related tasks.</p>   |
| Industry WA             | <p><b>RGRHBR408 Collect process and evaluate horse semen for artificial insemination</b></p> <p>Further suggestions to KE provided via tracked changes.</p>  | <p>Adopted – Included in Knowledge Evidence:</p> <p>Prepared containers and equipment to correct temperature</p> <p>Storage equipment including liquid nitrogen tanks for storing frozen semen</p> <p>Non-spermicidal gel and common spermicidal substances</p> |
| Industry SA and TAS NSW | <p><b>RGRHBR505 Oversee administration of stud records With breeding</b> (note change of unit level).</p> <p>Oversee administration of stud records is plural on the title but singular on Element 4 (needs to be stud records).</p> <p>Do any of the Units for breeding require the reporting of deformities or deaths to the veterinarian, stud book or other authorities?</p> | <p>Typo addressed.</p> <p>Reporting of deformities/deaths added to knowledge evidence.</p>  |
| Industry SA             | <p><b>RGRHBR304 Assess suitability of horses for specific uses</b></p> <p>Element 4 'Report on the undesirable vices and habits of horses' 'vices' is a word on the way out in our industry, and greater use is being made of 'behaviours'. Given that the word vice is not in 4.1 or 4.2 can the element heading reflect this?</p>  | Adopted - wording of element changed - behaviours rather than vices.  |
| Industry SA             | <p><b>RGRHBR305 Handle young horses</b></p> <p>Element 4.3 - It is only large facilities that have walkers, and not all people believe in lunging a young horse as the tight circle work can put stress on the joints. Would it be better to say exercise yearlings following an individualised plan or something similar?</p>   | <p>Adopted - wording of PC 4.3 modified for clarity now reads.</p> <p>4.3 Exercise yearlings according to individual requirements.</p>  |

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| Industry VIC | <p><b>RGRHBR303 Assist with artificial insemination of mares and RGRHBR408 Collect, process and evaluate horse semen for artificial insemination</b></p> <p>Artificial Insemination (AI) is a critical part of harness racing industry – so skilled technicians are needed<br/>         Australian Veterinary Association (AVA) – restricted act of veterinary science includes amongst others - artificial insemination and embryo transfer of horses and camelids.<br/>         People (non vets) still practice horse AI even though it is a contested space with vets.</p> <p>Units OK (although there are some specifics about using ultra sound and detecting oestrus that is different from cattle and sheep which is not covered in the unit.</p> | <p>Leave the AHCAIS unit about AI in livestock in the Cert IV in Horse Breeding (<b>AHSAIS401 Supervise artificial breeding or embryo transfer programs</b>).</p> <p>Current units cover aspects of AI that do not cover restricted acts of veterinary science.</p> <p>Goulburn Valley Equine Hospital which runs the HRV approved course is being taken over by Melbourne University so could be a good time to investigate whether or not this program accredited nationally – maybe even CPD for vets (similar to what will be discussed with Equine Veterinary Association (EVA) about administering anaesthetics to horses in emergency situations for Animal Incident Project).</p> |
| RTO NSW      | <p>Horse Breeding Units relevant to Artificial Insemination (AI)<br/>         General discussion on issues related to AI including state veterinary board requirements. Victoria does not acknowledge restricted veterinary acts. Restricted vet acts don't apply to own animals (or someone employed by owner of animal) and as part of a study program under the supervision of a vet. Equine Science Lecturer gave general feedback on current units as suitable and agreed to provide further feedback to ensure wording was consistent and OK. AI program run in Victoria (Shepparton) has approval of Harness Racing Australia (and Victoria).</p>  | <p>No action required at this stage - information only.</p>   |
| Industry WA  | <p><b>ACMHBR309 Follow stud operational procedures and ACMHBR401 Carry out stud stable management duties.</b><br/>         Feedback on both units provided.<br/>         Additional wording provided and confirmed revised elements for 309 and 401.</p>  | <p>Adopted.</p> <p>Sequencing of elements reviewed to reflect job tasks and roles.</p> <p><b>ACMHBR309 Follow stud operational procedures</b> recoded to <b>RGRHBR401 Maintain horse stud records</b> - moved from Cert 3 to Cert 4.</p> <p><b>ACMHBR401 Carry out stud stable management duties</b> recoded to <b>RGRHBR505 Oversee administration of stud records</b> and moved from Cert IV to Diploma.</p>  |
| Industry NSW | <p><b>ACMHBR309 Follow stud operational procedures and ACMHBR401 Carry out stud stable management duties.</b><br/>         Feedback on both units provided.<br/>         HBR309 and 401 - level of tasks better suited to AQF levels 4 and 5.<br/>         Change title from 'Oversee' to 'Manage' in 401.</p>  | <p>Adopted - changes to focus on "assisting" with maintaining records.</p> <p><b>ACMHBR309 Follow stud operational procedures</b> recoded to <b>RGRHBR401 Maintain horse stud records</b> - moved from Cert 3 to Cert 4.</p> <p><b>ACMHBR401 Carry out stud stable management duties</b> recoded to <b>RGRHBR505 Oversee administration of stud records</b> - moved from Cert IV to Diploma AQF level.</p>  |

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|                    |   | Changes made to 3 qualifications to accommodate unit level changes.   |
| <b>Skills Sets</b> |   |   |
| Industry SA        | <b>RGRSSX9 Mare and Foal Care Skill Set</b><br>Provided a list of topics that should be covered (contractions/lax; delvic ext; confirmation assessment and farrier options/surgery restricted; reproductive management and problems, neonatal foal care). | Noted.<br>Most topics covered in Certificate IV (not all in this skill set).<br>Neonatal unit (ACMVET414A) added to Certificate IV in Horse Breeding. |
| Industry SA        | <b>RGRSSX10 Yearling Preparation Skill Set</b><br>Provided a list of topics that should be covered including nutrition.   | Noted - nutrition is covered in RGRHBR306.  |
| Industry WA        | <b>RGRSSX8 Horse artificial Insemination skill set</b><br>Suggested rewording of licensing statement to cover different horse breed requirements.   | Adopted.  |