



Furniture Design & Technology: Case for Endorsement

MSF Furnishing Training Package
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This Case for Endorsement has been prepared on behalf of the Furnishing Industry Reference Committee for the Australian Industry Skills Committee (AISC).

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A. Administrative details of the Case for Endorsement

IBSA Manufacturing, a Skills Service Organisation (SSO), is submitting this Case for Endorsement on behalf of the Furnishing IRC, in response to Activity Order IBSA/TPD/2018-19/002, executed in October 2018.

The following provides a summary of extensions:

- The Furniture Design and Technology project was approved by the Department in October 2018. This saw the establishment of a Technical Advisory Committee (TAC) to validate project scope and research the industry and undertake a job role functional analysis to inform this work across a broad range of industry job roles
- In March 2019, the established TAC was dissolved together with the Furnishing IRC. As such, projects relating to the MSF Furnishing Training Package were put on hold until the establishment of a new IRC.
- The AISC re-established a new IRC on 4 October 2019. The inception of a new IRC allowed for work relating to training package development to recommence and for IBSA to fulfil its contractual obligations as an SSO.
- The new IRC met on 12 October 2019, and the recommendation was tabled to re-establish the Furniture Design and Technology TAC, to ensure the project was completed. In February 2020, the Furniture Design & Technology Technical Advisory Committee (TAC) was re-established, with some new membership. On 19 March 2020, the Furnishing IRC met and approved work to recommence on the Furniture Design and Technology project.

Date	Description
18 August 2020	Due date extended to 16 January 2021
6 December 2020	Due date extended to 30 June 2020

B. Description of work and request for approval

Summary of components

See Appendix B for a full list of components associated with this submission.

- 2 upgraded qualifications
 - MSF40221 Certificate IV in Furniture Design and Manufacturing
 - MSF50321 Diploma of Furniture Design and Manufacturing
- 36 units of competency (refer to Case for Endorsement for list):
 - 35 upgraded units of competency
 - 1 new unit of competency
- Companion Volume Implementation Guide.

The submission also includes the following non-endorsable components and changes:

- 25 deleted units of competency comprising:
 - 6 deleted units of competency due to redundant or duplicated skills and knowledge coverage resulting in low or no enrolments
 - 8 deleted units of competency due to poor levels of compliance with the *Standards for Training Packages 2012*; the skills and knowledge in these is now covered in newly imported units that better meet the Standards and deliver stronger, transferable vocational outcomes
 - 17 units of competency merged resulting in 7 upgraded units (counted in the 35 revised above) and 11 deleted units
- 1 unit of competency removed from the project (for review in the Cabinet Making and Pathways project)
- 54 imported units of competency.

Summary of work, changes and industry benefits

The primary focus of work has been to review the units of competency contained within two qualifications (MSF40213 Certificate IV in Furniture Design and Technology and MSF50313 Diploma of Furniture Design and Technology) to ensure relevance to current and future vocational outcomes, and to accurately reflect contemporary and emerging work practices, especially cross-business collaboration and use of technology. Work has also focused on improving units of competency in relation to the *Organising Framework of Standards*.

The two qualifications have had low enrolments since first being offered in 2002. Stakeholders have indicated that the vocational outcomes of the current qualifications lack clarity and purpose, and that the focus on artisanal or designer–maker outcomes was at the expense of other, more viable outcomes. The thin market also adds a challenge in offering viable and effective delivery.

Priorities for industry as expressed in the Case for Change related to the need for training package content to better support:

- knowledge and use of new materials and technologies including Computer Aided Design (CAD)
- increased competitiveness of the Australian furniture industry in a global market
- innovation and sustainability in the industry.

Units of competency

All 66 native units of competency for these qualifications were reviewed in the context of currency, vocational outcomes, future-proofing, duplication and number of enrolments. Due to overlaps with other projects, five of these units were upgraded and released in Release 4.0 of the MSF Furnishing Training Package.

Quite a lot of duplication across the remaining units was identified. In consultation with the Technical Advisory Committee (TAC), several units have been merged, and/or their purpose and outcomes clarified, resulting in a more cohesive set of units for selection.

Several units were identified as falling under the vocational outcome of highly skilled craftsman or artisan. However, this is not the sole intended vocational outcome of the Certificate IV qualification, suggesting better clarity around job outcomes was required to ensure a breadth of knowledge across all

aspects of the job roles. As a result, units focusing on this outcome have been updated for compliance with the *Standards for Training Packages 2012* and merged into the new Certificate IV category 'Workshop practice'. While it is recognised that the practical skills of making furniture are important, it is equally important that learners of the Certificate IV have a well-rounded set of skills and knowledge across all aspects of the industry. See the '[Qualifications](#)' section for further information about packaging in the Certificate IV.

One unit was reviewed and, due to all its enrolments occurring through MSF31113 Certificate III in Cabinet Making, and its skills and knowledge explicitly covering installation of furniture (cabinets) rather than furniture design and technology, the unit was reassigned to the Cabinet Making and Pathways project.

All remaining units have been reviewed in terms of compliance with the *Training Package Products Policy*, the *Training Package Development and Endorsement Process Policy* and the *Standards for Training Packages 2012*. These units have also been carefully revised to ensure intended outcomes are clear, references to technology are current and future-proofed, and that the Assessment Requirements establish clear evidentiary expectations that are specific to the unit.

Finally, eight native units have been replaced with imported units from other training packages where it was assessed that these better reflected the required outcomes and demonstrated a higher level of compliance with the Standards and stronger frameworks for assessment. Existing imported units have also been reviewed for appropriateness of ongoing inclusion in the qualifications, with the result that across the two qualifications, there are 54 imported units.

Deleted and merged units

Six units were identified as having had no, or very few, enrolments since their introduction to the training package. The content of these units was assessed and deemed as no longer relevant to the vocational outcomes. These have therefore been removed from the MSF Furnishing Training Package. An additional 11 units have been deleted from the training package as a result of being merged with other units. This was the result of analysis that showed a high level of duplication across the units, and in some cases, unclear vocational outcomes. These deletions are supported by the TAC and IRC. Nearly all these units are used only in the furniture design and technology qualifications. Of the six that are imported to other qualifications, three are contained as electives in superseded qualifications:

- *MSFFDT4003 Assess and record the lifecycle of product* has had no enrolments in the last two years.
- *MSFFT4001 Coordinate on-site installation of furnishing products* is proposed for recoding to a different qualification that accounts for all its enrolments (Certificate III in Cabinet Making).
- *MSFFT4008 Interpret and use workplace information* has been merged with *MSFFT4003 Organise production processes*, to create *MSFFDM4002 Collect and interpret information to support production processes*, which covers off the same skills and knowledge.

Qualifications

In line with the unit revisions, the qualifications have been reshaped to improve clarity around expected vocational outcomes, and to support a learning progression that allows for both trade/industry pathways and an entry-level learning pathway at Certificate IV. The qualifications reflect the requirement for learners to have a breadth of knowledge across a range of subject areas, with a clear focus on design and manufacturing. The identified subject categories covered are:

- history of design
- design communication
- design practice
- workshop practice (including materials and technology)
- design documentation and machine interface
- project management and professional development.

By grouping the units into these subject categories at the Certificate IV level, Registered Training Organisations (RTOs) are better able to structure learning progressions across the Certificate IV and Diploma, and ensure learners gain coverage of all expected vocational areas, rather than focusing in on just one area, hence the removal of specialisation streams at Diploma level and the reworking of the Certificate IV structure and packaging rules. A sample course structure is available on page 165 of the Companion Volume Implementation Guide, Release 6.0.

The groupings and packaging rules also ensure that learners emerge with a wide set of marketable and transferrable skills and knowledge. For example, a learner who has studied units that cover producing design briefs and prototyping could move across into other areas of design beyond furniture. A learner who has studied units covering project management including costings/estimation, scheduling and tender submissions, could take these skills into any area of manufacturing. This cross-skilling, and inclusion of 'business' skills, is regarded by industry as crucial to bolstering the qualifications' standing within both the 'design' and 'manufacturing' areas of study.

Although an entry requirement for the Diploma was floated following feedback received on poor completion rates and a general steep learning curve, the IRC agreed that it was better to promote the responsibilities of RTOs in admitting students to the Diploma course based on their previous learning and experience. Information on this can be found in the Companion Volume Implementation Guide, Release 6.0. In addition, the more robust and directed upgraded Diploma course will ensure that enrolling students will better be able to understand the purpose of the course and the skills and knowledge outcomes.

Due to the nature and scale of changes across the Certificate IV and Diploma, both qualifications have been deemed not equivalent to their predecessors. While the vocational outcomes are largely the same at a broad level, the changes to the total number of units required and replacement of many of the core units means an equivalent status could not be achieved while still meeting the needs of industry.

Skill sets

No new skill sets have been developed for this project.

Summary

As a result of the work described above, there will be several key benefits for industry across all sectors:

- The revised qualification packaging structure at the Certificate IV level better reflects current industry needs and expectations and ensures a breadth of coverage in skills and knowledge.
- Units of competency are clearer, easier to read and provide a more robust framework for training and assessment.

- Revised content provides greater clarity on intended unit-level outcomes, reducing overlapping content across units.
- An increase in imported units from other training packages solidifies the cross-industry nature of many of the required skills and knowledge, providing greater opportunities and pathways for learners.
- Units with irrelevant outcomes that have had no enrolments for several years have been removed, resulting in a more relevant, up-to-date training package.

Alongside the subject-specific objectives, the work has involved a range of changes to support improved compliance with the *Standards for Training Packages 2012*, including the COAG Industry Skills Council (CISC) reforms to training packages. Opportunities to respond to CISC reforms were proactively identified and tested through consultation. This resulted in some units being merged and deleted, and an increase in imported units that better meet the training package needs and Standards. It also resulted in better clarity of language, and more measurable performance indicators.

This Case for Endorsement is designed to support the Furnishing IRC's request for the Australian Industry and Skill Council's (AISC) endorsement of the MSF Furnishing Training Package, Release 6.0.

C. Evidence of industry support

Written evidence of support

A fully constituted IRC approved the draft components for submission to the AISC for endorsement. A letter of support from the IRC Chair appears as Appendix C, demonstrating support received from industry. A letter of support has also been received from the Australian Cabinet and Furniture Association, further demonstrating industry support for the outcomes of this project.

Project methodology, research and consultation

The IRC has directly overseen the development process for the Furniture Design and Technology project. Consultation activities throughout the project have been commensurate with the scope of the project.

The original scope of work approved by the AISC identified the following for review:

- Revise 66 units of competency relating to furniture design technology
 - Note: five units have recently been through the training package development process as part of the recent Furnishing Case for Endorsement*

* This item in the Activity Order referred to Release 4 of the MSF Furnishing Training Package, which contained the upgraded units: MSFAH4003 Advise on security technology, hardware and services, MSFAH4004 Prepare architectural door hardware schedules, MSFGN4001 Research and meet ethical and compliance requirements, MSFPF4003 Design and construct ornamental frames, MSFPF4004 Determine and apply gilding techniques. Only one of these has been carried forward into the upgraded qualifications, as an elective unit.

Research

Training package analysis undertaken prior to the Case for Change indicated that the qualifications needed to be reworked to show more relevance to vocational outcomes, and that individual unit of competency outcomes needed to be clearer. Research has therefore focused on enrolment data, performing a job analysis to better understand vocational outcomes, and undertaking an in-depth review of all native units of competency within the identified qualifications to drive clarity.

Industry Reference Committee and Technical Advisory Committee

The activity order for this project was issued in October 2018 and a Technical Advisory Committee (TAC) was established to provide specific subject-matter advice and technical expertise for the development and review of the training package components. The TAC was made up of both industry – covering the broad range of sectors – as well as RTO representatives. The organizations' participating on the TAC represented a significant portion of industry stakeholders using the MSF Furnishing Training Package. Project meetings commenced immediately following the issue of the activity order.

However, the Furnishing IRC was disbanded in March 2019, which in turn disrupted the progression of this project for several months. The IRC was reconstituted in late 2019, and the new IRC reconfirmed the TAC membership (minus two previous members) but requested additional TAC members be sought. The new, reformed TAC was approved by the IRC in March 2020 and met shortly after that, as outlined below.

The following people formed the Technical Advisory Committee (TAC) for this project:

Name	Organisation
Hendrikus Berkers	Environmental Blinds P/L
Bronwyn Foord	Fewings Joinery
Peter Kitely	Kitely Kianoosh Design
Alicia Oelkers	Timber & Building Materials Association (Aust) Ltd (TAMBA)
David Shaw	Street+Garden
Mark Viner	Sturt School of Fine Wood
Brad Homes	TAFE NSW
Jansen Lye	RMIT
Leigh Hill	Holmesglen TAFE
Julie Fowell	Northern Metropolitan TAFE

TAC members were actively engaged throughout the project and met several times via video and teleconference to discuss draft documents, consider issues presented through public consultation and to provide expert advice. However, due to the temporary dissolution of the IRC near the start of the project, the TAC meetings have been spaced out over a longer-than-usual period.

Seven meetings were held as follows:

- 16 November 2018 (offline, one-on-one with Industry Manager)
- 24 January 2019 (teleconference)

- 16 April 2020 (Zoom video conference)
- 1 May 2020 (Zoom video conference)
- 13 May 2020 (Zoom video conference)
- 7 July 2020 (Zoom video conference)
- 11 August 2020 (Zoom video conference).

Public consultation

As the furniture manufacturing industry is undergoing an enormous shift in focus and operation, like so many other industries in Australia, furniture manufacturing has been operating in an environment heavily affected by increased COVID-19 impacts, overseas competition due to reductions in tariffs, fluctuations in the value of the Australian dollar, and increasing competition from nations with much lower labour costs and generous government subsidies. Furniture design and the manufacturing market are expected to grow to 5.2% from 2018 to 2023. Increasing expenditure and growing brand awareness about the domestic offers and residential wood furniture goods will be the drivers of this growth.

Over time, IBSA's reach of engagement to the 90,662 businesses in this sector has included micro-, small- and medium-size businesses, using the strategies outlines below: These include:

- industry engagement with 972 stakeholders during development of the *Annual Update to Industry Skills Forecast 2020* and the initial development stage of the Case for Change for this project
- engagement through the five-episode webinar series
- distribution of the draft Case for Change through networks associated with NSW ITABs and national associations
- public consultation via the project webpage and email alerts to over 972 stakeholders via IBSA channels.

IBSA Manufacturing has followed its five-phase development model, which supports the development of two drafts and two rounds of public consultation.

Details about the project were made available on the IBSA Manufacturing website at <https://ibsa.org.au/consultation-project/furniture-design-and-technology-project/> for the life of the project. There were two rounds of public consultation where draft components were available for review and comment via the IBSA Manufacturing website. More than 972 stakeholders were alerted to the availability of the draft content for review at each round and given the opportunity to provide feedback.

During the consultation period the project web page had:

- 218 discrete page views during Round 1 public consultation
- 213 newsletter views during Round 1 public consultation
- 111 discrete page views during Round 2 public consultation
- 599 newsletter views during Round 2 public consultation
- 91 discrete views in between consultation rounds.

Fourteen stakeholders attended consultation webinars across Rounds 1 and 2 (refer to [Appendix D](#)) to gain understand of the changes and provide feedback on the draft components. Positive feedback was received on the format, given it allowed participants the opportunity it was welcomed by various stakeholders who participated as it extended the projects broader reach and it provided the opportunity to others to understand the work being undertaken and gain a broader perspective from those in attendance, who may not have been initially involved. Unfortunately, no employer groups participated in the public consultation webinars, however they provided feedback as they saw it appropriate

In response to a request from the Australasian Furnishing Association (AFA), and following advice from the Department of Education, Skills and Employments and the Victoria State Training Authority (STA), IBSA extended the Draft 2 consultation period to accept feedback until the Victoria COVID-19 restrictions were eased at the end of October 2020. This allowed organisations that were experiencing unprecedented pressures on their businesses the opportunity to consider the proposed changes more fully.

An email alert was distributed to 972 stakeholders to advise of this extension to the Draft 2 Public Consultation period, due to COVID-19 restrictions in Victoria. However, no further feedback was received, and the Victoria STA advised that the project should be progressed in line with the revised Activity Order requirements.

Consultation outcomes

Initial feedback from employers, during the targeted consultation webinars, highlighted the following:

The uptake of and focus on new and emerging job roles is important to ensure training is preparing the workforce with the knowledge and skills needed to fulfil jobs in the future. New skills development opportunities in the furnishing industry include automation, CAD technology and digital technology skills, particularly in the areas of furniture conception, design history, automation and technological advancements.

There is increased demand for furniture including modular, institutional, office, residential, recreational, hospitality, street, and many more. Indoor furniture designed and manufactured from hardwoods, pine, oak, and others. is immensely popular as more and more furniture manufacturers are concentrating on features such as natural look, durability, ease of use, resilience, and maintenance features.

New markets and new sources of materials used in both contemporary and traditional furniture manufacturing requires an appreciation of furniture design and construction, and this has been reflected in the new skill demands from industry.

There was support for:

- ensuring that training arrangements meet the skills and knowledge required to adapt to changing workplaces, consumer demands, and the use of emerging technologies in the furnishings industry
- feedback received through the consultations and webinars confirmed the drivers for change and highlighted the importance of ensuring that the basic skills of digital technology platforms, together with automation/ technology skills (CAD), furniture construction-manufacturing, continue to be further emphasised and developed in training products.

By way of example, one industry expert indicated:

Traditional trades skills at TAFE are needed but learners need cutting out skills, CNC/CAD/CAM operation servicing and programming, assembly, installation, and sound problem-solving skills.

Technical experts and employers from across the furniture-making and manufacturing sector emphasised the importance for graduates to have both hands-on and digital skills, as automation in technology was a vital skill for contemporary niche business models, particularly those seeking to diversify through 'add-on' services. This highlights the need for companies to scale up and strengthen their digital capabilities to take advantage of opportunities in the recovery phase of the COVID-19 crisis.

The strategic approach taken in this consultation maximised our opportunities to engage with industry stakeholders potentially impacted by the proposed changes. Given the nature of the sector and its niche markets, the approach taken to leverage the influence of associations has enabled the gathering of feedback from industry stakeholders through multiple channels. It should be noted that feedback received has been consistent across the consultation for each industry sector.

Demand for skills in advanced manufacturing and emerging technologies has been further exacerbated in recent months as employers in these industry sectors have responded to the impacts of COVID-19. Many businesses have been impacted by state border closures, disruption to national and international trade and supply chain logistics, and cheaper furniture manufacturing. Growth in work opportunities in the furniture design and manufacturing industry relies on updated training package components to reflect the current and emerging skills needed and provide future workforce pathways so industry can remain competitive and grow in both the local and international markets.

Feedback received during the two public consultations was tabled in an Issues Register and considered by the TAC.

Following extensive consultation, the IRC provided final validation by endorsing all MSF Furnishing Training Package components on 7th of December 2020.

[Appendix D](#) provides a list of those organisations and others who have provided feedback.

Specific issues addressed through consultation

During the project, the following key issues were raised and addressed in consultation with the TAC and the IRC.

Issue	How addressed by industry
Some industry practice requirements not met, particularly ergonomic considerations	TAC reviewed the qualifications and units with this feedback in mind and overall, the project was deemed to have met industry needs. For ergonomic considerations, the TAC felt that this was integral to the teaching of the subject and broadly covered. However, a statement regarding ergonomics was added to the knowledge evidence of MSFFDM4010 to make this aspect more explicit. The Diploma has an elective unit covering this subject.
Minor quality issues	All components reviewed for Edit and Equity and QA.

Title of Group A in Certificate IV does not adequately cover skills and knowledge	TAC upgraded the name, from 'Knowledge/role of design in society' to 'History of design', to better reflect coverage of group.
Diploma does not have entry requirements, which could provide a steep learning curve for candidates who have not completed the Certificate IV or have equivalent experience	The IRC agreed that RTO responsibility for supporting learners enrolled in the Diploma, including assessment of learner readiness to undertake learning at this level, needs to be emphasised in the Companion Volume Implementation Guide, Release 6.0.
Diploma does not have a wide enough range of units providing exposure to the workshop practice aspect of the required skills and knowledge	It was agreed that the new Diploma structure and inclusions provides greater rigour in content, knowledge and application of units of competency. The changes reflect industry changes are the Diploma is now better aligned to industry needs. The removal of Specialisations allows for increased flexibility and student choice in electives units of competency
Proposed Certificate IV packaging too restrictive	TAC supported suggestion for more flexibility by changing the packaging rules to require a minimum of one unit from each group, and setting a minimum of 8 elective MSF units, to ensure the breadth and depth of skills and knowledge is achieved while allowing candidates and RTOs to shape their offering to suit needs.
Group F title seems more suited to Diploma level	TAC agreed and the group was renamed to reflect the skills and knowledge offered by its units: 'Project management and professional development'.
Computer-assisted design (CAD) unit included in core of Certificate IV not practical for RTOs who deliver hand-drawing only	TAC discussed this issue and reiterated that one of the key drivers for the project was to ensure that the qualifications reflect industry needs and to future-proof skills and knowledge. Members agreed that CAD skills are essential to the industry.

While undertaking this work, IBSA Manufacturing undertook a continuous improvement approach to ensure alignment of the training package with best practice. This included:

- Ensuring units aligned to the *Standards for Training Packages 2012* template, including updating units to remove the Range of Conditions and revise Assessment Requirements.
- Reviewing unit equivalence with the TAC.
- Removing duplicated content from within and across units.
- Updating performance criteria to active voice.
- Reviewing imported units for prerequisite burden and replaced where required with units that deliver an equivalent or better outcome.

Evidence of broader engagement

In addition to the extensive involvement of TAC members, a range of other stakeholders provided expert input to the project. A list of these stakeholders appears at [Appendix D](#).

All feedback was considered, and competing views were dealt with through consultation. The outcomes were approved in TAC meetings and by the IRC. There are no outstanding issues.

Evidence of engagement with state and territory training authorities

IBSA Manufacturing has actively engaged with all State Training Authorities (STAs) throughout the project: providing an initial briefing, maintaining open dialogue and requesting feedback on Draft 1 and Draft 2/Validation draft components. At the conclusion of the project, STAs were given a further opportunity to review the components and provide feedback, as provisioned for in the *Training Package Development and Endorsement Process Policy*. No objections were noted, and support was received from the STAs of Australian Capital Territory, Queensland, Tasmania, South Australia, New South Wales, Northern Territory, Victoria and Western Australia.

Appendix F provides a list of all state and territory stakeholders consulted during the project.

Reports by exception

There are no reports by exception.

D. Industry expectations about training delivery

Training delivery

The MSF Furnishing Companion Volume Implementation Guide, Release 6.0, includes advice about industry's expectations of training delivery: duration of training, delivery modes and pathways, work-based learning strategies, assessment, and information about learner characteristics.

Stakeholders agreed that all learners must have access to a real or simulated workplace environment to practise skills development and for assessment. Assessors must ensure there is variance in assessment conditions to ensure performance evidence requirements can be met. This will apply to both workplace and non-workplace assessments, be they in simulated conditions or real.

Notable variable factors for assessment include:

- access to a suitable range of natural and manmade materials.
- access to a suitable range of technologies and tools suitable for the skills and knowledge being taught and assessed (it was noted by the TAC that there are free CAD software available, as well as the more expensive licensed options, and that RTOs could collaborate with industry to gain access to certain tools and equipment that may not be available onsite at the learning institution).

Whilst Foundations Skills are generally explicit within the Performance Criteria of the upgraded units, key Foundation Skills have been listed in the Foundation Skills field. Industry supported the importance of workers having these skills and ensuring training providers could clearly identify key requirements.

It was identified that the Performance Evidence fields contained significant duplication with the elements and performance criteria, and that in many cases the volume or frequency of evidence was

not clear. The duplication has been removed and evidence requirements now have greater clarity, making assessment decisions easier for training providers.

The Knowledge Evidence fields have been reviewed to ensure currency and future-proofing, as well as to ensure candidates can work with a range of tools and materials, design concepts, technologies and workplaces. Some requirements have been purposely broadened to provide flexibility and ensure that they are suitable to be contextualised to industry requirements. In some cases, content previously contained in the Range of Conditions has been moved to the Knowledge Evidence as this was considered relevant and specific to the unit.

Delivery as an apprenticeship/traineeship

The TAC, Furnishing IRC and stakeholders agreed that the Certificate IV is recommended for a traineeship or apprenticeship.

Credit arrangement

Appendix G represents existing credit arrangements for those qualifications referenced in this Case for Endorsement.

E. Implementation of the new training package

Occupation and licensing requirements

No vocational licensing or certification requirements apply to the units or qualifications included in this submission; all units include the following statement:

No licensing or certification requirements exist at the time of publication. Relevant legislation, industry standards and codes of practice within Australia must be applied.

Implementation issues and management strategy

The packaging rules of the proposed Certificate IV in Furniture Design and Manufacturing have been updated to more closely align with a wider range of vocational outcomes while still covering the traditional furniture-making outcome. Elective units have been added to allow for issues of concern to be addressed, such as use of technology, cross-sector applicability and exposure to a broad range of materials beyond (but still including) timber.

The introduction of a core unit requiring computer-assisted design (CAD) as well as manual drawing may be of some concern to training providers who traditionally only offer manual design drawing. However, this area of learning was regarded as highly important by industry stakeholders. There are several free software's that can be accessed that would provide suitable learning opportunities for this unit without the training provider bearing any significant increased cost as a result.

Access to expensive manufacturing equipment was discussed both within the TAC and during the webinars. Industry and training providers involved agreed that it was important to find partnerships that gave learners the opportunity to learn onsite, as this would benefit both the learner and future employers in industry.

Other training packages

RTOs will need to review their Training and Assessment Strategy (TAS) documentation to take the upgraded and new units into consideration.

Code changes to MSF units will result in those code changes needing to be reflected in six qualifications across the following training packages:

- CUA Creative Arts and Culture Training Package
- CPP07 Property Services Training Package
- MSS Sustainability Training Package.

IBSA is aware that other major training package updates are currently progressing: MEM Manufacturing and Engineering Training Package Release 2.0. Due to the timing of this release of the MSF Furnishing Training Package, MSF-coded qualifications will continue to refer to MEM Manufacturing and Engineering Release 1.0.

MSF-coded qualifications that included units of competency from this training package will be reviewed as part of MSF Furnishing Training Package Release 7.0. This will give stakeholders adequate time to comprehensively review the impact of the new releases on the qualification outcomes.

Equivalence

Qualifications and units have been updated to align with current job roles. The TAC and IRC have determined that of the 35 upgraded units:

- 15 units are equivalent to the previous release
- 20 units are non-equivalent to the previous release.

For equivalent units, content has been strengthened to provide clarity on industry requirements and the vocational outcome of the units of competency remains equivalent. For non-equivalent units, this has generally resulted from the merging of units to remove duplication and streamline learning, and from performance criteria and performance evidence being carefully reviewed for currency and clarity.

Prerequisites

There are no changes to prerequisite requirements for existing units.

F. Quality assurance reports

Independent quality report

All components have been quality-assured by a Training Package Quality Assurance Panel member and the independent quality report is included as Appendix H.

The Companion Volume Implementation Guide has been quality-assured through the IBSA Manufacturing internal process, and through the independent quality process. It is available with this submission and will be available on the VETNet website at: <https://vetnet.education.gov.au> upon endorsement.

Declaration

IBSA Manufacturing, the SSO for the Furnishing IRC, declares that the proposed training package components meet the requirements of the *Standards for Training Packages 2012*, *Training Package Product Policy* and *Training Package Development and Endorsement Process Policy*.

Companion Volume Implementation Guide

IBSA Manufacturing, the SSO for the Furnishing IRC, confirms that the Companion Volume Implementation Guide is available and has been quality-assured.

Statement of evidence against the Training Package Quality Principles

Training package quality principle	Evidenced by
1. Reflect identified workforce outcomes	<p>Changes made demonstrate a clear link back to relevant AISC decisions in commissioning the work, the IRC Industry Skills Forecast and Proposed Schedule of Work (ISF & PSoW), National Review Schedule, and the Case for Change (see Appendix A):</p> <ul style="list-style-type: none"> • 1 new unit of competency • 35 upgraded units of competency • 2 upgraded qualifications • Training package components are compliant with the <i>Standards for Training Packages 2012</i>, the <i>Training Package Products Policy</i> and the <i>Training Package Development and Endorsements Process Policy</i> • Open and inclusive consultation and validation commensurate with scope and impact has been conducted, as described in this Case for Endorsement.
2. Support portability of skills and competencies including reflecting licensing and regulatory requirements	<ul style="list-style-type: none"> • Packaging rules, the qualifications framework, and pathways support movement within and across sectors, as described in the MSF Companion Volume Implementation Guide, Release 6.0. • Development of 1 new unit that responds to industry needs. This unit has been added as an elective to MSF40221 Certificate IV in Furniture Design and Manufacturing. • No licensing or certification requirements apply to the proposed units at the time of publication. Relevant legislation, industry standards and codes of practice within Australia must be applied.
3. Reflect national agreement about the core transferable skills and core job-specific skills required for job roles as identified by industry	<ul style="list-style-type: none"> • Active engagement across industry has been sought to achieve a national consensus about the advice being provided to the AISC, as described in this Case for Endorsement. • Best use of cross-industry, and work and participation banks, as evidenced by: <ul style="list-style-type: none"> ○ 54 imported units across two qualifications. • The two qualifications incorporate units from a range of training packages: BSB Business Services, MSS Sustainability, CUA Creative Arts and Culture, MSM Manufacturing.

<p>4. Be flexible to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces</p>	<ul style="list-style-type: none"> • Flexibility in the qualifications enables application in different contexts, evidenced by packaging rules in the Certificate IV that allow selection from a wide range of units while still ensuring adequate breadth and depth of coverage in key areas of skill and knowledge. • Multiple entry and exit points are provided, as described in the MSF Companion Volume Implementation Guide, Release 6.0. • Prerequisite units of competency have been reviewed and no additional prerequisites have been added to existing units.
<p>5. Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors</p>	<ul style="list-style-type: none"> • Provision of pathways from entry and preparatory level, as appropriate, to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications, as described in the MSF Companion Implementation Guide, Release 6.0.
<p>6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements</p>	<ul style="list-style-type: none"> • Industry advice about delivery is provided in the MSF Companion Implementation Guide, Release 6.0, which is ready for publication at the same time as the training package. • Units of competency and their associated requirements upgraded and updated to ensure clarity and consistency of breadth and depth. • Components are compliant with the TGA National Register requirements for publication. • Implementation advice provided in the MSF Companion Volume Implementation Guide, Release 6.0, ready for publication at the same time as the training package.

G. Implementation of the COAG Industry Skills Council reforms to training packages

An endorsement from the AISC for the work presented in this Case for Endorsement will support the COAG Industry Skills Council (CISC) reforms to training packages. Completion of the training package development work outlined in the Case for Change, together with extensive consultation, confirms that this work supports those reforms in the following ways:

Removal of obsolete or superfluous content

- 35 existing units were upgraded, which included removing unnecessary, repetitive, obsolete and superfluous content
- 17 units were deleted after the review identified a range of low/no enrolments, heavy duplication of content and outdated skills and knowledge coverage
- 11 of the 17 deleted units have been merged into others to better reflect workplace practice, a holistic approach and reduce duplication

- The Range of Conditions was removed from all units, with relevant and specific content being moved to the Assessment Requirements.

Inclusion of advice about industry's expectations of training delivery

- The MSF Companion Volume Implementation Guide, Release 6.0, provides advice on duration of training, modes and pathways of delivery, work-based learning strategies, assessment and learner characteristics.

Support for individuals to move easily from one related occupation to another

- The MSF Furnishing Training Package already supports the movement of individuals between related occupations through the use of common core units and substantial use of imported units in qualifications. Work on the draft components submitted for endorsement has continued to expand on that approach, with several MSF-coded units being replaced with imported units that have strong assessment frameworks and better cross-sector applicability.

Creation of units that can be owned and used by multiple industry sectors

- The MSF Furnishing Training Package already includes a range of units that are used across multiple sectors, and those units continue to be a feature of the draft qualifications.
- Several units have purposely had language broadened to cater for learning beyond traditional furniture, timber materials and tools.

Skill set recognition

- While this submission does not include new skill sets, a project to review two skill sets and examine new additions is currently underway.
- There is future scope for a skill set covering woodworking skills, however further research needs to be done to assess industry need.

H. A copy of the full content of the proposed training package components

The AISC will be provided with a copy of the developed training package components to be approved under this Case for Endorsement.

Appendices

Appendix A: Comparison of Case for Change with components submitted for endorsement

Case for Change	This submission
<p>2 upgraded qualifications:</p> <ul style="list-style-type: none"> MSF40213 Certificate IV in Furniture Design and Technology MSF50313 Diploma of Furniture Design and Technology 	<p>2 upgraded qualification(s)</p> <ul style="list-style-type: none"> MSF40221 Certificate IV in Furniture Design and Manufacturing MSF50321 Diploma of Furniture Design and Manufacturing
<p>66 existing units including 5 units already in progress under MSF Furnishing Training Package Release 4.0 work</p>	<p>35 upgraded units:</p> <ul style="list-style-type: none"> See Appendix B for list. <p>1 new unit:</p> <ul style="list-style-type: none"> MSFFDM4019 Research and select manufacturing technologies <p>8 MSF-coded units replaced with imported units:</p> <ul style="list-style-type: none"> See CVIG mapping table for details. <p>17 units deleted from the training package</p> <ul style="list-style-type: none"> See CVIG mapping table for details. <p>1 unit removed from scope and added to the Cabinet Making and Pathways project:</p> <ul style="list-style-type: none"> MSFFT4001 Coordinate on-site installation of furnishing products <p>5 units submitted in Release 4.0 so not upgraded for this project (4 removed from our qualifications, 1 remains as elective):</p> <ul style="list-style-type: none"> MSFAH4003 Advise on security technology, hardware and services MSFAH4004 Prepare architectural door hardware schedules MSFGN4001 Research and meet ethical and compliance requirements MSFPP4003 Design and construct ornamental frames MSFPP4004 Determine and apply gilding techniques

Appendix B: Draft components for endorsement

Qualifications

Qualification code	Qualification title
MSF40221	Certificate IV in Furniture Design and Manufacturing
MSF50321	Diploma of Furniture Design and Manufacturing

Units of competency

There are no prerequisite units associated with the units of competency being submitted for endorsement.

Unit Code	Unit Title
MSFFDM4001	Assemble custom furniture
MSFFDM4002	Collect and interpret information to support production processes
MSFFDM4003	Construct and evaluate prototypes and samples
MSFFDM4004	Construct joints for custom furniture
MSFFDM4005	Design, construct and test jigs
MSFFDM4006	Hand carve wood to custom design
MSFFDM4007	Identify and calculate production costs
MSFFDM4008	Investigate materials and technologies for design projects
MSFFDM4009	Match furnishing style and materials to customer requirements
MSFFDM4010	Prepare and present design and manufacturing information
MSFFDM4011	Prepare tender submissions
MSFFDM4012	Produce computer-aided line and component production drawings
MSFFDM4013	Produce curved and shaped components for custom furniture
MSFFDM4014	Produce manual and computer-aided drawings from design concepts
MSFFDM4015	Produce patterns and templates
MSFFDM4016	Produce timber veneered components for custom furniture
MSFFDM4017	Purchase materials and consumables
MSFFDM4018	Research and organise product inspection and testing
MSFFDM4019	Research and select manufacturing technologies
MSFFDM4020	Research and select product finishes
MSFFDM4021	Research furniture styles and movements
MSFFDM4022	Select, use and maintain hand tools for the creation of custom products
MSFFDM4023	Set up, operate and maintain basic static woodworking machines for furniture designs

MSFFDM5001	Construct custom furniture using advanced techniques
MSFFDM5002	Coordinate and optimise workplace maintenance programs
MSFFDM5003	Design product suitable for batched or limited production
MSFFDM5004	Design product suitable for high-volume technology services in production
MSFFDM5005	Design product suitable for mass production
MSFFDM5006	Develop and document technical workplace information
MSFFDM5007	Develop, trial and evaluate prototypes
MSFFDM5008	Evaluate design proposals and concepts
MSFFDM5009	Generate and transfer complex computer-aided drawings and specifications
MSFFDM5010	Investigate ergonomic, anthropometric and proxemic considerations for design
MSFFDM5011	Plan production
MSFFDM5012	Research, test and apply materials and technologies for design projects
MSFFDM5013	Work collaboratively on design projects

Appendix C: Letters of support

Letter of support from the IRC

3 February 2021

Dear Emeritus Professor Tracey Horton AO, and the Australian Industry and Skills Committee,

As the Chair of the Furnishings Industry Reference Committee, I write on behalf of the IRC members to support the endorsement of the Furniture Design & Technology Training Package, Release 6.0 as completed under the Activity Order IBSA/TPD/2018-19/002

The work has reviewed several issues and identified opportunities across the Furnishing sector of the Furniture Design & Manufacturing industry. Its focused-on Priorities for industry as expressed in the Case for Change related to the need for training package content to better support:

- knowledge and use of new materials and technologies including Computer Aided Design (CAD)
- increased competitiveness of the Australian furniture industry in a global market
- innovation and sustainability in the industry.

The qualifications have been reshaped to improve clarity around expected vocational outcomes, and to support a learning progression that allows for both trade/industry pathways and an entry-level learning pathway at Certificate IV.

The work will deliver the training needs for the Furniture Design & Technology sector and addresses the concerns raised in relation to uptake and delivery of vocational training.

The training package components have been strengthened to fulfil the current industry requirements and industry practices with work progressing in the area of Industry 4.0, standards and compliance as well as new materials and emerging technologies.

A fully constituted IRC approves and supports the draft components for submission to the Australian Industry and Skills Committee for endorsement.

Should you have any further questions, please do not hesitate to contact me directly.



Regards

Kristian Stratton

Chair, Furnishing IRC

Letter of support from industry association



BY INDUSTRY **FOR INDUSTRY**

24 November 2020

IBSA Manufacturing
C/- Demmi Paris
Industry Engagement Partner

Dear Demmi

I am writing on behalf of the Australian Cabinet & Furniture Association (ACFA) to provide a letter of support for the Furnishing Training Package Case for Endorsement. ACFA is a leading association for the Cabinet and Furniture Industry.

A review of the Furniture Design and Technology qualifications and units of competency in the MSF Furnishing Training Package was urgently required to ensure skills and knowledge continue to reflect industry practice. There have been several advances in the operation, industry upgrades and technological advancements that have occurred which are reflected in the upgraded course content.

These changes are essentially reflected now in both the upgraded qualification structure, units of competency and assessment requirements, which provide clarity, more content rigour and knowledge, ensuring they are more consistent with Industry requirements.

We therefore support the work which has been undertaken in the Furnishing Training Package project.

Kind Regards

Dean Brakell

Chief Executive Officer

Australian Cabinet and Furniture Association Ltd, est. 1948

PO Box 157
Gosford, NSW 2250

Phone 02 4340 2000
Fax 02 4340 4288

Email admin@acfa.net.au
ABN 80 000 071 787

www.acfa.net.au



Appendix D: Stakeholder Engagement summary

This section lists other stakeholders who have participated in this project. In some cases, stakeholders with representation on the TAC or as STAs/ITABs/Curriculum Maintenance Managers have been included here, due to their active participation with other stakeholders in the webinars held during public consultation.

Employers

Organisation	Name	State	Category	Sector	Participation type
Environmental Blinds P/L	Hendrikus Berkers	VIC	Employer	Furnishings	Email/ webinar/TAC
Kitely Kianoosh Design	Peter Kitely	WA	Employer	Furniture design	Webinar
Salter Cabinets	Sasha Kraft	WA	Employer	Furniture manufacturers	Webinar
Cabinets by Computer	Vincent Sanza	VIC	Employer	Cabinet designers/ makers	Email
Evolve Design studio	Marilyn Edgar	QLD	Employer	Furniture designers	Email
Fewing Joinery	Bronwyn Ford	NSW	Employer	Furniture makers/ designers	Email/webinar

Associations

Association	Name	State	Participation type
Australian Cabinet & Furniture Association (ACFA)	Dean Brackell	National	Email
Timber & Building Materials Association (TAMBA)	Davide Little	National	Email
WA Furniture Manufacturers Association	Bernard Dodman	WA	Email
Furnishing Industry Association of Australia	M.Jones	National	Email
Floor Covering Institute of Australia	R. Cole	Vic.	Email
Design Institute Australia	Jo-Anne Kellock	Vic.	Email
Australian Woodworking Industry Suppliers Association (AWISA)	Brett Ambrose/ Bronwyn Foord	NSW	Email
Australasian Furniture Association (AFA)	Patrizia Torelli / Angela Goode	National	Email

RTOs

Organisation	Name	State	Participation type
Sturt School for Wood	Ian Bromley	NSW	webinar
TAFE NSW	Kathryn Swan	NSW	email
AI Group	Wayne Lee	QLD	webinar
On Site Assessing Pty Ltd	Brian Willmott	QLD	webinar
Holmesglen Institute	Christopher Beck, Leigh Hill, Elizabeth Jansz	Vic.	webinar
RMIT/TAFE	Bryon Stanley	Vic.	webinar
Department of Training and Workforce Development (WA)	Suzanne Seinor	WA	webinar
FURN TAG	Jeff Gleeson	Vic.	email
IRC member/Frontline Group	Stephen Quirk	Vic.	email
On Site Assessing P/L	Dominic Furnari	QLD	Webinar

The following RTOs, that have the relevant qualifications and units on scope, were advised of opportunities to review drafts and provide feedback:

- RMIT
- TAFE NSW
- Holmesglen TAFE
- Northern Metropolitan TAFE
- Sturt School of Fine Wood.

Appendix E: State and Territory stakeholders consulted

Organisation	Name	State
State and Territory Training Authorities (STAs)		
Australian Capital Territory Government	Patrick Goodarzi	ACT
Australian Capital Territory Government	Tim Sealy	ACT
New South Wales Government	Matthew Hatton	NSW
Northern Territory Government	Dianne Campbell	NT
Northern Territory Government	Dianne Fong	NT
Queensland Government	Chris Buchanski	Qld
Queensland Government	Tim Maloney	Qld
South Australia Government	Juliana Fitzpatrick	SA
Tasmania Government	Michael McGee	Tas.
Tasmania Government	Linda Seaborn	Tas.
Victoria Government	Tony Woolrich	Vic.
Western Australia Government	Frances Parnell	WA
Industry Training Advisory Bodies (ITAB)		
ForestWorks Industry Training Advisory Body	Tim Cleary	NSW
Industry Skills Advisory Council Northern Territory (ISAC NT)	Debbie Paylor	NT
Australian Industry Group (AI Group)	Wayne Lee	Qld
Resources Industry Training Council	Nigel Haywood	WA
Food, Fibre and Timber Industries Training Council (FFTITC)	Kay Gerard, Trevor Hislop	WA
UEEA Training Council Inc	Jason Cullen Mark Harper	WA
Curriculum Maintenance Managers		
Holmesglen Institute	Teresa Signorello	Vic.

Appendix F: Credit arrangements

There are no credit arrangements in place for this training package.

Appendix G: Quality Assurance report

Training Package Quality Assurance

Quality Report

Section 1 – Cover page

Information required	Detail
Training Package title and code	MSF Furnishing Training Package, Release 6.0
Number of new qualifications and their titles	<ul style="list-style-type: none"> Nil
Number of revised qualifications and their titles	2 revised equivalent qualifications: <ul style="list-style-type: none"> MSF40221 Certificate IV in Furniture Design and Manufacturing MSF50321 Diploma of Furniture Design and Manufacturing
Number of new units of competency and their titles	1 new unit: <ul style="list-style-type: none"> MSFFDM4019 Research and select manufacturing technologies
Number of revised units of competency and their titles	35 revised units - <i>See Appendix A</i>
Confirmation that the panel member is independent of: <ul style="list-style-type: none"> the Training Package or Training Package components review ('Yes' or 'No') development and/or validation activities associated with the Case for Endorsement ('Yes' or 'No') undertaking the Equity and/or Editorial Reports for the training package products that are the subject of this quality report ('Yes' or 'No') 	Yes, I am independent of: <ul style="list-style-type: none"> MSF Training Package The development and validation activities The Equity and Editorial reports.
Confirmation of the Training Packages or components thereof being compliant with the <i>Standards for Training Packages 2012</i>	Yes , the MSF Furnishing Training Package is compliant with the <i>Standards for Training Packages 2012</i>
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Products Policy</i>	Yes , the MSF Furnishing Training is compliant with the Training Package Products Policy.

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Training Package Quality Assurance

Information required	Detail
Confirmation of the Training Packages or components thereof being compliant with the <i>Training Package Development and Endorsement Process Policy</i>	Yes , MSF Furnishing Training Package is compliant with the <i>Training Package Development and Endorsement Process Policy</i>
Panel member's view about whether: <ul style="list-style-type: none"> the evidence of consultation and validation process being fit for purpose and commensurate with the scope estimated impact of the proposed changes is sufficient and convincing 	Yes
Name of panel member completing Quality Report	Anna Henderson
Date of completion of the Quality Report	5 th February 2021

Training Package Quality Assurance

Section 2 – Compliance with the Standards for Training Packages 2012

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 1</p> <p>Training Packages consist of the following:</p> <p>1. AISC endorsed components:</p> <ul style="list-style-type: none"> • qualifications • units of competency • assessment requirements (associated with each unit of competency) • credit arrangements <p>2. One or more quality assured companion volumes</p>	Yes	<p>The MSF Furniture Design & Technology Training Package R6.0 submission consists of the following endorsed components:</p> <ul style="list-style-type: none"> • 2 qualifications • 36 units of competency • Credit arrangements are discussed in the MSF Furniture Design & Technology Training Package R6.0 Companion Volume Implementation Guide (CVIG). • A quality assured Companion Guide – MSF Furnishing Training Package CVIG.
<p>Standard 2</p> <p>Training Package developers comply with the <i>Training Package Products Policy</i></p>	Yes	<p>The draft Training Package components comply with this Standard:</p> <ul style="list-style-type: none"> • Coding and titling – the qualifications and units of competency comply with the coding and titling policy. • Foundation Skills - The MSF Furnishing Training Package CVIG provides further explanation about foundation skills. The foundation skills are defined by the Australian Core Skills Framework (ACSF) and employability skills. The skills that are not explicit within the Performance Criteria are listed in the Foundation Skills Table. • Mapping - the mapping tables found in the MSF Furnishing Training Package CVIG include the equivalence status of the endorsed components of MSF Furnishing Training Package CVIG. • Qualification packaging rules - the rules for the qualification are clear and practical and allow for packaging for a range of contexts. • Qualification pathways advice - is included in the MSF CVIG.

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 3</p> <p>Training Package (TP) developers comply with the <i>AISC Training Package Development and Endorsement Process Policy</i></p>	Yes	<p>The Case for Endorsement (CfE) provides information about work conducted. The key drivers for change were to ensure relevance to current and future vocational outcomes, and to accurately reflect contemporary and emerging work practices, especially cross-business collaboration and use of technology.</p> <p>In February 2020, the Furniture Design & Technology Technical Advisory Committee (TAC) was re-established. It had been dissolved in March 2019 and put on hold until the establishment of the new Furnishing Industry Reference Committee (IRC).</p> <p>The TP development & endorsement process has incorporated inclusive industry participation, strong stakeholder engagement, a responsive process and transparent processes.</p> <p>The Furnishing IRC had been engaged throughout all phases of the projects, including initial consultation, review of consultation insights and training product recommendations, and review of draft and final training products. Since COVID restrictions were introduced meetings have been held via Zoom.</p> <p>Industry validated the draft training components in early December 2020.</p>
<p>Standard 4</p> <p>Units of competency specify the standards of performance required in the workplace</p>	Yes	<p>The new and revised units of competency adequately specify standards of performance required in the workplace.</p>
<p>Standard 5</p> <p>The structure of units of competency complies with the unit of competency template</p>	Yes	<p>The structure of the new and revised units of complies with all aspects of the unit of competency template: application, elements, performance criteria, foundation skills and unit mapping information.</p>
<p>Standard 6</p> <p>Assessment requirements specify the evidence and required conditions for assessment</p>	Yes	<p>All draft units of competency specify the performance evidence (including references to volume and/or frequency), the assessment conditions and the knowledge evidence to be demonstrated for assessment.</p> <p>The assessment requirements cross-reference with the performance criteria requirements.</p>

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 7</p> <p>Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template</p>	Yes	<p>The structure of the assessment requirements is compliant, covering performance and knowledge evidence, assessment conditions and a link to the MSF Training Package R6.0.</p> <p>Each section of the assessment requirements presented follows the required template and provides volume or frequency for the performance evidence.</p> <p>Knowledge evidence reflects the requirements to achieve the performance evidence and unit requirements. Assessment conditions are clearly stated.</p>
<p>Standard 8</p> <p>Qualifications comply with the Australian Qualifications Framework specification for that qualification type</p>	Yes	<p>The qualifications comply with the AQF specification for the qualification type.</p>
<p>Standard 9</p> <p>The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template</p>	Yes	<p>The qualifications comply with the structure of the AQF and provide a clear description of the expected outcome.</p>
<p>Standard 10</p> <p>Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template</p>	Yes	<p>Credit arrangements are discussed in the MSF Furnishing Training Package CVIG. The Pathways Advice section states:</p> <p><i>"At the time of endorsement of this Training Package no national credit arrangements exist between the Training Package qualifications and Higher Education qualifications."</i> Page 27</p>

Training Package Quality Assurance

Standards for Training Packages	Standard met 'yes' or 'no'	Evidence supporting the statement of compliance or noncompliance (including evidence from equity and editorial reports)
<p>Standard 11</p> <p>A quality assured companion volume implementation guide produced by the Training Package developer is available at the time of endorsement and complies with the companion volume implementation guide template.</p>	Yes	<p>MSF Furnishing Training Package R6.0 has complied with all the mandatory sections in the <i>Standards for Training Package</i> template. This includes:</p> <ul style="list-style-type: none"> • overview information • key implementation information including qualification pathways, occupational outcomes, access and equity, reasonable adjustments, foundation skills, and health and safety. <p>The CVIG R6.0 addresses the <i>Training Package Products Policy</i> clauses noted below in the areas of:</p> <ul style="list-style-type: none"> • mapping and equivalence status • details of changes in training products • pathways advice related to qualifications • apprenticeships and VET in schools • relationships between skills sets and qualifications. <p>The CVIG complies with the companion volume implementation guide template included in the 2012 Standards.</p>
<p>Standard 12</p> <p>Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.</p>	Yes	<p>The MSF Furnishing Training Package CVIG includes a guide on typical occupation outcomes and how MSF qualifications relate to jobs within the industry.</p> <p>IBSA Manufacturing has produced companion resources for the other industry sectors they cover.</p>

Training Package Quality Assurance

Section 3 – Compliance with the training package quality principles

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

Quality principle 1. Reflect identified workforce outcomes

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance/non compliance with the quality principle
Driven by industry's needs	Yes	<p>Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i></p> <p>The CfE provides information about work conducted. The key drivers for change as outlined in the CfE, relate to the need for training package content to better support:</p> <ul style="list-style-type: none"> • knowledge and use of new materials and technologies including Computer Aided Design (CAD) • increased competitiveness of the Australian furniture industry in a global market • innovation and sustainability in the industry • the development of practical skills and soft skills. <p>Quite a lot of duplication across the units was identified. In consultation with the TAC, several MSF units have been merged, and/or their purpose and outcomes clarified, resulting in a more cohesive set of units for selection in the qualifications.</p>
<p>The development of Compliant and responds to government policy initiatives</p> <p>Training package component responds to the COAG Industry and Skills Council's (CISC) training package-related initiatives or directions, in particular the 2015 training package reforms. Please specify which of the following CISC reforms are relevant to the training product and identify supporting evidence:</p> <ul style="list-style-type: none"> • ensure obsolete and superfluous qualifications are removed from the system 	Yes	<p>Compliance with Government policy initiatives</p> <p>This project aimed to follow AISC requirements and support the COAG Industry and Skills Council reforms to training packages by developing:</p> <ul style="list-style-type: none"> • qualifications that better reflect occupational standards • units of competency that provide a clear intended outcome. <p>The revised units of competency align with the <i>Standards for Training Packages 2012</i>.</p> <p>Training delivery/flexibility (supporting movement from related occupations)</p>

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Training Package Quality Assurance

<ul style="list-style-type: none"> • ensure that more information about industry's expectations of training delivery is available to training providers to improve their delivery and to consumers to enable more informed course choices • ensure that the training system better supports individuals to move easily from one related occupation to another • improve the efficiency of the training system by creating units that can be owned and used by multiple industry sectors • foster greater recognition of skill sets 		<p>The qualifications in this submission and each allow for a reasonable number of units not listed in the elective banks to be imported from other training packages or accredited courses.</p> <p>Ensure that the training system better supports individuals/ Improve efficiency of the training system</p> <p>The CFE outlines the following improvements to the MSF training products:</p> <ul style="list-style-type: none"> • Existing training products have been amended to ensure alignment with current industry processes, procedures, and technology. <p>As a result of the work described above, there will be several key benefits for industry across all sectors:</p> <p>As a result of the work described above, there will be several key benefits for industry across all sectors:</p> <ul style="list-style-type: none"> • The revised qualification packaging structure at the Certificate IV level better reflects current industry needs and expectations and ensures a breadth of coverage in skills and knowledge. • Units of competency are clearer, easier to read and provide a more robust framework for training and assessment. • Revised content provides greater clarity on intended unit-level outcomes, reducing overlapping content across units. • An increase in imported units from other training packages solidifies the cross-industry nature of many of the required skills and knowledge, providing greater opportunities and pathways for learners. • Units with irrelevant outcomes that have had no enrolments for several years have been deleted, resulting in a more relevant, up-to-date training package.
<p>Reflect contemporary work organisation and job profiles incorporating a future orientation</p>	<p>Yes</p>	<p>The qualifications align with current and future industry outcomes, particularly with regard to new and emerging roles in the Furniture Design & Technology. The CVIG provides an occupational outcome guide that relates to the MSF qualifications.</p>

Training Package Quality Assurance

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle
Support movement of skills within and across organisations and sectors	Yes	The MSF Furnishing Training Package supports careers and skill development. As discussed, occupational outcome advice for MSF occupations advice is included in the CVIG. It supports the movement of skills within and across organisations and sectors.
Promote national and international portability	Yes	Portability is supported by a range of imported units in all qualifications to support transferability of skills across the industry. Each qualification allows for units to be selected from a pool of elective units, including units that may be drawn from other training packages and accredited courses.
Reflect regulatory requirements and licensing	Yes	No specific licenses apply to the MSF qualifications. The qualifications note requirements in the following statement: <i>“There are no specific licences that relate to this qualification. However, depending on the jurisdiction, licensing or regulatory requirements may apply to the use of some units in this qualification. Local regulations should be checked for details.”</i> The MSF CVIG also notes that requirements for local regulations in each jurisdiction should be checked for details.

Training Package Quality Assurance

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Reflect national consensus	Yes	The overall development and consultation process for the MSF Furnishing Training Package review project is discussed in the CFE. The process allowed for engagement with industry and other stakeholders throughout the life of the project to inform the drafts prior to submission of the final product.
Recognise convergence and connectivity of skills	Yes	The draft qualifications feature multi-skilled outcomes in Furnishing.

Quality principle 4: Be flexible to meet the diversity of individual and employer needs including the capacity to adapt to changing job roles and workplaces

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Meet the diversity of individual and employer needs	Yes	The MSF Furnishing Training Package draft submission supports diversity. The CVIG provides advice on access and equity considerations including reasonable adjustment and considerations for learners with disabilities.
Support equitable access and progression of learners	Yes	The MSF Furnishing Training Package, CVIG includes information about occupational outcomes of MSF qualifications. The qualifications support equitable access and progression of learners and the skill sets provide access and progression.

Training Package Quality Assurance

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support learner transition between education sectors	Yes	The MSF Furnishing Training Package CVIG provides information about learner transition via vocational education for all MSF sectors, including qualifications such as MSF10113 Certificate I in Furnishing (not part of this submission), which is designed to be delivered to secondary school students; and MSF20113 Certificate II in Furnishing (not part of this submission) which is designed as an introductory pre-vocational training. Full details about pathways and occupational outcomes are detailed in the CVIG.

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

Key features	Quality principle is met: Yes / No or N/A	Evidence demonstrating compliance with the quality principle Please see examples of evidence in the <i>Training Package Development and Endorsement Process Policy</i>
Support implementation across a range of settings	Yes	The MSF Furnishing Training Package qualifications support careers and skill development. The packaging rules in the qualifications have been changed to ensure the breadth and depth of skills and knowledge is achieved while allowing candidates and RTOs to shape their offering to suit needs.
Support sound assessment practice	Yes	The MSF Furnishing Training Package supports sound assessment practice. The assessment requirements in all the units of competency in this submission cross reference well to the elements and performance criteria.
Support implementation	Yes	As noted in the CVIG, the furnishing industry is moving from a number of traditional trade-based occupations to a more integrated production model with phases of the manufacturing process allocated to different job roles. The draft components in this submission address current practices.

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Appendix A: 35 Revised Units of Competency

MSFFDM4001	Assemble custom furniture
MSFFDM4002	Collect and interpret information to support production processes
MSFFDM4003	Construct and evaluate prototypes and samples
MSFFDM4004	Construct joints for custom furniture
MSFFDM4005	Design, construct and test jigs
MSFFDM4006	Hand carve wood to custom design
MSFFDM4007	Identify and calculate production costs
MSFFDM4008	Investigate materials and technologies for design projects
MSFFDM4009	Match furnishing style and materials to customer requirements
MSFFDM4010	Prepare and present design and manufacturing information
MSFFDM4011	Prepare tender submissions
MSFFDM4012	Produce computer-aided line and component production drawings
MSFFDM4013	Produce curved and shaped components for custom furniture
MSFFDM4014	Produce manual and computer-aided drawings from design concepts
MSFFDM4015	Produce patterns and templates
MSFFDM4016	Produce timber veneered components for custom furniture
MSFFDM4017	Purchase materials and consumables
MSFFDM4018	Research and organise product inspection and testing
MSFFDM4020	Research and select product finishes
MSFFDM4021	Research furniture styles and movements
MSFFDM4022	Select, use and maintain hand tools for the creation of custom products
MSFFDM4023	Set up, operate and maintain basic static woodworking machines for furniture designs
MSFFDM5001	Construct custom furniture using advanced techniques
MSFFDM5002	Coordinate and optimise workplace maintenance programs
MSFFDM5003	Design product suitable for batched or limited production
MSFFDM5004	Design product suitable for high-volume technology services in production
MSFFDM5005	Design product suitable for mass production
MSFFDM5006	Develop and document technical workplace information
MSFFDM5007	Develop, trial and evaluate prototypes
MSFFDM5008	Evaluate design proposals and concepts
MSFFDM5009	Generate and transfer complex computer-aided drawings and specifications

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MSFFDM5010	Investigate ergonomic, anthropometric and proxemic considerations for design
MSFFDM5011	Plan production
MSFFDM5012	Research, test and apply materials and technologies for design projects
MSFFDM5013	Work collaboratively on design projects