

# Updated position of Training Package

Shannon Brown / Tony Audley

## TRAINING PACKAGES – AN OVERVIEW...

A Training Package is a 'toolkit' for training and assessment that leads to nationally recognised qualifications.

It outlines the skills and knowledge required of employees within an industry, as well as the standard of performance required for an employee to be deemed 'competent'. It also sets down national qualifications and guidelines for assessment.

A Training Package is not a curriculum or syllabus and does not prescribe how training should take place. Under Training Packages, employees can gain formal recognition for their skills, even if they have not completed formal training.

### Components of Training Packages

A Training Package consists of:

- **Competency Standards** – these define the skills required by employees within the industry, and set clear benchmarks for assessment of staff performance
- **Assessment Guidelines** – sets out the rules for assessment against the competency standards and establishes quality assurance processes for assessment
- **Qualifications** – lists the qualifications that can be achieved by 'packaging' competency standards together and under the Australian Qualifications Framework (AQF) national qualifications must be issued by a Registered Training Organisation (RTO)

## ANIMAL CARE & MANAGEMENT – AN OVERVIEW...

### Phase I

The Veterinary Nursing Training Package was endorsed in July 1998 by the then National Training Framework Committee (now the National Training Quality Council, NTQC) and began its Phase I Review in September 2000. The aims of Phase I were to:

- research the application and examine the suitability, effectiveness and uptake of the Training Package for individuals and enterprises in the industry,
- identify any barriers or gaps affecting the implementation of the Training Package,
- identify gaps in coverage for the wider animal care industry,
- identify improvements that could be made to the Training Package.

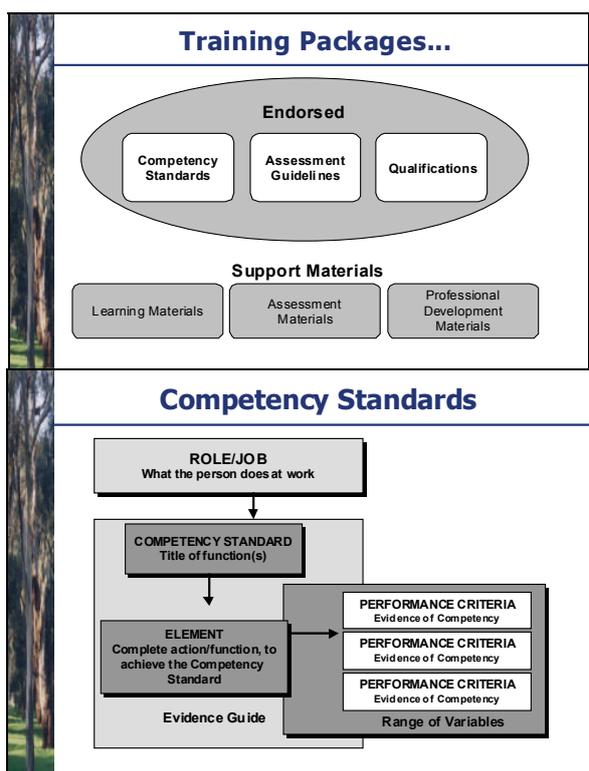
The following is a summary of recommendations made as a result of the Phase I Review:

- greater choice and flexibility required within the Package,
- Language, Literacy & Numeracy (LLN), Occupational Health & Safety (OHS), Environment and Animal Welfare & Ethics to be integrated into the competency standards,
- suggest competencies from other Training Packages be reviewed for their suitability to be included in the Training Package,
- assessment guidelines to be reviewed and updated so as to provide guidance for assessors,
- promotion and professional development is needed to raise awareness of this Training Package,
- support materials to be reviewed and updated accordingly once the Training Package is endorsed,
- that the Training Package be extended to meet the needs of other relevant animal industry sectors (animal management, animal technology, captive animals, pet care services and wildlife care / rehabilitation).

### Phase II

Phase II of the Review began in October 2001 with a National Industry Steering Committee (NISC) being appointed to oversee the development and review of the Training Package and to ensure that the project is managed effectively and ethically.

The aim of Phase II will be to address the re-development and re-endorsement of the Training Package taking into account the recommendations made in Phase I.



Due to the extension of the Veterinary Nursing Training Package to cover the wider animal industries the Training Package would need to be re-named and after intensive discussions the NISC decided that it would now be known as the Animal Care & Management Training Package.

The NISC also decided that the Review would be conducted through two parallel projects – *Veterinary Nursing* and *Wider Animal Industries*.

### Sectors within the Animal Care & Management Training Package

| Animal Management   | Animal Technology                                       | Captive Animals  | Companion Animal Services  | Veterinary Nursing |
|---|---|--|--|--------------------|
| Animal Inspectors (RSPCA)<br>Abandoned animals Shelter Manager<br>Feral animals controller<br>Council Pound Manager, Ranger, Community Officer<br>Urban animal control Manager (controller) | Laboratory animal carer<br>Laboratory animal researcher | Aquaria<br>Circuses<br>Mobile displays<br>Theme parks<br>Wildlife Care & Rehabilitation facilities<br>Wildlife parks<br>Zoos | Animal handler<br>Animal trainer<br>Assistance dog trainer<br>Cattery attendant<br>Groomer<br>Kennel attendant<br>Pet exerciser<br>Pet funeral operator<br>Pet shop assistant<br>Pet supplies assistant<br>Pet transporter<br>Security dog handler<br>Animal Breeder | Veterinary Nurse   |

#### Draft 1 Standards & Consultation Workshops

Draft 1 competency standards for the wider animal industries were developed by Kate Mountain of Competency Training Institute.

Meetings with industry representatives and development workshops were conducted to develop draft standards which were posted to the RTCA website in April. Consultation workshops for the draft 1 standards were then held nationally during April and May with key stakeholders.

#### Draft 2 Standards – A different approach

While the Draft 1 standards were a good start, industry members suggested that further targeted meetings and workshops were required to resolve some specific issues for each particular sector. In considering these suggestions, the NISC is forming an Industry Reference Group (IRG) per sector (made up of 1 NISC member and 4 – 5 industry representatives) to validate the Draft 1 standards, identify gaps, re-draft standards for Version 2 and re-draft the qualifications framework.

Once Version 2 is complete, it will be again posted to the RTCA website for further e-consultation and targeted industry consultations / meetings.

### Updated Timelines

| Time                       | Outcome  |
|----------------------------|--|
| July – August              | Meetings with IRGs<br>Standards and qualifications re-drafted to Version 2   |
| 16 September – 11 October  | Version 2 standards and qualifications posted to RTCA website<br>E-consultation and targeted workshops held                |
| 14 October – 13 November   | Standards and qualifications re-drafted to Version 3   |
| 13 November – 6 December   | Version 3 standards and qualifications posted to RTCA website<br>E-consultation  |
| 9 – 31 December            | Standards and qualifications re-drafted to Final Version   |
| 4 – 31 January 2003        | Validation with key national stakeholders  |
| 1 February – 20 March 2003 | Editing and formatting of Training Package   |
| 21 March 2003              | Animal Care & Management Training Package to be submitted to ANTA (Australian National Training Authority) for endorsement |
| 1 June 2003                | Expected endorsement and availability for the Animal Care & Management Training Package                                    |

### WHAT DOES THIS MEAN FOR URBAN ANIMAL MANAGERS?

The Animal Care & Management Training Package will comprise a suite of competency standards that can be packaged to develop national qualifications to formally recognise the skills and knowledge of workers within the animal care and management industry and indeed the individual industry sector.

For Urban Animal Managers, this means

- skills and knowledge can be recognised with a national qualification
- training can be undertaken to further enhance skills and knowledge
- identifiable training and career pathways
- linkages with other nationally endorsed Training Packages (e.g. Local Government)
- better qualified workers and managers
- the provision of a better set of tools for Human Resource Departments.

### ABOUT THE AUTHOR

Shannon Brown  
Project Manager  
Rural Training Council of Australia

Shannon Brown's career encompasses a wealth of experience and knowledge within vocational education and training sectors having worked with both State and National Industry Training Advisory Boards (ITAB).

Shannon is passionate about improving vocational education and training nationally and promoting the vocational education and training (VET) sector to industry in order to enhance their skills and knowledge, advocate life-long learning and improve the awareness of training and career pathways.

As Project Manager for the Animal Care & Management Training Package, Shannon leads the development of competency standards and qualifications for Industry Sectors covering Veterinary Nursing, Animal Management & Control, Captive Animals, Animal Technology and Companion Animal Services.