

Project Overview

The Workforce Challenge

BuildSkills has received requests from leading industry bodies to develop nationally recognised training products for the insulation installation workforce and for the inspection of installed insulation.

Currently, while there is non-mandatory certification available in the industry, there are no formally qualified insulation installers or inspectors. Additionally, there is a lack of training resources to help insulation workers meet the current and future market demands for adequately insulated buildings, as well as for inspecting those installations to ensure their suitability.

The purpose of this project is to:

- create nationally recognized training products for the insulation industry, specifically focusing on the skills required for insulation installation and the inspection of installed insulation products.

Deliverables

The project will:

- Review the current insulation installation units (CPCCPB3014 Install bulk insulation and pliable membrane products, and CPCCPB3027 Install ceiling insulation products);
- Review and convert the non-accredited insulation installation unit (EEC001 Prepare for insulation retrofitting within ceiling spaces) to a national unit of competency;
- Develop new units of competency to meet the current and emerging skills of insulation installation and inspection;
- Investigate and potentially incorporate the reviewed and new units of competency into two new skill sets (Insulation Installation Skill Set, and “Inspect Insulation Installation Skill Set); and
- Update the below qualifications to include the reviewed and new units of competency within the elective units list.

Timeframes

Qualifications

Code	Title
CPC31220	Certificate III in Wall and Ceiling Lining
CPC40120	Certificate IV in Building and Construction

Project commencement date: 13 January 2025

Proposed project end date: 8 June 2026

Training Product Priority: Complex

Consultation Strategy

Based on the scope and complexity of the project, BuildSkills has developed the following consultation strategy:

Step 1 – Initial development

A notice is published on our website to alert stakeholders that this training product development work is commencing.

Stakeholder consultation commences, BuildSkills will conduct consultations which are:

- Purposeful: Set a clear understanding of what is to be achieved
- Inclusive: Identify relevant stakeholders and make it easy for them to engage
- Timely: Involve stakeholders early in the process and agree on when and how to engage
- Transparent: Be open, honest and set clear expectations
- Respectful: Acknowledge the expertise, perspectives and needs of stakeholders.

BuildSkills has notified the relevant stakeholders of the start of training product development work: Commonwealth and state and territory senior responsible officers, the Assurance Body; and other JSCs.

Technical Committee meetings

A Technical Committee has been established. The Technical Committee (TC) will draw on their expertise to provide technical advice to the project team. They will also support us in identifying additional stakeholders to include in the consultation strategy.

The Technical Committee met at commencement of the project, and additional meetings will occur throughout the project. The first meeting occurred on 13 May 2025.

Additional meetings will be held throughout the first three steps of the project.

Any further consultation identified throughout the project will be discussed and coordinated with the technical committee.

Meetings will be held virtually via Microsoft Teams or face to face.

Step 2 – Public and government consultation

The following stakeholders will be engaged throughout the project.

Engagement through email feedback and/or online or face to face interview:

Regulators

- Australian Skills Quality Authority (ASQA)
- Training Accreditation Council
- Victorian Registration and Qualification Authority

State Training Authorities

- All commonwealth, State and Territory government State Training Authorities

Senior Responsible Officers

- All Commonwealth, State and Territory government Senior Responsible Officers

Jobs and Skills Councils

- Service and Creative Skills Australia
- Skills Insight
- Powering Skills Organisation
- Future Skills Organisation
- Industry Skills Australia
- Manufacturing Industry Skills Alliance
- Mining and Automotive Skills Alliance
- Public Skills Australia
- HumanAbility

Consultation with the listed Jobs and Skills Councils, and additional Government stakeholders will be undertaken as determined throughout the project.

Targeted consultation

Specific stakeholders will be consulted to determine whether the reviewed and new units of competency are fit for purpose and relevant to the qualifications.

Engagement through industry workshops, email feedback and/or online or face-to-face interviews:

Employers and their representatives/peak bodies

- Insulation Council of Australia and New Zealand (ICANZ)
- Master Builders Australia (MBA)
- Insulation Australasia (IA)
- Affiliated Insulation Industry Coalition (AIIC)
- Association of Australian Certifiers
- Australian Insulation Installers Association (AIIA)
- Alexander Watson Insulation and Electrification
- Knauf Insulation Pty Ltd
- Enviroflex
- EEFit
- Premier Commercial Solutions
- Solartex

Employees and their representatives/unions

- Construction, Forestry, Maritime, Mining and Energy Union (CFMEU)

Experts of work practices and behaviours from within insulation and the existing qualifications and units of competency

- Energy Efficiency Council (EEC)
- Australian Modern Building Alliance (AMBA)
- Insulation Installation Assurance Authority (IIAA)

Educational experts

- Green Building Institute

- Bluescope Steel

Curriculum Maintenance Manager (CMM) – Building Industries

Registration Training Organisations (RTOs) and TAFE's delivering the relevant CPC qualifications and/or specific units of competency (including)

- Association of the Wall and Ceiling Industries (AWCI)
- Canberra Institute of Technology (CIT)
- TAFE NSW
- South Metro TAFE

State and Territory Based Industry Training Advisory Boards (ITABs)

- Industry Skills Advisory Council Northern Territory (ISACNT)
- Building, Construction, Resources and Infrastructure NSW
- Construction Industry Training Board South Australia (CITB)
- Construction and Mining Industry Skills Council (ISC)
- Western Australian Construction Training Fund

All stakeholders may also be engaged through focus groups, or national online surveys.

Public consultation

The draft training products will be uploaded to the website for stakeholders to access and provide feedback. At a minimum, BuildSkills will make the following information publicly available for consultation:

- a detailed summary of the changes made and why,
- the draft product for review, including mapping information (limitations may apply for products that are not for public access), and
- draft Companion Volume Implementation Guide (CVIG).

BuildSkills will allow a minimum of four weeks to undertake consultations, and this is planned to occur across October – November 2025 and will possibly include 2 public webinars. These dates are subject to change should delays occur during Stage 1 of the project.

Feedback will be captured through a website form located on the project website and will be maintained in a consultation log throughout the training product development process and publicly available on our website. The consultation log will include:

- generic stakeholder information (stakeholder type and location).
- feedback method and feedback received
- consideration and response, including justification if feedback has not been incorporated
- general summary of all feedback and its incorporation into the draft training products

Additional feedback can be provided directly to the Project Manager:

Peter Miller

Phone – 0457 551 116

Email – PeterM@buildskills.com.au

Step 3 – Incorporating feedback

After consultations have ended, feedback will be collated, analysed and incorporated (as required) into the draft training products. After this, it will be determined if further modifications/consultations are required based on the feedback received. This process is planned to commence December 2025 and conclude in February 2026.

Once changes have been made, it is up to the project team and the Technical Committee to determine if further consultation is required.

If significant modifications have been made to the proposed solution because of the public and government consultations, BuildSkills may decide to undertake further consultation with relevant stakeholders to address this and ensure the outcome reflects broad stakeholder consensus. The outcomes of these additional consultations, including a justification for changes, will be captured in the consultation log. Further, the consultation log will also include justification on why the feedback has not been considered, the reasons why issues cannot be resolved, any steps taken, and the potential impact on learners and employers.

If one or more stakeholders disagree about the proposed solution including the structure and/or content of any proposed training products, BuildSkills will work to resolve these disputes before submission to the Assurance Body. Please refer to the Dispute Resolution Policy on our website.

Step 4 – Senior Officials’ Check

Should training products be developed, Government feedback on the content of relevant training products will be delivered to BuildSkills through consultations with Commonwealth and state/territory Senior Responsible Officers. This consultation will be conducted by email feedback and is planned to occur in March 2026.

Step 5 – Finalisation and Submission to Assurance Body

If training products are developed, after the training product development has occurred, and consultations and feedback have been implemented and incorporated into the training product(s), BuildSkills will submit a pack to the Assurance Body and publish the submission on its website. This process is planned to occur during April 2026.

Technical Committee sign-off

Step 6 - Assurance Body consideration & Step 7 - Skills Ministers' Endorsement

If training products are developed, after submission, the Assurance body will evaluate the submission based on compliance with the Training Package Organising Framework (TPOF) and ensure that BuildSkills has provided all necessary evidence to support the submission. After the Assurance Body reviews the training product(s), the products are supplied to the Skills Ministers' members for endorsement.

After training product(s) are endorsed by the Skills Minister, BuildSkills will upload the training products and the Companion Volume Implementation Guides (CVIG) on the National Register of VET within 10 business days of endorsement.

BuildSkills will also

- communicate with the Technical Committee to notify them of the outcome,
- contact the stakeholders that engaged in the training product development process to notify them of the outcome,
- send an update on the training product(s) changes to subscribers who have indicated their interest in the subject matter, and
- post a notification of changes and updates to the relevant training product(s) on the BuildSkills website and social platforms.

This process is planned to commence in May 2026.

The Insulation Installation and Inspection Technical Committee has reviewed and contributed to this Consultation Strategy as required, their support was received 21 May 2025.

Please note: this document may be amended as per direction provided by the Technical Committee. Once this has occurred, the updated version will replace this download on the website.