

Project Overview

19-25 CPP Swimming Pools and Spas Review.

The Workforce Challenge

Various stakeholders from the Swimming Pool and Spa Industry have informed BuildSkills Australia, for a review of the following qualifications:

- CPP31218 Certificate III in Swimming Pool and Spa Service
- CPP41319 Certificate IV in Swimming Pool and Spa Service

The primary area of concern was the service and repair functions undertaken in the industry as they are no longer fit for purpose, and accordingly no longer meet industry needs.

The issues raised include:

- Both qualifications currently include superseded imported units of competency, and the Certificate IV contains deleted imported units of competency.
- The Certificate IV does not provide a vocational pathway leading to employment, this is supported by NCVET completion data detailing a sharp decline of completions from 2015, leading to zero completions in 2023.
- Certificate III in Swimming Pool and Spa Service does not equip swimming pool and spa service and repair technicians with the necessary skills for both commercial and domestic service requirements.

As a result of feedback to BuildSkills Australia (herein referred to as “BuildSkills” or “BSA”) will undertake an assessment of both CPP31218 Certificate III in Swimming Pool and Spa Service Technician and Repair and CPP41319 Certificate IV Swimming Pool and Spa Service Technician and Repair training products to test the accuracy of the issues identified in stakeholder feedback.

Deliverables

The project will:

1. Work broadly with the swimming pool and spa service technician and repairer stakeholder network to establish an effective Pool and Spa Service Technician and Repairer Skills and Knowledge Profile (SK Profile) against which the two Deliverables can be assessed
2. Conduct an analysis of the existing CPP31218 Certificate III in Swimming Pool and Spa Service and Repair and the SK Profile

Timeframes

3. Conduct an analysis of the existing CPP41319 Certificate IV in Swimming Pool and Spa Service and Repair and the SK Profile.
4. Identify whether suitable training products are required to meet the requirements of the Swimming Pools and Spa SK Profile, and
5. Develop suitable training products against the SK Profile (if required).

Project commencement date: **7 July 2025**

Proposed project end date: **31 July 2026**

Training Product Priority: Routine

Consultation Strategy

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.

If one or more stakeholders disagree about a 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.

Step 1 – Initial development

Commencement notification – A notice will be issued on the BuildSkills website to alert stakeholders that training product development work is commencing.

Meetings – BuildSkills will undertake virtual, face-to-face and email consultations with a broad network of stakeholders.

Technical Committee meetings – A Technical Committee will be established to provide technical advice and draft revised training product validation. The first meeting will occur in **August 2025**.

Face-to-face sessions – BuildSkills will gather key stakeholders across each state and territory to share drafted training products and seek feedback to guide the final draft products to be presented for public and government consultation.

Step 2 – Public and government consultation

Draft products – BuildSkills will upload draft training products to the website for public and government consultation for a minimum four week period in **December 2025**.

Supporting documents – BuildSkills will provide a description of the training package product and its purpose, a detailed Summary of Changes document, mapping information, and a supporting draft Companion Volume Implementation Guide (CVIG) to support any new draft training products, if developed.

Webinar – BuildSkills will conduct an informative webinar for all stakeholders to demonstrate how stakeholder feedback was interpreted into training product updates.

Feedback – BuildSkills will provide a webform for all stakeholders noted in Step 1 and the broader public and government to record feedback about any draft training products.

Consultation log – BuildSkills will maintain and share a detailed log of stakeholders consulted throughout the training product development process.

Step 3 – Incorporating feedback

Final draft training products – After consultations have ended, feedback will be collated, analysed and incorporated (as required) into a final version of any draft training products. This process is planned to commence in **February 2026**.

Additional consultation – BuildSkills will determine whether further consultation is required based on the feedback received.

Consultation log – BuildSkills will update and share the consultation log any additional consultation information.

Step 4 – Senior Officials' Check

Initial review – BuildSkills will submit any draft training products to the Commonwealth and State/Territory Senior Responsible Officers (SROs). This is planned to occur in **April 2026**.

Step 5 – Finalisation and Submission to Assurance Body

Formal review – BuildSkills will submit the final draft training products and the required supporting documentation to the Assurance Body.

Submission publication – BuildSkills will publish the final submission on its website. This process is planned to occur during **May 2026**.

Contact

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

Evaluation & 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. This process is planned to commence in **June 2026**.

Implementation

Written/verbal notification – BuildSkills will notify the Technical Committee, and all stakeholder identified in Step 1 via email, phone or virtual/face-to-face meetings of the Skills Ministers decision.

Website notification – A notice will be issued on the BuildSkills website to alert stakeholders of the Skills Ministers decision.

Product publishing – If the training products are endorsed, BuildSkills will upload the endorsed versions and the Companion Volume Implementation Guide (CVIG) on the National Register (training.gov.au) within 10 business days of endorsement.

Webinar – BuildSkills will deliver an Informative webinar for all stakeholders on the implementation plan of the endorsed training products. This process is due to take place in **August 2026**.

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Please note: this document has been amended as per direction provided by the Technical Committee.