

# Project Overview

## The Workforce Challenge

**Skilled migrant plumbers** seeking an occupational licence in Australia are currently required to complete Certificate III in Plumbing to obtain a full plumbing occupational licence within their jurisdiction. Unlike other trades such as refrigeration and air conditioning mechanics (10878NAT), and electricians (10809NAT), there is no single nationally accepted Minimum Australian Context Gap course for migrant plumbers. The absence of a nationally recognised approach creates a disparity in the licensing pathway for migrant plumbers.

The diversity in requirements and lack of a formal process pose a significant risk of discouraging potential migrant plumbers from choosing Australia as a migration destination. Additionally, these concerns have also led Western Australia to stop the skills recognition process for migrant plumbers while they find an appropriate way forward.

BuildSkills Australia proposes to revisit the conversation and investigate the areas of concern to support the development of a nationally consistent approach to address these issues and ensure there is an effective skills recognition process for migrant plumbers.

## Deliverables

The project will:

- Explore the role and relevance of a Certificate III in Plumbing (CPC32420) program that is specifically tailored for Offshore Technical Skills Assessment holders,
- Facilitate agreement on the specific learning requirements for migrant plumbers to be eligible to apply for a full licence across jurisdictions,
- If required, BuildSkills will develop a Minimum Australian Context Gap course for migrant plumbers, and this will be subject to the requirements set out in the Training Package Development and Endorsement Process Policy (TPDEPP). The development of this course will ensure a nationally consistent process, as it already exists for air conditioning, refrigeration mechanics and electricians,
- Alleviate concerns from various parties by considering conducting a Pilot Program once the training product development phase is complete.

## Timeframes

Project commencement date: 24<sup>th</sup> June 2024

Project end date: 23 February 2026

Training Product Priority: Complex

## Consultation Strategy

Based on the scope and complexity of the training products being developed, BuildSkills has developed the following consultation strategy:

### **Step 1 – Initial development**

A notice on our website to alert stakeholders that 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 will notify 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.

A Technical Committee will be 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.

### **Step 2 – Public and government 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, however, truncated timeframes may be acceptable for fast-track projects (agreed upon by Skills Ministers). Additional time may be needed for more complex or contentious training product(s) development work which will be identified in the consultation strategy.

BuildSkills will keep a consultation log throughout the training product development process and make the consultation log publicly available on our website.

### **Step 3 – Incorporating feedback**

After consultations have ended, feedback will be collated, analysed and incorporated (as required) into the draft training product(s). After this, it will be determined if further modifications/consultations are required based on the feedback received.

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

If significant modifications have been made to the training product(s) because of the public and government consultations, BuildSkills may decide to undertake further consultation with relevant stakeholders to address this and ensure the final product 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 structure and/or content of the training product(s), 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**

Government feedback on the content of relevant training products will be delivered to BuildSkills through consultations with Commonwealth and state/territory Senior Responsible Officers. A minimum duration of two weeks is required for this consultation phase.

### **Step 5 – Finalisation and Submission to Assurance Body**

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.

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

After submission, the Assurance body will evaluate the submission based on compliance with the 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

- consult 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.