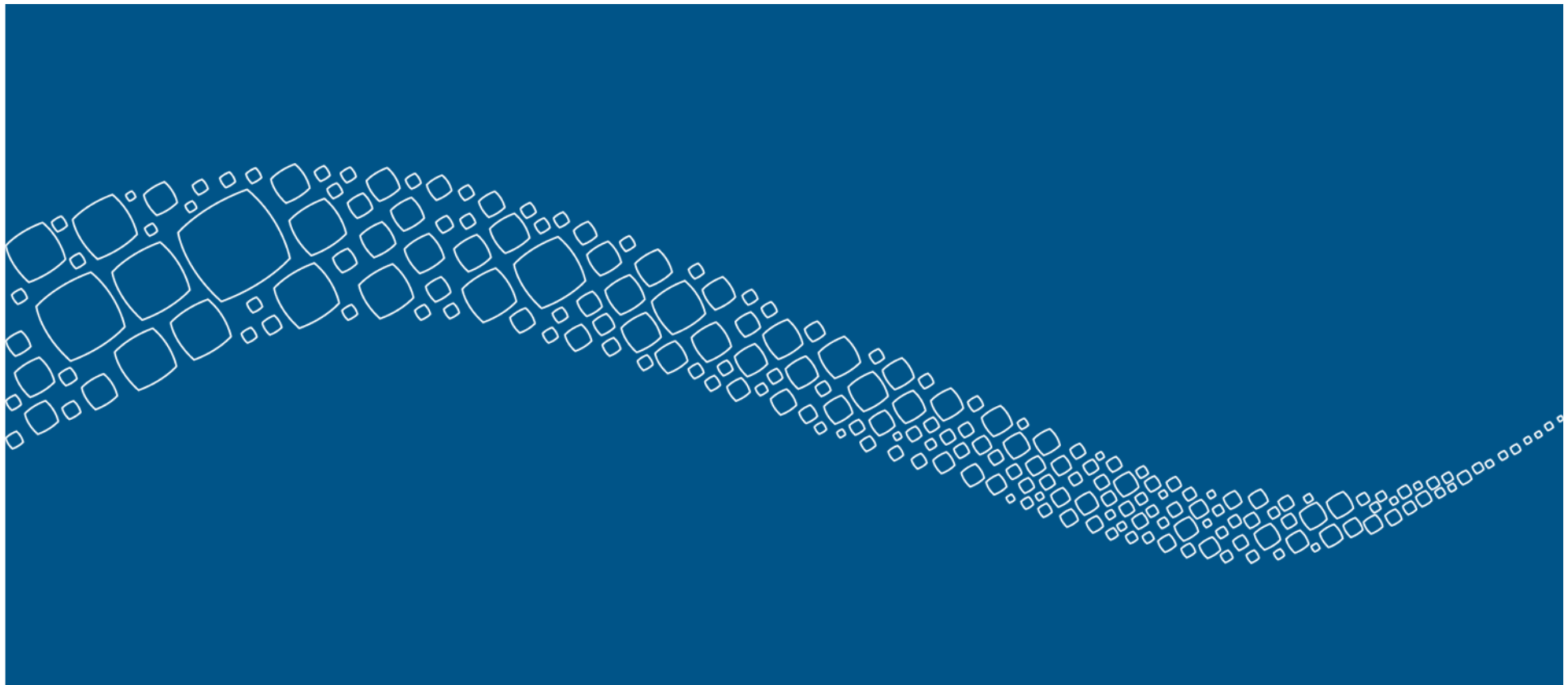


# Community Services and Health Industry Skills Council



CHC: New qualifications for early childhood education and care



Community Services & Health  
Industry Skills Council

# What we will talk about today:

- **Who is the Industry Skills Council and why are you changing the qualifications?**
- **What are the changes?**
  - **All about the new standards**
  - **All about the new qualifications**
- **What's next and what does this mean for me?**



# Our role

- Funded by the Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education (DIICCSRTE)
- Nationally recognised advisory body on skills and workforce development for the Community Services and Health industry in Australia
- We do this through:
  - Workforce development (brokerage & projects)
  - Research (Environmental Scan)
  - Training Packages (CHC08 and HLT07)
  - Industry engagement and consultation



# VET System

**SCOTese**  
Ministerial Council

**NSSC**

**AQF**

*Standards for qualifications*

**AQFC**

- Graduate Diploma
- Graduate Certificate
- Advanced Diploma
- Diploma
- Certificate IV
- Certificate III
- Certificate II
- Certificate I

**Outcomes**

**Standards for NVR/AQTF**

*←----->*

**ASQA/VRQA/WATAC**

- RTO** - Rules for Registration & Compliance
- ASQA National** - Regulations, Principles and Protocols for monitoring performance
- STA** - Processes

**Delivery Arrangements**

**NTP**

*Standards for training packages*

**CS&HISC**

- Endorsed Components
  - Competency Standards
  - Assessment Requirements
  - Qualifications
  - Credit Arrangements
- Companion Volumes
  - Implementation Guide
  - Assessment Guide
  - Knowledge Guide
  - Learning Guide

**Performance level**

# What is a Training Package?

- A Training Package is a set of nationally endorsed competency standards, assessment requirements and qualifications for recognising and assessing people's skills in a specific industry, industry sector or enterprise
- They focus on performance outcomes not training delivery – there is no training in Training Packages
- RTOs (teachers and trainers) develop training programs, learning and assessment strategies and resources depending on employer's and learner's needs, abilities and circumstances



# Continuous Improvement

- CS&HISC is required to keep the training packages current through a process of Continuous Improvement. In 2011 our CIP was updated to reflect priority work to June 2014
- Areas for review across the packages included:
  - transition of existing training packages to the **new design model**
  - developing of companion volumes
  - incorporating new and existing feedback to better reflect the changing needs of the Community Services and Health industries



# New Design Model

## Endorsed Components

*Endorsed by NSSC*

Units of Competency

Assessment Requirements

Qualifications

Credit Arrangements

## Companion Volume

*Quality assured*

Implementation Guide

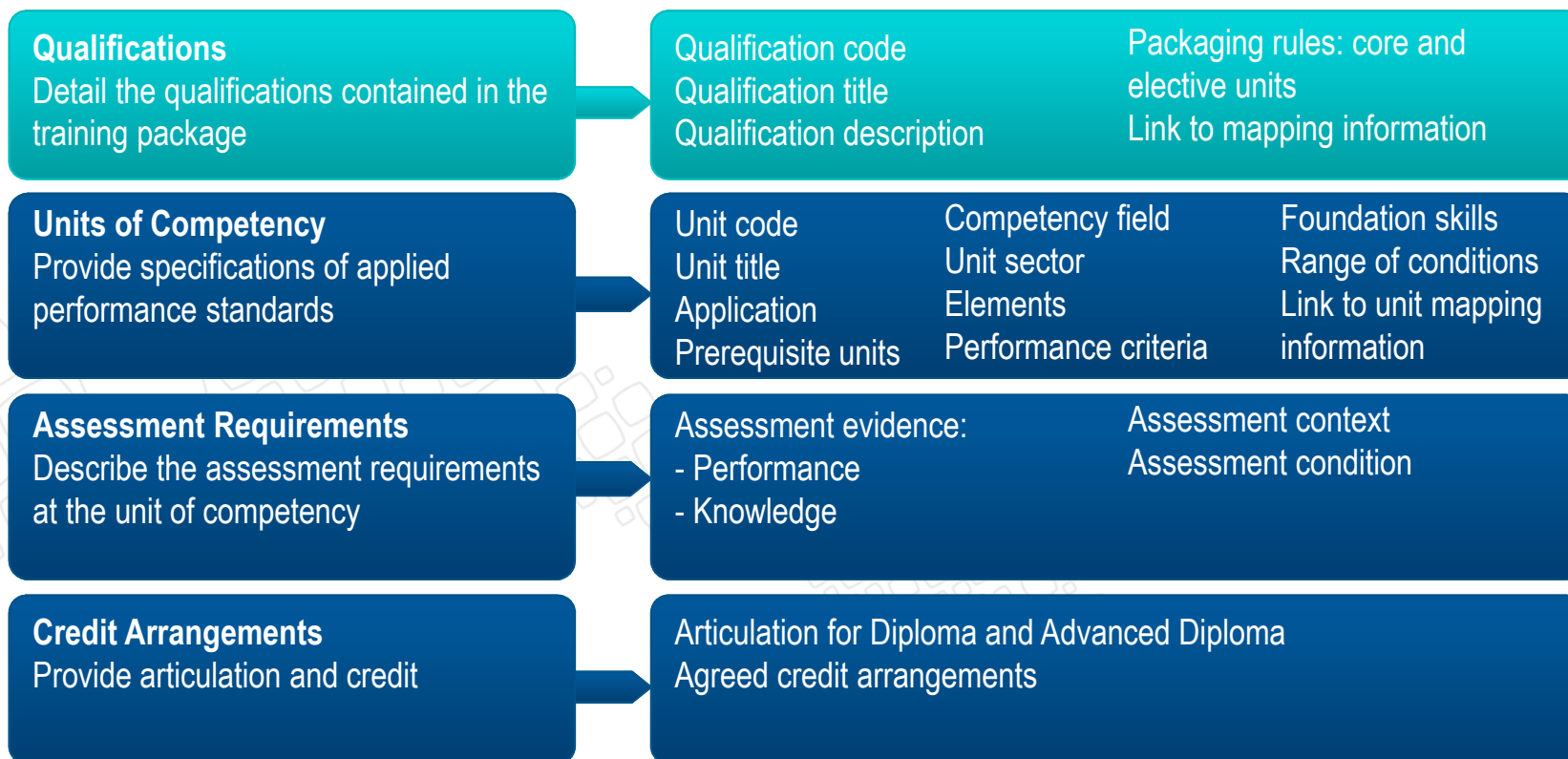
Companion Volumes e.g.  
Learning Guide  
Knowledge Guide  
Assessment Strategies Guide



# New Design Model

## TRAINING PACKAGES (Endorsed by NSSC)

## CONTENT / TEMPLATE



Source: National Quality Council (2010) Design Model for Streamlined Training Packages, retrieved from <http://www.nssc.natase.gov.au>



# Qualifications

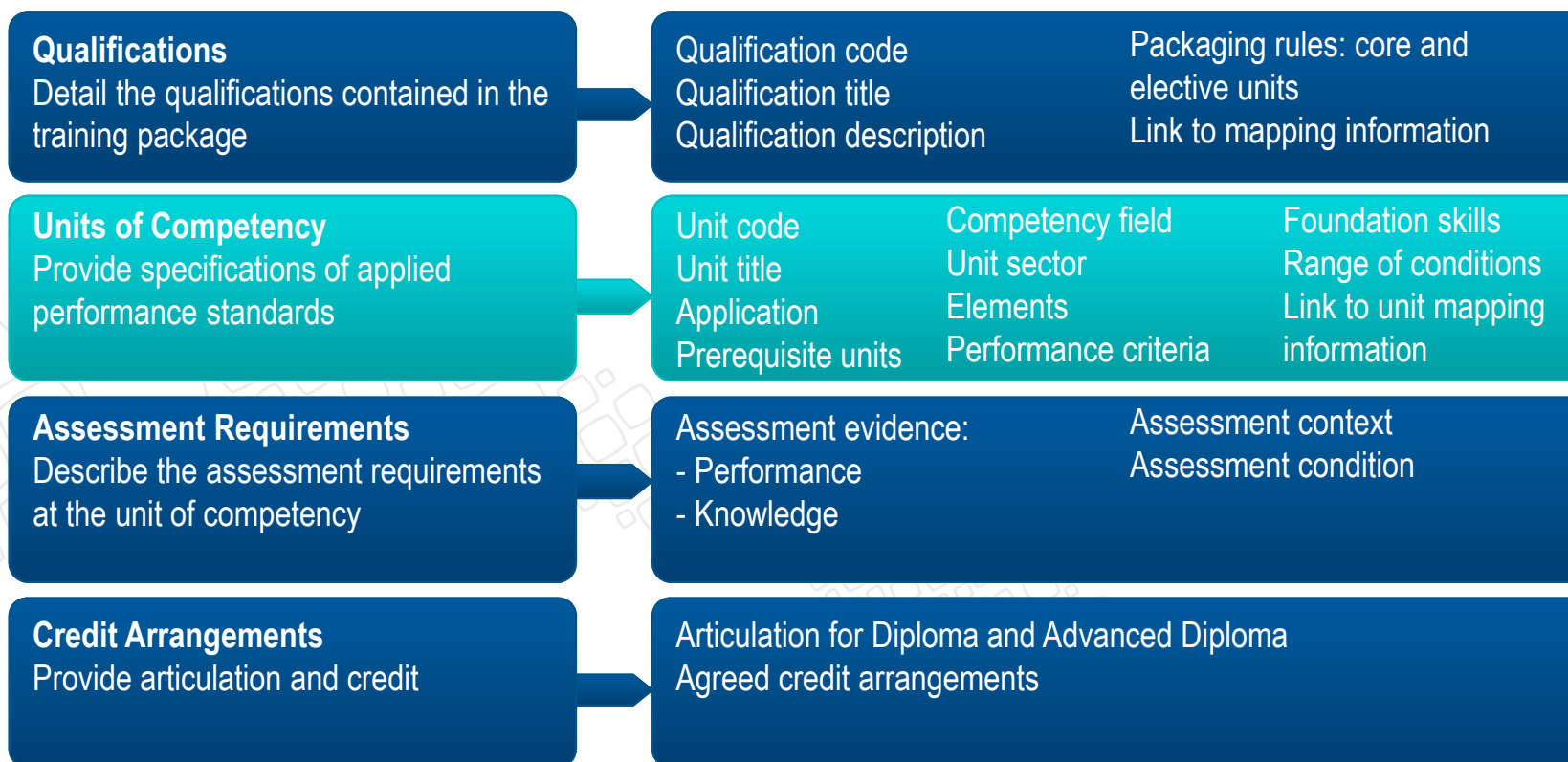
- Qualifications align to the new Australian Qualifications Framework
- Qualifications reflect jobs – courses are based on qualifications, but qualifications are not courses
- Wherever possible, each qualification stands alone and reflects the skills and knowledge required for the relevant job(s)
- Restrictive rules are minimised
- Qualifications support multi-skilling and specialisation



# New Design Model

## TRAINING PACKAGES (Endorsed by NSSC)

## CONTENT / TEMPLATE



Source: National Quality Council (2010) Design Model for Streamlined Training Packages, retrieved from <http://www.nssc.natase.gov.au>

# Units of competency

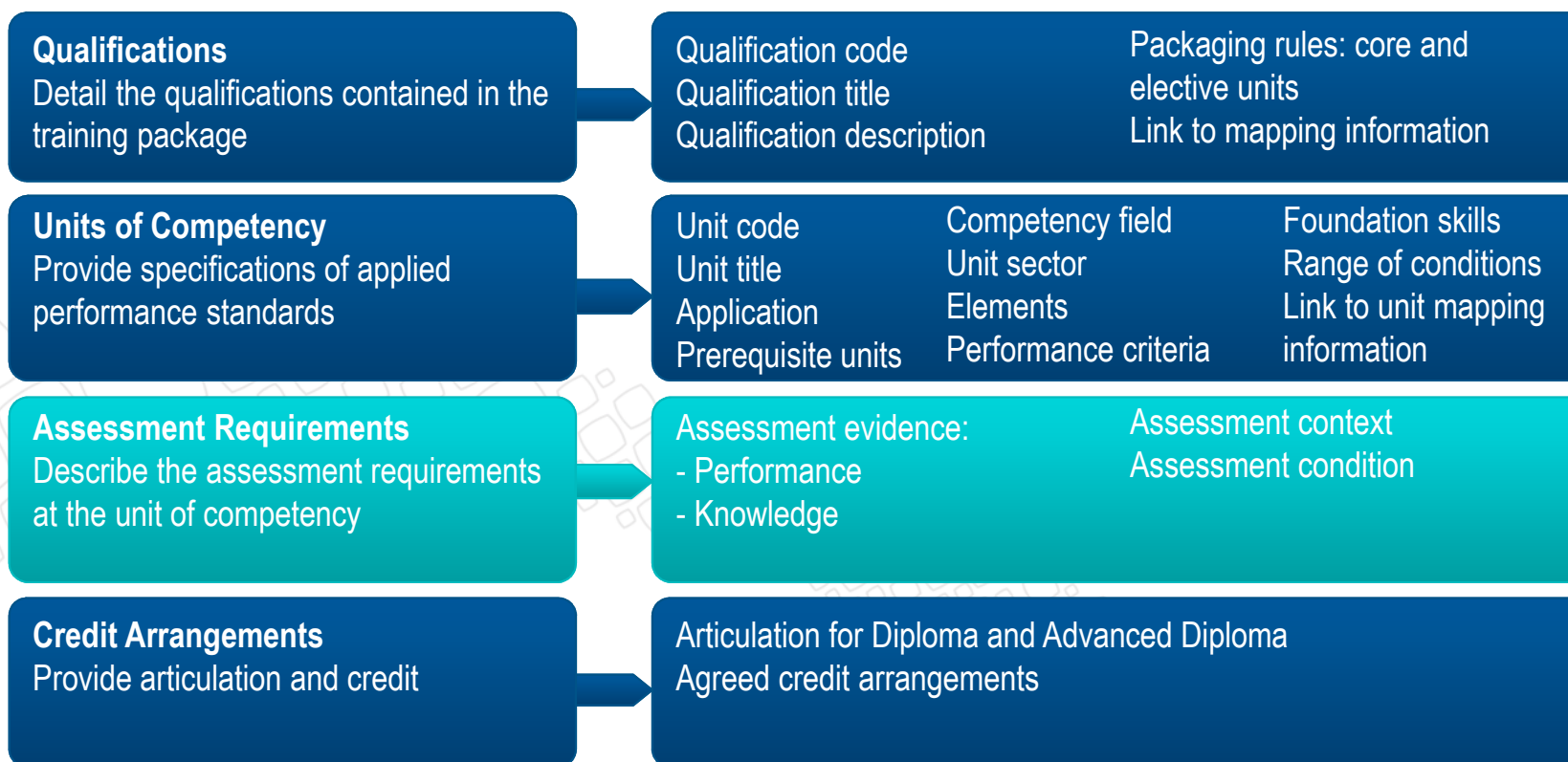
- Each unit describes a discrete workplace function and there is clear, explicit different differentiation between units
- Units reflect applied knowledge, with specific knowledge evidence detailed in the Assessment Requirements
- Units describe skills at different levels of complexity, but units do not have qualification levels (sometimes skills described in one unit may be used by people in jobs at different qualification levels)
- Prerequisite units apply only when the workplace requires people to be formally assessed in one skill before they can perform another



# New Design Model

## TRAINING PACKAGES (Endorsed by NSSC)

## CONTENT / TEMPLATE



Source: National Quality Council (2010) Design Model for Streamlined Training Packages, retrieved from <http://www.nssc.natlese.gov.au>

# Assessment Requirements

## Performance evidence

- Product and process evidence, including volume and frequency of performance required for evidence of competency

## Knowledge evidence

- Application of knowledge, including scope and depth

## Assessment conditions

- Where assessment can take place and what that environment looks like if simulated, including resources and interactions



# Incorporating Industry Feedback

CS&HISC focus is on using the new requirement as an opportunity to make our Training Packages better by:

- Updating the suite of children's services qualifications in line with the new regulatory environment
- Updating terminology in line with current industry terminology
- Strengthening assessment requirements to improve consistency of outcomes
- Rationalisation of qualifications to reflect current job roles and industry requirements



# Industry Reference Group

## Children's and Youth Services Industry Reference Group (IRG)

*An industry specific standing group which provides sectoral advice to ensure review work meet industry needs and accurately reflect regulations, policies and national agenda*

- Childcare Association of WA
- Australian Community Children's Services
- QLD Department of Education, Training and Employment
- Australian Children's Education and Care Quality Authority
- National Industry Training Advisory Boards
- Australian Childcare Alliance
- National Out of School Hours Services Association
- Australian Community Workers Association
- Department of Human Services
- Australian Youth Affairs Coalition
- TAFE Directors Australia
- Early Childhood Australia
- Department of Education, Employment and Workplace Relations
- Australian Council for Private Education and Training
- Family Day Care Australia
- YMCA
- Secretariat of National Aboriginal and Islander Child Care
- United Voice
- Ministerial Council for Education, Early Childhood Development and Youth Affairs (MCEECDYA)
- Goodstart Early Learning



# Subject Matter Expert Groups

**Subject Matter Expert Groups  
(SMEG)**

*Sector specific working groups consisting of 'expert practitioners', managers, employers and experienced trainers who provide technical input for content development*

**Children's Services  
(Early Childhood and School Age  
Care)**

**Youth Work**

**Education Support**

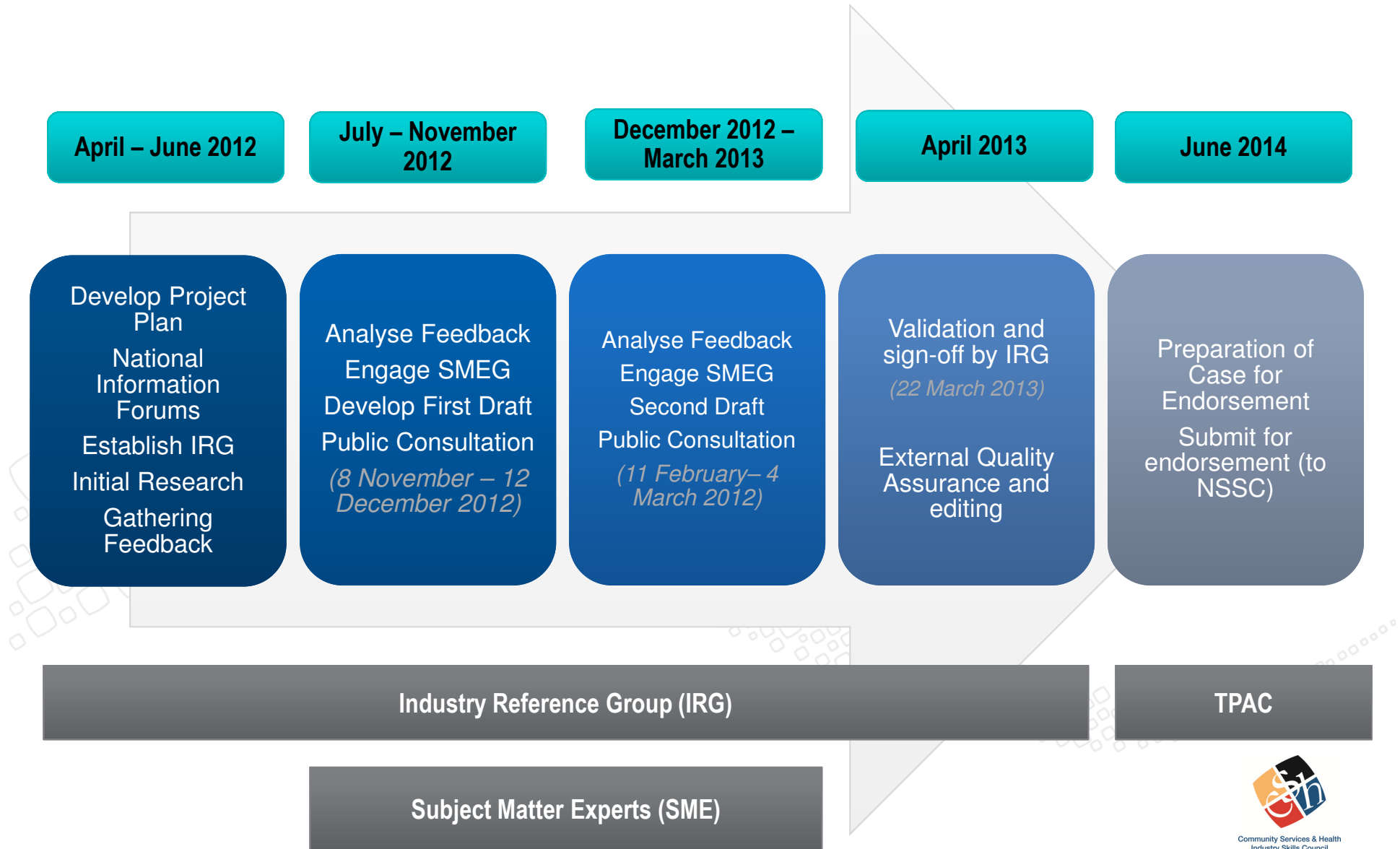
**Youth Justice**

**Child, Youth and Family  
Intervention**





# Children's Services Review Project



# Changes across the Training Package

- Mandatory work placements (e.g. 120 hours, 240 hours)
- Entry requirements have been removed (implications)
- Workplace assessment is mandatory for most units
- Enhanced simulated assessment and scenarios for competencies such as child protection, mandatory reporting
- Cultural competency, inclusion and diversity are core in all qualifications
- Working effectively with Aboriginal and/or Torres Strait islander children, families, co-workers, clients core in all qualifications
- New performance evidence describes volume and frequency of assessment e.g interacted with at least five families from a diverse range of backgrounds; provided care to at least three children with varying needs across a range of ages



# Changes for early childhood education and care

## CHC30113 Certificate III in Early Childhood Education and Care

*Supersedes CHC30712 Certificate III in Children's Services*

- Suitable for early childhood educators, including family day care
- Revised title to better reflect vocational outcome
- New work placement requirement: minimum 120 hours
- Language updated to reflect National Quality Standards
- Provide care for babies is mandatory
- New unit developed addressing holistic child development from birth to six years
- New unit developed addressing how to use approved learning frameworks
- New cultural competency unit *CHCECE001 Develop cultural competence*



# Changes for early childhood education and care

## CHC50113 Diploma of Early Childhood Education and Care

*Supersedes CHC50908 Diploma of Children's Services (Early childhood education and care)*

- Suitable for early childhood educators, including family day care educators, supervisors, team leaders and coordinators
- Revised title to better reflect vocational outcome
- New work placement requirement: minimum 240 hours
- Language updated to reflect National Quality Standards
- New service management and compliance unit
- New child development units focusing on holistic development and creativity
- New cultural competency unit *CHCECE001 Develop cultural competence*



# Changes for early childhood education and care

## CHC40113 Certificate IV in School Age Education and Care

*Supersedes CHC41212 Certificate IV in Children's Services (Outside school hours care)*

- Suitable for OSHC educators
- Revised title to better reflect vocational outcome
- New work placement requirement: minimum 120 hours
- Language updated to reflect National Quality Standards
- New child development unit focusing on holistic development of children from five to twelve
- New unit focusing on use of approved learning frameworks
- New cultural competency unit *CHCECE001 Develop cultural competence*



# Changes for early childhood education and care

## CHC50213 Diploma of School Age Education and Care

*Supersedes CHC51008 Diploma of Children's Services (Outside school hours care)*

- Suitable for OSHC educators, coordinators
- Revised title to better reflect vocational outcome
- New work placement requirement: minimum 240 hours
- Language updated to reflect National Quality Standards
- New child development units focusing on holistic development and creativity
- New unit focusing on use of approved learning frameworks
- New cultural competency unit *CHCECE001 Develop cultural competence*



# Other sectors

- CHC30213 Certificate III in Education Support
- CHC40213 Certificate IV in Education Support
- CHC40413 Certificate IV in Youth Work
- CHC50413 Diploma of Youth Work
- CHC40513 Certificate IV in Youth Justice
- CHC50513 Diploma of Youth Justice
- CHC40313 Certificate IV in Child, Youth and Family Intervention
- CHC50313 Diploma of Child, Youth and Family Intervention

Still under review:

- CHC6XX14 Advanced Diploma of Community Sector Coordination (Children's Services)



# What does this mean for educators?

- The current qualifications are still valid!
- Those currently undertaking a Cert III or Diploma will need to discuss transition arrangements— depending how far through you are you will be able to get credit for the new qualifications
- New guidelines for ‘working towards’ will be published by ACECQA in line with the new qualifications
- Centre managers and directors can expect to see more trainees /training organisations looking for work placement
- Ask your training organisation whether they have started preparing for the new qualifications
- Unsure whether educators still meet requirements? Contact ACECQA 1300 422 327





# What does this mean for trainers?

- New components are available on [training.gov.au](http://training.gov.au) **now**
- Implementation Guide and Companion Volumes available from our website [www.cshisc.com.au](http://www.cshisc.com.au)
- Will you need to update your resources?
- What strategy will you use to transition your existing students?  
What about new students?
- Attend an Implementation Workshop (August, September)
- Normal transition and teach out periods will apply, check with your VET Regulator (ASQA, VRQA or WATAC)



# What next?

- The new CHC Training Package was endorsed by the National Skills Standards Council on 17 June 2013
- The new components were released on training.gov.au on 1 July 2013
- Normal transition and teach out periods apply
- Stay informed:
  - Subscribe to our newsletter
  - Subscribe to training.gov.au notifications
  - Attend an implementation workshop
  - Contribute to the ongoing development of qualifications and competencies for the Children's and Youth Services sector





# Community Services & Health Industry Skills Council



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