

Accredited Permaculture Training

Course amended as at

20/09/2011

Refer to separate Qualification documents for APT units of competency

Section A: Copyright and course classification information

1. Copyright owner of the course	<i>Permaculture International Limited</i>							
2. Address	P.O. Box 500, St Ives, NSW 2075							
3. Type of submission	<i>Amendment</i> <i>Certificate I in Permaculture</i> <i>Certificate II in Permaculture</i> <i>Certificate III in Permaculture</i> <i>Certificate IV in Permaculture</i> <i>Diploma of Permaculture</i>							
4. Copyright acknowledgement	Material in this course syllabus is protected by copyright and is subject to the provisions of the Copyright Act 1968. Owner of the copyright is Permaculture International Limited. Units of competency included in this course from the National Training Packages, AHC10 Agriculture Horticulture, Conservation and Land Management Training Package has copyright held by the Commonwealth of Australia which states that all rights are reserved.							
5. Licencing and franchise	<i>Contact the Copyright owner for information in relation to licensing arrangements:</i> Permaculture International Limited P. O. Box 500, St Ives, NSW 2075							
6. Course accrediting body	Training and Employment Recognition Council (TERC)							
7. AVETMISS information	<i>Provide AVETMISS classification codes that describe the industry, occupational group and field of education for which the course is intended.</i> <table border="1" data-bbox="507 1435 1267 2022"> <tr> <td><i>ASCO code</i></td> <td> 30866QLD- 1313-79 30867QLD- 1311-11 30868QLD- 1313 30869QLD- 1311-11 30870QLD- 1311-11 </td> </tr> <tr> <td><i>ASCED Code – 4 digit (Field of education)</i></td> <td>0501</td> </tr> <tr> <td><i>National course code</i></td> <td> 30866QLD 30867QLD 30868QLD 30869QLD 30870QLD </td> </tr> </table>		<i>ASCO code</i>	30866QLD- 1313-79 30867QLD- 1311-11 30868QLD- 1313 30869QLD- 1311-11 30870QLD- 1311-11	<i>ASCED Code – 4 digit (Field of education)</i>	0501	<i>National course code</i>	30866QLD 30867QLD 30868QLD 30869QLD 30870QLD
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<i>ASCED Code – 4 digit (Field of education)</i>	0501							
<i>National course code</i>	30866QLD 30867QLD 30868QLD 30869QLD 30870QLD							
8. Period of								

accreditation	<i>18/11/2009 to 17/11/2014 - 5 years</i>
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Section B: Course information

<p>1. Nomenclature</p> <p>Name of the Qualification</p> <p>Nominal duration of the course</p>	<p>30866QLD Certificate I in Permaculture – 105-120 nominal hours 30867QLD Certificate II in Permaculture – 404-454 nominal hours 30868QLD Certificate III in Permaculture – 614-825 nominal hours 30869QLD Certificate IV in Permaculture – 825-1045 nominal hours 30870QLD Diploma of Permaculture – 945-1320 nominal hours</p>
<p>2. Vocational or educational outcomes of the course</p>	<p>Certificate I in Permaculture will provide basic skills training in permaculture under full supervision. Outcomes include employment in permaculture, agriculture, horticulture or land management industries.</p> <p>Certificate II in Permaculture will provide higher level skills training in permaculture where supervision is provided on a routine basis. Outcomes include employment in permaculture, agriculture, horticulture or land management industries.</p> <p>Certificate III in Permaculture will provide 'trade' equivalent skills training in permaculture where a person is able to operate in a skilled and independent manner. Outcomes include employment in permaculture, agriculture, horticulture or land management industries.</p> <p>Certificate IV in Permaculture will provide skills training in permaculture for those who will be supervising permaculture works on rural and urban properties, who are working as project officers on community permaculture projects, and those seeking to become permaculture designers and/or advisors. Outcomes include employment as a supervisor/project coordinator in permaculture, agriculture, horticulture or land management industries</p> <p>Diploma of Permaculture will provide training in permaculture for those who are working as project managers on permaculture community development projects, and those seeking to become permaculture systems designers and/or consultants. Outcomes include employment as a project manager or consultant across permaculture, agriculture, horticulture or conservation & land management industries.</p>
<p>3. Development of the course</p> <p>3.1</p> <p>Industry/ enterprise / community needs</p>	<p>Permaculture covers the design, implementation and management of sustainable food production and distribution systems, and design for sustainable living as the foundation for sustainable community development through education, project management and enterprise development based on ecological principles</p> <p>Permaculture International Limited (PIL) is a non-profit organisation providing services to members in support of their work in permaculture design, service and permaculture related activities. PIL has extensive membership and networks both nationally and globally.</p> <p>The proponents have reviewed currently available Training Package</p>

qualifications, especially those within the Agriculture, Horticulture and Conservation and Land Management Training Package (AHC10) and can confirm that the proposed awards are not covered by qualifications within currently endorsed Training Packages.

Industry need

The inclusion of core and other units from Agriculture, Horticulture and Conservation and Land Management Training Package (AHC10), Community Services Training Package (CHC08) and Training and Education Training Package (TAE10) is designed to provide for flexible career and training pathways and options for clients working with those industries or proposing to join them.

The need for an accredited permaculture training program was the subject of a recommendation in the Rumsey Review of the Agriculture and Horticulture Training Packages (2000).

Community Need

Currently, Accredited Permaculture Training (APT) is run in 4 states, and there is increasing demand for courses at all levels from existing Permaculture practitioners, general community members, VET in schools, community groups, and overseas students.

The training programs cover the following topic areas:

- use of permaculture principles and practices
- rural permaculture design
- urban permaculture design
- organic garden agriculture
- design for sustainable living
- sustainable design in forestry
- sustainable design in aquaculture
- design for the sustainable use of energy and technology
- sustainable design in bioregional resource management
- research into permaculture principles and practices
- sustainable strategic planning
- permaculture project management and enterprise development
- sustainable community adaptation and development and transition planning

The increasing interest of the community and governments in sustainability, adapting to climate change, waste management, energy management, water management, food security and recycling systems will further boost community demand for permaculture training.

Target audience and future demand

The target audience for these courses is people wishing to move to further training options, traineeships and employment in permaculture, agriculture, horticulture or land management industries.

240 students are currently enrolled in accredited permaculture training programs across Australia. It is estimated that up to 250-300 people a year will undertake study towards permaculture qualifications.

3.2
Review for re-
accreditation

There are no other accredited permaculture courses available.

Permaculture International Limited (PIL) developed a Course Development Advisory Group of permaculture practitioners and teachers from the industry to provide evaluation and recommendations on industry and community requirements for the re-accredited permaculture courses. Members of the advisory group were arranged in subcommittees to review individual qualifications. Membership of subcommittees was allocated on the basis of the experience each member had in delivering permaculture training or professional services at that AQF level.

Once subcommittees had completed their reviews of each qualification, summaries of their recommendations were circulated to other members of the Course Development Advisory Group. Where only minor recommendations were advised, further review may not have taken place. Where more substantive recommendations were made, other members of the Course Development Advisory Group reviewed the units and provided feedback on the proposed recommendations.

In some instances, proposed changes to technical units were forwarded to technical experts for their feedback and this feedback was integrated into the subcommittee's final recommendations.

The recommendations of this advisory group were also forwarded to partnering RTO's for their feedback.

In early June, 2009, a meeting was held at which the draft course accreditation submission was reviewed and revised units were examined thematically (e.g. all 'animal' units were reviewed sequentially from Certificate I upwards) to ensure correct AQF level alignment, logical development of skills and knowledge and consistency of terminology.

Subcommittee notes, minutes of consultation meetings and relevant emails are held by PIL, and the partnering RTO's Eltham College Training Services and the National Environment Centre.

Subsequent to the lodging of the accreditation submission in July, further work has been done to bring all units up to the current standards including the national template, the qualification packaging rules and a further review of the Range Statements of all units.

4. Course outcomes

4.1 Qualification level

The outcome of these courses is to provide participants with a range of knowledge, skills and generic and specific competencies for the provision of required industry and/or enterprise outcomes.

On successful completion of a course, the participant will be competent to perform duties appropriate to the permaculture industry.

These qualification meet the AQF requirements set out in the Implementation Handbook Fourth Edition 2007

Certificate I in Permaculture – will provide basic skills training in

permaculture under full supervision. On completion of the course the students will be able to receive and pass on relevant information, perform basic permaculture tasks under supervision, demonstrate some basic permaculture skills and knowledge.

Certificate II in Permaculture – will provide skills training in permaculture where supervision is provided on a routine basis. On completion students will be able to demonstrate basic permaculture knowledge and a defined range of skills, perform a range of basic tasks with some supervision and apply permaculture solutions to a range of predictable problems.

Certificate III in Permaculture – will provide ‘trade’ equivalent skills training in permaculture where a person is able to operate in a skilled and independent manner. They will take responsibility for own outputs in work and learning and take limited responsibility for others. They will be able to apply a range of well developed permaculture skills and use theoretical knowledge to apply solutions to problems.

Certificate IV in Permaculture – will provide skills training in permaculture for those who will be supervising permaculture works on rural and urban properties, who are working as project officers on community permaculture projects, and those seeking to become permaculture designers and/or advisors. On completion the student will be able to demonstrate a broad understanding of permaculture principles and practices, apply permaculture solutions to a range of unpredictable problems and apply skills and knowledge to a wide variety of contexts with depth in some areas. They will take responsibility for own outputs and take limited responsibility for the quantity and quality of the output of others.

Diploma of Permaculture – will provide training in permaculture for those who are working as project managers on permaculture community development projects, those seeking to become permaculture systems designers and/or consultants and those developing and/or managing permaculture ethical enterprises including permaculture education. On completion the students will evaluate information to plan approaches to technical problems, take responsibility for own and others, and demonstrate a broad knowledge of permaculture principles and practices and transfer this knowledge to plan, analyse and implement approaches to permaculture projects and enterprises.

4.2 Employability skills

These courses lead to the employability skills outlined in Appendix A.

4.3 Recognition given to the course (if applicable)

N/A

4.4 Licensing/regulatory requirements (if applicable)

N/A

5. Course rules

5.1 Course structure

30866 QLD Certificate I in Permaculture Packaging to gain the qualification

Apart from the listed elective options, students may select up to two (2) elective units from national Training Packages so long as the selected units:

- *do not replicate other units undertaken as part of the current qualification*
- *align with other electives to make an appropriate job-related or enterprise-required set of skills and knowledge*
- *are taken from AQF levels 1 or 2*

Core	Complete all three (3) units in the Core Group
Elective	Complete at least three (3) units from the Elective Group of which at least <u>one must</u> be an Accredited Permaculture Training unit.
Total number of units of competency	6 units.

Code	Unit of Competency	Pre-requisite	Nominal Hours
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Core Group

QLD841PPP01B	Observe permaculture principles and practices	nil	25
QLD841RES02B	Support resource conservation practices	nil	25
AHCOHS101A	Work safely	nil	
Nominal Hours			60

Elective Group

QLD841IPA03B	Support plant care in a permaculture system	nil	25
QLD841IPA04B	Support animal care in a permaculture system	nil	25
AHCWRK101A	Maintain the workplace	nil	10
AHCMOM101A	Assist with routine maintenance of machinery and	nil	20

	equipment		
AHCORG101A	Support organic production	nil	
AHCNAR101A	Support natural area conservation	nil	15
Nominal Hours			45-60

**30867QLD Certificate II in Permaculture
Packaging to gain the qualification**

Apart from the listed elective options, students may select up to four (4) elective units from national Training Packages, so long as the selected units:

- *do not replicate other units undertaken as part of the current qualification*
- *align with other electives to make an appropriate job-related or enterprise-required set of skills and knowledge*
- *are taken from AQF levels 2 or 3*

Core	Complete all 6 units in Core Group
Elective	Complete at least 9 units from the Elective Group of which at least 5 must be Accredited Permaculture Training units.
Total number of units of competency	15 units

Code	Unit of Competency	Pre-requisite	Nominal Hours
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Core Group

QLD842PPP01B	Work effectively in permaculture	nil	30
QLD842BIO03B	Record information about the local bioregion	nil	30
QLD842WAT04B	Check and operate permaculture water systems	nil	30
QLD842IPA06B	Plant and maintain permaculture crops	nil	30
QLD842IPA09B	Recognise characteristics of integrated plant and animal systems	nil	30
AHCOHS201A	Participate in OHS procedures	nil	20

Nominal Hours 170

Elective Group			
QLD842RES02B	Harvest, treat and store seed	nil	30
QLD842RES05B	Prepare and store permaculture products	nil	30
QLD842IPA07B	Care for animals in a permaculture system	nil	30
QLD842IPA08B	Harvest permaculture crops	nil	30
QLD842COM10B	Operate within community projects	nil	20
QLD842IPA11B	Recognise threats and create opportunities in a permaculture system	nil	20
AHCARB202A	Fell small trees	nil	40
AHCNAR201A	Carry out natural area restoration works	nil	40
AHCNSY203A	Undertake propagation activities	nil	30
AHCPGD201A	Plant trees and shrubs	nil	20
AHCINF203A	Maintain properties and structures	nil	30
AHCMOM203A	Operate basic machinery and equipment	nil	
AHCSOL201A	Determine basic properties of soil and/or growing media	nil	24
AHCWRK209A	Participate in environmentally sustainable work practices	nil	
Nominal Hours			234-284

**30868QLD Certificate III in Permaculture
Packaging to gain the qualification**

Apart from the listed elective options, students may select up to three (3) elective units from national Training Packages so long as the selected units:

- *do not replicate other units undertaken as part of the current qualification*
- *align with other electives to make an appropriate job-related or enterprise-required set of skills and knowledge*
- *are taken from AQF levels 2,3 or 4*

Core	Complete 6 units in the Core Group including one of *QLD843DES07C or *QLD843DES08C. <i>(The other may be chosen as an Elective)</i>
Elective	Complete at least 9 units in the Elective Group of which at least <u>6</u> must be Accredited Permaculture Training units. <i>A unit taken from the Core Group <u>cannot</u> be repeated as an Elective.</i>
Total number of units of competency	15 units

Code	Unit of Competency	Pre-requisite	Nominal Hours
Core Group			
QLD843PPP01C	Research and communicate information on permaculture principles & practices	nil	40
QLD843IPA02B	Develop recommendations for integrated plant and animal systems	nil	40
QLD843IPA03C	Maintain integrated plant and animal systems	nil	40
*QLD843DES07C One as Core	Establish a rural permaculture system	nil	60
*QLD843DES08C One as Core	Establish an urban permaculture system	nil	60
QLD843IPA12B	Plan organic garden and orchard systems	nil	40

AHCWRK311A	Conduct site inspections	nil	80
Nominal Hours			360
Elective units			
QLD843IPA04B	Carry out animal care, maintenance and treatment programs in a permaculture system	nil	40
QLD843IPA05B	Implement crop maintenance and harvesting programs for permaculture systems	nil	40
QLD843IPA06B	Use weedy plants in a permaculture system	nil	30
QLD843DES07C <i>If not taken as a Core Unit</i>	Establish a rural permaculture system	nil	60
QLD843DES08C <i>If not taken as a Core Unit</i>	Establish an urban permaculture system	nil	60
QLD843WAT09C	Install and maintain permaculture water systems	nil	40
QLD843BUI10C	Install structures for permaculture systems	nil	30
QLD843IPA11C	Kill and dress small livestock for domestic consumption	nil	30
QLD843RES13B	Co-ordinate preparation and storage of permaculture products	nil	30
QLD843DES14B	Read and interpret property maps and plans	nil	20
QLD843COM15B	Co-ordinate community projects	nil	40
AHCSAW302A	Implement erosion and sediment control measures	nil	
	Implement	nil	70

AHCINF301A	property improvement, construction and repair		
AHCNAR301A	Maintain natural areas	nil	
AHCPMG302A	Control plant pests, diseases and disorders	nil	80
AHCILM304A	Follow cultural protocols	nil	
AHCNSY306A	Implement a propagation plan	nil	
AHCWRK302A	Monitor weather conditions	nil	24
AHCLPW306A	Undertake sampling and testing of water	nil	70
AHCSOL401A	Sample soils and interpret results	nil	35
Nominal Hours			254-465

**30869QLD Certificate IV in Permaculture
Packaging to gain the qualification**

Core	Complete all 5 units in the Core Group including one of *QLD124DES02B or *QLD124DES03C, the other may be chosen as an Elective.
Elective	Complete at least 7 units from the Elective Group of which at least 4 must be Accredited Permaculture Training units. <i>A unit taken from the Core Group <u>cannot</u> be repeated as an Elective.</i>
Total number of units of competency	12 units

Apart from the listed elective options, students may select up to three(3) elective units from national Training Packages so long as the selected units:

- do not replicate other units undertaken as part of the current qualification*
- align with other electives to make an appropriate job-related or enterprise-required set of skills and knowledge*
- are taken from AQF levels 3,4 or 5*

Code	Unit of Competency	Pre-requisite	Nominal Hours
Core Group			
QLD124PPP01B	Provide advice on permaculture principles and practices	nil	100
QLD124DES02B <i>*One as Core</i>	Design a rural permaculture system	nil	100
*QLD124DES03C <i>One as Core</i>	Design an urban permaculture system	nil	100
QLD124BUI04B	Plan and implement permaculture works	nil	80
QLD124BUI05B	Select appropriate technology for a permaculture system	nil	60
QLD124BIO06C	Identify and analyse bioregional characteristics and resources	nil	80
Nominal Hours			520
Elective Group			
QLD124DES02B <i>If not taken as a Core Unit</i>	Design a rural permaculture system	nil	100
QLD124DES03C <i>If not taken as a Core Unit</i>	Design an urban permaculture system	nil	100
QLD124RES07B	Design harvesting and storage systems for permaculture products	nil	60
QLD124IPA08B	Implement and monitor animal health and welfare programs for a permaculture system	nil	60
QLD124RES09B	Manage a permaculture seed bank	nil	50
QLD124COM10B	Recommend approaches for sustainable community and bioregional development	nil	50
TAEDEL301A	Provide work skill instruction	nil	30

AHCBUS402A	Cost a project	nil	30
AHCBUS404A	Operate within a budget framework	nil	25
AHCLPW401A	Process applications for changes in land use	nil	
AHCMER401A	Coordinate customer service and networking activities	nil	
AHCORG403A	Manage organic soil improvement	nil	
AHCSAW401A	Set out conservation earthworks	nil	
AHCCCF408A	Promote community programs	nil	60
AHCCCF411A	Develop approaches to include cultural and human diversity	nil	40
AHCCCF405A	Develop community networks	nil	40
AHCCCF406A	Facilitate ongoing group development	nil	60
Nominal Hours			305-525

**30870QLD Diploma of Permaculture
Packaging to gain the qualification**

Core	Complete the two (2) units in the Core Group
Elective	Complete at <u>least 4 units from Elective Group A</u> and at least <u>5 units from Elective Groups A or B</u>
Total number of units of competency	11 Units

Apart from the listed elective options, students may select up to two (2) elective units from national Training Packages or accredited courses, so long as the selected units:

- *do not replicate other units undertaken as part of the current*

qualification

- align with other electives to make an appropriate job-related or enterprise-required set of skills and knowledge
- are taken from AQF levels 4 or 5

Code	Unit of Competency	Pre-requisite	Nominal Hours
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Core Group

QLD124PPP01B	Provide advice on permaculture principles and practices	nil	80
QLD125DES02C	Design an integrated permaculture system	nil	120
Nominal Hours			200

Elective Group A

QLD125RCH01B	Carry out permaculture field research	nil	80
QLD125PLA03B	Develop a strategic plan for a permaculture project or enterprise	nil	120
QLD125MAN04B	Manage a permaculture project	nil	80
QLD125PLA05B	Plan and supervise the implementation of permaculture project works	nil	120
QLD125RCH07B	Research and interpret requirements for a permaculture project	nil	120
QLD125BUI09B	Design permaculture structures and features	nil	80
QLD125COM10B	Prepare a sustainable community and bioregional development strategy	nil	120
Nominal Hours			480-560

Elective group B

QLD125COM11B	Facilitate participatory planning and learning	nil	100
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	activities		
QLD125COM12B	Plan community governance and decision-making processes	nil	100
AHCWRK511A	Develop workplace policy and procedures for sustainability	nil	
CHCCD516A	Work with organisation and government structures to enable community development outcomes	nil	95
CHCORG525C	Recruit and coordinate volunteers	nil	70
AHCSAW502A	Plan erosion and sediment control measures	nil	120
AHCWRK509A	Provide specialist advice to clients	nil	55
AHCORG402A	Manage organic livestock production	nil	100
AHCORG403A	Manage organic soil improvement	nil	100
AHCBUS502A	Market products and services	nil	50
AHCAGB501A	Develop climate risk management strategies	nil	60
AHCAGB501A	Manage natural areas on a rural property	nil	100
AHCORG502A	Prepare the enterprise for organic certification	nil	140
		Nominal Hours	265-560

5.2 Entry requirements

Certificates I and II

Students need to be at the Australian Core Skills Framework level 1.

Certificate III

Students need to be at Australian Core Skills Framework level 3. This level of competence is required due to the nature of

	<p>communication likely to be encountered during the course.</p> <p><u>Certificate IV</u> Students need to be at Australian Core Skills Framework level 4. This level of competence is required due to the nature of reading and writing likely to be encountered during the course.</p> <p><u>Diploma Level</u> Students need to be at Australian Core Skills Framework level 4. This level of competence is required due to the complex nature of reading and writing likely to be encountered during the course, plus the need to demonstrate a high level of verbal communication skills with clients, peers and other professionals.</p> <p>Where otherwise suitable students do not have appropriate communication skills, support strategies may need to be put in place to allow successful completion of the qualification.</p>
<p>6. Assessment</p> <p>6.1 Assessment Strategy</p>	<p>Assessment in these courses is designed to ensure that the participant demonstrates competency in all the stated performance criteria. Consideration is given to a holistic and integrated approach where possible to provide the participant with the opportunity to demonstrate competence.</p> <p>All assessment must be conducted in accordance with the AQTF Essential Conditions and Standards for Continuing Registration or its successors in effect at the time of assessment.</p> <p>The achievement of competency in each unit of competency is assessed through the performance of those skills listed as Performance Criteria under each Element, plus meeting requirements set out in the unit evidence guide.</p> <p>The participant will clearly understand the requirements and conditions of the assessment procedure. Assessment techniques will be varied and will draw from direct, indirect and supplementary sources of evidence.</p> <p>No mandatory workplace assessment is required.</p> <p>Assessment methods for Units of competency from National Training Packages contained in this course must be consistent with the respective Training Package assessment guidelines.</p> <p>The following principles will be applied to all assessment:-</p> <ul style="list-style-type: none"> • Validity – a true test, meeting the standards from the training course as well as industry requirements. • Reliability – ensuring that assessments are conducted consistently with different groups or individuals to reflect a common standard. • Flexibility – adjustments are allowed, taking into account the varying situations and circumstances of participants, but maintaining a consistent standard. • Fairness – making allowances to ensure assessment is

<p>6.2 Assessor competencies</p>	<p>equitable and overcoming any disadvantage participants might have in relation to disabilities, language and literacy or capacity to apply what they are learning.</p> <ul style="list-style-type: none"> • Where two or more trainers are involved in teaching the same unit of competency, all aspects of assessment must be agreed upon prior to commencement of any unit, so that all participants are assessed to the same standard. <p>The main focus of these courses is on the learning outcomes of these experiences and not how, when or where the learning occurred. Some participants may already be competent in one or more of the competencies and will, therefore, be given the opportunity to apply for Recognition of Prior Learning (RPL).</p> <p>There are no explicit limitations to any course. The courses are run to meet the requirements of the particular industry. Some assessment may take place in the workplace; however a simulated workplace may be satisfactory.</p> <p>All RTOs delivering this course must ensure that assessors meet either individually or within the composition of a team/ panel, the requirements of AQTF Essential Conditions and Standards for Continuing Registration or its successors in effect at the time of assessment and provide guidance on the vocational competency requirements for assessors. For example, consider including the following, which will ensure the ongoing relevance:</p> <p>Assessors must also hold the relevant vocational competency or higher, and must be registered on the Permaculture International Limited Approved Teachers Register (APT-ATR).</p> <p>Trainers and assessors must be able to demonstrate a broad perspective and depth of understanding of the vocational area based on current and relevant experience in the industry or community. This will be a minimum of three years gained no longer than five years previously. It may have been gained through employment, professional development, industry or community liaison, return to industry programs, community service or a combination of these and other relevant methods.</p>
<p>7. Delivery 7.1 Delivery mode</p>	<p>These courses are designed to be conducted on- and off-site. Appropriate modes of delivery may be varied and innovative and may include:</p> <ul style="list-style-type: none"> • practical demonstrations • observation • seminars • workshops • case studies • simulations • work-based learning <p>The following actions will assist in implementing support mechanisms appropriate for maximising participant completion of these courses:</p>

<p>7.2 Resources</p>	<ul style="list-style-type: none"> • organise training activities • ensure the successful integration between areas of competency • discussions among trainers, assessors and employers regarding the best methods of attaining competency • use job specific examples when and where possible • continuous monitoring of progress <p>All RTOs delivering this course must ensure that assessors/trainers meet either individually or within the composition of a team/panel, the requirements of the AQTF Essential Conditions and Standards for Continuing Registration or its successors in effect at the time.</p> <p>Participants will:</p> <ul style="list-style-type: none"> • be issued with instructional material and equipment relevant to the unit of competency being taught • have access to an appropriate workplace or simulated workplace where assessment can take place • have access to resources available for development of language, literacy and numeracy needs, if required. <p><i>Where classes are held in an actual work environment, the venue is expected to be fully resourced with the required materials and equipment, including training materials and equipment.</i></p> <p><i>Where a simulated workplace is to be prepared for training delivery or assessment, it will be resourced with all the appropriate materials and equipment that would normally be found in such a working environment.</i></p>
<p>8. Pathways and articulation</p>	<p>Participants completing the Agriculture Horticulture, Conservation and Land Management Training Package (AHC10 units in these courses will be given RPL or Direct credit for those units if they later enrol in a qualification from the Agriculture Horticulture, Conservation and Land Management Training Package (AHC10).</p> <p>Graduates of lower-level courses may wish to progress to higher level permaculture training.</p> <p>Graduates of Certificate IV and Diploma courses may move into further training in agriculture, horticulture, management, project management, community development and international development.</p>
<p>9. Ongoing monitoring and evaluation</p>	<p>Ongoing regular monitoring and evaluation of the courses will maintain currency and relevance to the permaculture industry and community needs.</p> <p>The following quality improvement procedures will be implemented:</p> <ul style="list-style-type: none"> • conduct evaluative surveys of content, methodology, mode of delivery, assessment procedures, student destination, employer satisfaction, trainer/assessor satisfaction • revision and updating of learning/training resources • moderation sessions with trainers/assessors to

	<p style="text-align: center;">confirm that the requirements are met</p> <p>Formal reviews by the Course Advisory Committee will occur, within the first 20 months ensuring that there are at least two other formal reviews within the five year cycle of accreditation of the courses. The final review should be early in the fifth year to allow time for redevelopment of the courses and time for finalisation of accreditation of the replacement courses, arranging registration to deliver the course, development of learning assessment resources, professional development of staff and publicity about the new courses, to ensure a smooth transition to the replacement courses.</p> <p>Significant changes to the course resulting from course monitoring and evaluation procedures will be notified to the course accrediting body.</p>
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Appendix A

4.2 Employability Skills

Qualification Title: Certificate I in Permaculture

The following table contains a summary of the employability skills as identified by the course proponent for this qualification. The employability skills facets described here are broad industry requirements that may vary depending on qualification packaging options and job role requirements.

Employability skill	Industry requirements for this qualification include the following facets:
Communication:	Listening and understanding Speaking clearly and directly Sharing information
Teamwork:	Working with people of different ages, gender, race, religion, or political persuasion Working as individual and as a member of team Knowing how to define a role as part of a team
Problem solving:	Identifying problems and reporting them
Initiative and enterprise:	Adapting to new situations
Planning and organising:	Understanding basic operating procedures and organisational systems.
Self management:	Taking responsibility for own emotional state and work-readiness Performing routine tasks as directed
Learning:	Using a range of media to learn – mentoring, peer support, networking, information technology, courses
Technology:	-

Qualification Title; Certificate II in Permaculture

The following table contains a summary of the employability skills as identified by the course proponent for this qualification. The employability skills facets described here are broad industry requirements that may vary depending on qualification packaging options and job role requirements.

Employability skill	Industry requirements for this qualification include the following facets:
Communication:	Listening and understanding Speaking clearly and directly Writing to the needs of the audience Negotiating responsively Reading independently

	Empathising Using numeracy effectively Understanding the needs of internal and external clients as they apply to routine work tasks
Teamwork:	Working with people of different ages, gender, race, religion, or political persuasion Working as individual and as a member of team Knowing how to define a role as part of a team Applying teamwork skills to a range of solutions e.g. futures planning, crisis problem solving
Problem solving:	Solving predictable problems within routine work tasks, possibly with guidance from supervisor Developing practical solutions Solving problems in teams
Initiative and enterprise:	Adapting to new situations Translating ideas into action
Planning and organising:	Managing time and priorities – setting timelines, co-ordinating tasks for self and with others Being resourceful
Self management:	Taking responsibility for own work outputs
Learning:	Making own learning Contributing to the learning community at the workplace Having enthusiasm for ongoing learning Being open to new ideas and techniques
Technology:	

Qualification Title: Certificate III in Permaculture

The following table contains a summary of the employability skills as identified by the course proponent for this qualification. The employability skills facets described here are broad industry requirements that may vary depending on qualification packaging options and job role requirements.

Employability skill	Industry requirements for this qualification include the following facets:
Communication:	Listening and understanding Speaking clearly and directly Writing to the needs of the audience Negotiating responsively Reading independently Empathising Using numeracy effectively Understanding the needs of internal and external clients Sharing information
Teamwork:	Working with people of different ages, gender, race, religion, or political persuasion Working as individual and as a member of team Knowing how to define a role as part of a team Applying teamwork skills to a range of solutions e.g. futures planning, crisis problem solving

	Identifying the strengths of team members Coaching, mentoring and giving feedback
Problem solving:	Developing creative, innovative solutions Developing practical solutions Showing independence and initiative in identifying problems and solving them Solving problems in teams Applying a range of strategies to problem solving Using mathematics including budgeting and financial management to solve problems Applying problem-solving strategies across a range of areas Resolving customer concerns in relation to project issues
Initiative and enterprise:	Adapting to new situations Translating ideas into action Generating a range of options Initiating innovative solutions Identifying opportunities not obvious to others
Planning and organising:	Managing time and priorities – setting timelines, co-ordinating tasks for self and with others Adapting resource allocations to cope with contingencies Allocating people and other resources to tasks Planning the use of resources including time management Participating in continuous improvement and planning processes Collecting, analysing and organising information Understanding basic business systems and other relationships Taking initiative and making decisions Allocating people and other resources to tasks
Self management:	Having a personal vision and goals Taking responsibility for own work outputs
Learning:	Being willing to learn in any setting on and off the job Contributing to the learning community at the workplace Being prepared to invest time and effort in learning new skills Being open to new ideas and techniques
Technology:	Having a range of basic IT skills Using IT to organise data

Qualification Title: Certificate IV in Permaculture

The following table contains a summary of the employability skills as identified by the course proponent for this qualification. The employability skills facets described here are broad industry requirements that may vary depending on qualification packaging options and job role requirements.

Employability skill	Industry requirements for this qualification include the following facets:
Communication:	Listening and understanding Speaking clearly and directly Negotiating responsively Reading independently Using numeracy effectively Understanding the needs of internal and external clients Establishing and using networks

	Sharing information
Teamwork:	Working with people of different ages, gender, race, religion, or political persuasion Working as individual and as a member of team Knowing how to define a role as part of a team Applying teamwork skills to a range of solutions e.g. futures planning, crisis problem solving Identifying the strengths of team members Coaching, mentoring and giving feedback
Problem solving:	Developing practical solutions Applying a range of strategies to problem solving Using mathematics including budgeting and financial management to solve problems Applying problem-solving strategies across a range of areas Testing assumptions taking the context of data and circumstances into account Resolving customer concerns in relation to project issues Applying the permaculture principles to solve both agricultural and non-agricultural problems
Initiative and enterprise:	Adapting to new situations Being creative Identifying opportunities not obvious to others Translating ideas into action Generating a range of options Initiating innovative solutions
Planning and organising:	Managing time and priorities – setting timelines, co-ordinating tasks for self and with others Allocating people and other resources to tasks Planning the use of resources including time management Developing a vision and a proactive plan to accompany it Participating in continuous improvement and planning processes Predicting – weighing up risk, evaluating alternatives and applying evaluation criteria Collecting, analysing and organising information Understanding basic business systems and other relationships
Self management:	Having a personal vision and goals Evaluating and monitoring own performance Having knowledge and confidence in own ideas and vision Taking responsibility for own work outputs
Learning:	Making own learning Contributing to the learning community at the workplace Applying learning to technical issues (e.g. learning about products) and people issues (e.g. interpersonal and cultural aspects of work) Being willing to learn in any setting – on and off the job Being open to new ideas and techniques Being prepared to invest time and effort in learning new skills
Technology:	Having a range of basic IT skills Applying IT as a management tool Using IT to organise data

Qualification Title: Diploma in Permaculture

The following table contains a summary of the employability skills as identified by the course proponent for this qualification. The employability skills facets described here are broad

industry requirements that may vary depending on qualification packaging options and job role requirements.

Employability skill	Industry requirements for this qualification include the following facets:
Communication:	<ul style="list-style-type: none"> Listening and understanding Speaking clearly and directly Writing to the needs of the audience Negotiating responsively Reading independently Empathising Using numeracy effectively Understanding the needs of internal and external clients Persuading effectively Establishing and using networks Being assertive Sharing information
Teamwork:	<ul style="list-style-type: none"> Working with people of different ages, gender, race, religion, or political persuasion Working as individual and as a member of team Knowing how to define a role as part of a team Applying teamwork skills to a range of solutions e.g. futures planning, crisis problem solving Identifying the strengths of team members Coaching, mentoring and giving feedback Managing team members to achieve project outcomes efficiently and effectively
Problem solving:	<ul style="list-style-type: none"> Developing creative, innovative solutions Developing practical solutions Showing independence and initiative in identifying problems and solving them Solving problems in teams Applying a range of strategies to problem solving Using mathematics including budgeting and financial management to solve problems Applying problem-solving strategies across a range of areas Testing assumptions taking the context of data and circumstances into account Resolving customer concerns in relation to complex project issues Applying the permaculture principles to a wide range of problems, including non-agricultural problems
Initiative and enterprise:	<ul style="list-style-type: none"> Adapting to new situations Developing a strategic, creative, long-term vision Being creative Identifying opportunities not obvious to others Translating ideas into action Generating a range of options Initiating innovative solutions
Planning and organising:	<ul style="list-style-type: none"> Managing time and priorities – setting timelines, co-ordinating tasks for self and with others Being resourceful Taking initiative and making decisions Adapting resource allocations to cope with contingencies Allocating people and other resources to tasks Planning the use of resources including time management

	Participating in continuous improvement and planning processes Developing a vision and a proactive plan to accompany it Predicting – weighing up risk, evaluating alternatives and applying evaluation criteria Collecting, analysing and organising information Understanding basic business systems and other relationships
Self management:	Evaluating and monitoring own performance Having knowledge and confidence in own ideas and vision Articulating own ideas and vision Taking responsibility for own work outputs
Learning:	Making own learning Contributing to the learning community at the workplace Using a range of mediums to learn – mentoring, peer support, networking, information technology, courses Applying learning to technical issues (e.g. learning about products) and people issues (e.g. interpersonal and cultural aspects of work) Being open to new ideas and techniques Acknowledging the need to learn in order to accommodate change
Technology:	Having a range of basic IT skills Applying IT as a management tool Using IT to organise data Being willing to learn new IT skills Having the occupational health and safety knowledge to apply technology