

Section 3

National Qualifications

CONTENTS	Page No.
Qualifications for the Racing Industry	1-13
AQF Descriptors for the Racing Industry	1
Certificate II in Racing.....	1
Certificate III in Racing.....	2
Certificate IV in Racing	3
Diploma in Racing.....	5
Career and Training Pathways in the Racing Industry	7
Summary of Racing Industry Competency Standards	7
Elective Units of Competency	8
Electives	9
New and Existing Standards.....	11
Vocational Outcomes.....	13
National Racing Qualifications	14-22
AQF 2	14
Requirements to Receive a Qualification	14
Compulsory Units of Competency	14
Elective Units of Competency	14
Titles and Codes of AQF 2 Qualifications	14
AQF 3	15-16
Requirements to Receive a Qualification	15
Compulsory Units of Competency	15
Elective Units of Competency	15
Titles and Codes of AQF 3 Qualifications	16
AQF 4	17-19
Requirements to Receive a Qualification	17
Relevant Units of Competency	17
Elective Units of Competency	18
Titles and Codes of AQF 4 Qualifications	19
AQF 5	20-22
Requirement to Receive a Qualification.....	20
Compulsory Units of Competency	20
Elective Units of Competency	21
Titles and Codes of the AQF 5 Qualifications	22
Titles of National Qualifications	23
Customisation	24-25
Customisation of Competency Standards.....	24
Using other Standards	25
Customisation of National Qualifications (use of electives).....	25
Recognition of Prior Learning Recognition of Current Competencies	25
New Apprenticeships and Traineeships	26
Table of Competencies and Occupational Outcomes	26
Training Path Scenarios	27-28
Sequence and Prerequisites for the Qualifications	28-30

Qualifications for the Racing Industry

Qualifications for the Racing Industry are defined by a set of competency units that the industry has indicated are appropriate to the Australian Qualifications Framework (AQF) level of the qualification. The qualifications are titled to reflect the industry and vocational outcome, when all of the competencies are achieved.

AQF Descriptors for the Racing Industry

The following is a description of the key features of each Australian Qualification Framework (AQF) level as they apply to racing industry qualifications.

Certificate II in Racing

A person who meets the skill requirements to attain this qualification will be able to:

- **operate autonomously in the stable or kennel environments within the scope of the competencies acquired.** This person's activities will be guided by senior stable and kennel personnel who may require the person to work either on their own or as part of a team.
- **accept some responsibility for co-ordination of team activities** and a range of duties specified within the context of the work practices of the stable / kennel and consistent with the training program devised for the horse or greyhound.
- **apply the skills and knowledge in a range of routine tasks associated with the operation of the stable and kennel.** It is however expected that the person will also be able to adapt these skills to meet the individual needs of the animals due to their nature or state of preparation.
- **implement tasks within a defined range of contexts** that are subject to the direction of senior stable and kennel staff and (where applicable the rules of racing), limited by the application of permits and licenses and legislative requirements.
- **exercise some limited choice in management of activities within the stable or kennel.** This would occur within the established routines and procedures of the training establishment and would relate to contingencies arising from specific situations connected to an animal or other people where welfare may be endangered.
- **understand directions and effectively interpret and communicate these to other staff members.** In some limited circumstances this person will be required to relay their judgment of particular circumstances relating to stable operation and procedure to senior stable and kennel staff.

Industry Context

Occupations at Certificate II level include Stablehands or Kennelhands.

Stablehand/Kennelhand A person who is employed in a racing stable and whose prime function is to care for the animals and to meet their individual needs of feeding, grooming, exercising, transporting, and keeping the environment safe clean and hygienic. The Stablehand/Kennelhand works under the direction of a Trainer or Stableforeman but is also able to act autonomously in certain situations or as part of a team.

It should be noted that duties involve caring for highly-strung expensive animals who can easily injure themselves or their handlers. There is therefore a degree of responsibility as well as a duty of care involved in the work. There will be occasions when the stablehand or kennelhand will be in sole charge of an animal in situations where a danger exists to the animal, the handler, or the general public, such as unloading from a float or leading on a racecourse.

Certificate III in Racing

A person who meets the skill requirements to attain this qualification will be:

- **able to operate autonomously with limited guidance and checking from the trainer related to the overall progress of daily activities and longer-term training plans.** This person would have considerable autonomy when working in teams but would consult closely with peers and other staff to ensure the animals training was consistent with the program set and that the workplace arrangements complied with established procedures and operations.
- **responsible for numerous staff and accountable to the Trainer for the efficient management of the training program and operation of the stable or kennels.** This person will co-ordinate the operations of a team and play a key role within the workplace operations.
- **able to apply specific skills** (eg. track riding or track driving to meet the requirements of a training program) **while also undertaking a broad range of tasks and roles that relate to the front line management of the workplace.**
- **expected to apply their skills in a variety of contexts** including their role in coordinating workplace activities, liaison with the Trainer, racing industry officials and other services to the workplace eg. transporting animals, feed delivery and veterinarian's visits. The locations may vary according to where animals are required to train and race and include country, metropolitan, interstate and overseas venues.
- **able to apply skills within the established routines, methods and procedures of the workplace;** however these people will encounter some complexity in the extent of choice of actions required.
- **able to exercise some discretion and judgment** in the selection of the equipment, work organisation, services and actions to achieve outcomes within time constraints.

Industry Context

Occupations at Certificate III level include Stableforeman, Trackrider/Driver and Senior Stablehand / Kennelhand.

Stableforeman A person who is in charge of daily operations in a racing stable. A Foreman works to the delegated instructions of a Trainer who has overall responsibility for the enterprise. There is a high degree of autonomy within the delegation, eg. A Stableforeman is permitted under the Rules of Racing to act for the Trainer on racedays. A Stableforeman would direct and supervise one or more Stablehands.

Trackrider/Driver A person who is self-employed and who contracts their services on a daily basis to exercise thoroughbred or standardbred horses on the instruction of a Trainer. The duties require judgment and the ability to communicate information concerning horse health, performance and temperament accurately to the Trainer as well as high level riding / driving skills. This expert advice is critical as it is relied upon in the future planned regime of the horse.

Senior Stablehand/Kennelhand This person would carry out duties that are similar to or in some cases identical to those of the Stableforeman. The nomenclature would depend on the size of the stable in question.

Certificate IV in Racing

A person achieving this qualification would be expected to:

- **display a high degree of autonomy in operation within the skills acquired.** In the racing industry people who have acquired this qualification will often be self employed and therefore may only seek general guidance on progress from peers or mentors in the industry.
- **work with others in the capacity of supervisor or guide and facilitate the operation of a team.** In doing this these people will usually have responsibility for and organisation of the work of others in small groups.
- **apply a depth of knowledge in some areas that demonstrate their particular skills in the industry.** For example, jockey and harness drivers in race riding and race driving and trainers in setting a training program that suits the specific need of individual animals.
- **apply their skills in a variety of contexts.** These may include, the workplace environment, at the racecourse with various officials and other staff during protests and official inquiries, liaison with owners, media, publications and speaking engagements.

The qualification for trainers at this level provides for operation as an owner trainer or management of a small establishment as opposed to the larger commercial operations.

Jockey's and harness drivers apply their racing skills in various contexts at a variety of racetracks; country, metropolitan, interstate and internationally on various surfaces and in different climates.

- **demonstrate their ability to exercise choice in the management of a range of complex contingencies.** Generally, their competency would be exercised within routines, methods and procedures that have been developed for the workplace. In addition the rules of racing, permits and licenses and various legislation governing the operation of racing will need to be taken into account in exercising choice and management of situations.
- **show a high level of discretion and judgment for both self and others.** For example, in planning and selection of suitable races, equipment, work organisation, services, actions and achieving outcomes within time constraints.

Industry Context

Occupations at Certificate IV level include Jockey, Harness Driver and Trainer Level 1 of horses or greyhounds.

Jockey

A person who is an independent professional sportsperson licensed by the industry authorities to compete in industry regulated competition. The Jockey contracts riding services on a daily basis to owners and Trainers. A jockey possesses the highest level of riding and horse handling skills. As most of a Jockey's income is derived from percentages of stakemoney the Jockey must compete with peers to obtain the best mounts. This requires marketing and communication skills and the ability to operate autonomously in the choice of mounts, Trainers, and venues.

A Jockey is required to exhibit a high degree of decision making skill during races, to exercise judgment when choosing mounts and have an ability to assess form and discriminate between mounts. The communication of performance and fitness of the horse to Trainers and owners at the end of a race is a critical part of the Jockey's role.

Industry Context (Cont)

This requires in-depth understanding of anatomy, physiology, and health of the horse applied in the context of a competitive environment. Jockey is one of the few occupations that has an absolute restriction on the weight of the participant, a requirement for a high degree of physical fitness and a constant reliance on performance to obtain income. It is also an occupation where non-adherence to rules or poor performance can result in fines or suspensions from riding.

Consequently, knowledge of rules and legal procedures is essential and the ability to defend reputation and livelihood in Stewards inquiries is an important requirement for a Jockey. As racing is conducted at a wide range of local, national and international venues a Jockey is required to deal with a variety of different practices, rules and sometimes different languages.

Harness Driver

This person is also an independent professional sports person licensed by the industry authorities to compete in industry regulated competition. A high degree of skill in handling large animals racing at speed is required of a Harness Driver and as with the Jockey income depends on competition with peers and marketing services effectively. As for Jockey, a knowledge of rules and legal procedures is essential.

The only important difference between the Harness Driver and the Jockey is the lack of restriction on a Harness Driver's weight. In all other respects the occupations are comparable including the national and international aspects of the sport and the relationships with owners, Trainers, Stewards media and the public.

Trainer level 1

Horses and Greyhounds. A person who operates an independent business, which relies on attracting sufficient numbers of horses or greyhounds to the care of the business for the purpose of training and competing in industry, regulated events. The Trainer is responsible for the care and maintenance and racing performance of the animals. A Trainer at this level has developed a sound knowledge of all aspects of the industry and has acquired competencies, which enable performance of all tasks and duties associated with running a racing establishment.

A Trainer level 1 would be distinguished by the relative size of the business which includes the number of employees, the number of animals, and the scope of the enterprise. The supply of livestock is an essential part of the racing industry. Trainers are required to act for owners in advising on the purchase of livestock. This involves knowledge of pedigree, conformation and animal physiology as well as the rules relating to partnerships and syndication. Trainers may also purchase animals to sell on to clients as a part of their business.

Diploma in Racing

A person achieving this qualification would be expected to:

- **have a capacity to operate autonomously within the competencies and exercise full responsibility and accountability including planning, budgeting and industry strategy, and liaison.**
- **take full responsibility and accountability for all aspects of the work of staff and others, and the function of the training establishment.**
- **demonstrate a high degree of expertise in the application of complex skills and knowledge to all major functions both in broad and specialised activities.** This person will be self directed and have developed and mastered a range of knowledge and skills for the operation of a commercial training facility.
- **be able to implement the skills in a variety of contexts that are varied or highly specific.** Trainers at this level may be involved in complex arrangements related to ownership of horses, advising on purchasing, purchasing and syndicating animals, advocacy within the industry structures, media representation as well as the routine operation of the training facility, its management and outcomes. Training facilities managed may be in several states of Australia and activities may involve competing overseas.
- **exercise a high level of judgment and discretion in complex situations** related to planning, design, technical and management functions within a training facility, and the broader industry.

Industry Context

Occupations at Diploma level include Trainer Level 2 of horses or greyhounds.

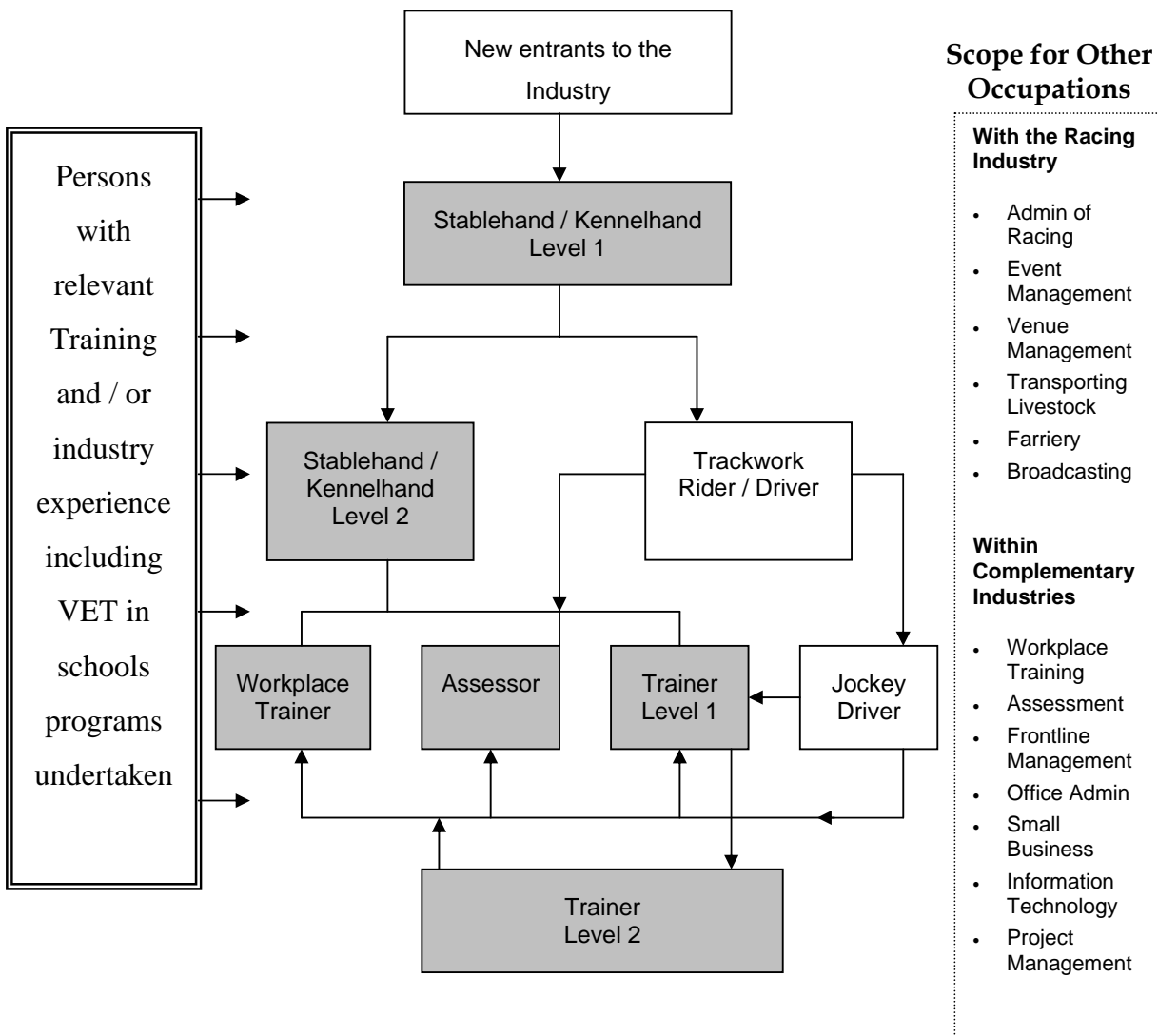
This person differs only in degree from the Trainer level 1. The scope, complexity, and size of the business require higher level skills particularly in the management area. The Trainer level 2 would have a larger operation, operate interstate and/or internationally and have extensive demands from owners, media and public. A thorough knowledge of rules of racing and business practice is an essential requirement for Trainers level 1 and 2.

Career and Training Pathways in the Racing Industry

Career and training pathways will be enhanced under new arrangements, with secondary school students being given the opportunity to commence a traineeship or apprenticeship. The employment of trainees and apprentices will increase and open up new opportunities for people seeking a career in racing. There are several pathways that an individual can take enabling them to specialise in different areas.

Note: Shading denotes new paths and / or occupations.

CAREER PATHS



Note: This model will expand as other training packages with relevant competencies are integrated.

Summary of Racing Industry Competency Standards

The following table summarises the racing industry competency standards and in the context of this training package the relationship between competency standards and AQF levels.

Further information on prerequisites and requirements to receive a qualification are detailed later in this section.

Summary of Competency Standards and AQF Alignment

Code	Competency Standards	AQF Level
RGR006 A	Apply Occupational Health and Safety Procedures	2
RGR007 A	Handle Horses or Greyhounds Safely 1	
RGR008 A	Work Effectively in the Racing Industry 1	
RGR009 A	Care for Horses or Greyhounds	
RGR010 A	Handle Horses or Greyhounds Safely 2	3
RGR011 A	Work Effectively in the Racing Industry 2	
RGR012 A	Ride or Drive Horses at Track Work	
RGR013 A	Ride or Drive Horses in Races	4
RGR014 A	Manage Personal and Business Affairs	
RGR015 A	Maintain Race Riding Weight (Thoroughbreds Specific)	
RGR016 A	Maintain Greyhounds, Standardbreds or Thoroughbreds in a Healthy State and Safe Environment	
RGR017 A	Determine Nutritional Requirements for Greyhounds, Standardbreds or Thoroughbreds	
RGR018 A	Assess Health and First Aid for Greyhounds, Standardbreds or Thoroughbreds	
RGR019 A	Plan a Training and Racing Program for Greyhounds, Standardbreds or Thoroughbreds	
RGR020 A	Manage the Education of Greyhounds, Standardbreds or Thoroughbreds	
RGR021 A	Train and Race Greyhounds, Standardbreds or Thoroughbreds	
RGR022 A	Assess Training and Racing Programs of Greyhounds, Standardbreds or Thoroughbreds	
RGR023 A	Manage a Training Racing Program 1	
RGR024 A	Manage the Maintenance of Plant, Equipment and Property 1	
RGR025 A	Manage Finances 1	
RGR026 A	Manage Self and Others 1	

Code	Competency Standards	AQF Level
RGR027 A	Manage a Training Racing Program 2	5
RGR028 A	Manage the Maintenance of Plant, Equipment and Property 2	
RGR029 A	Manage Finances 2	
RGR030 A	Manage Self and Others 2	

Elective Units of Competence

The Racing Industry Training Package includes the use of additional elective units of competence from other industry sectors. This will provide a broader development of skills within the Racing Industry that will allow for more flexible arrangements to meet the requirements of both employers, apprentices and trainees and provide greater opportunities to address the transferability and portability of skills within the industry and across industry sectors.

Racing Training Australia had developed the list of cross industry standards to be included as electives in the Racing Industry Training Package after consultation with other relevant Industry Training Advisory Bodies (ITABs).

In the future the addition or removal of electives from other industry areas will be managed by Racing Training Australia in consultation with the relevant ITAB. Requests for the consideration of the inclusion of competency standards to be incorporated into the choice of electives either, from within the Racing Industry or, from other industry sectors should be referred to Racing Training Australia.

Racing Training Australia will provide regular information to the National Training Framework Committee (NTFC) regarding the inclusion/exclusion of competency standards as electives in this Training Package.

Electives

Electives will be drawn from the following Competency Standards (refer to individual AQF qualifications for details of electives)

Racing Industry Competency Standards

- RGR010 A** Handle Horses or Greyhounds Safely 2
- RGR011 A** Work Effectively in the Racing Industry 2
- RGR012 A** Ride or Drive Horses at Track Work
- RGR013 A** Ride or Drives Horses in Races
- RGR014 A** Manage Personal and Business Affairs
- RGR015 A** Maintain Race Riding Weight (Thoroughbreds Specific)
- RGR016 A** Maintain Greyhounds, Standardbreds or Thoroughbreds in a Healthy State and Safe Environment
- RGR017 A** Determine Nutritional Requirements for Greyhounds, Standardbreds or Thoroughbreds
- RGR018 A** Assess Health and First Aid for Greyhounds, Standardbreds or Thoroughbreds
- RGR019 A** Plan a Training and Racing Program for Greyhounds, Standardbreds or Thoroughbreds
- RGR020 A** Manage the Education of Greyhounds, Standardbreds or Thoroughbreds
- RGR021 A** Train and Race Greyhounds, Standardbreds or Thoroughbreds
- RGR022 A** Assess Training and Racing Programs of Greyhounds, Standardbreds or Thoroughbreds
- RGR023 A** Manage a Training Racing Program 1
- RGR024 A** Manage the Maintenance of Plant, Equipment and Property 1
- RGR025 A** Manage Finances 1
- RGR026 A** Manage Self and Others 1
- RGR027 A** Manage a Training Racing Program 2
- RGR028 A** Manage the Maintenance of Plant, Equipment and Property 2
- RGR029 A** Manage Finances 2
- RGR030 A** Manage Self and Others 2

Electives (Cont)

Electives will be drawn from the following Competency Standards (refer to individual AQF qualifications for details of electives)

Note: Existing nomenclature and codes have been used when describing the compulsory and elective standards in this package.

Workplace Trainer Competency Standards

BSZ4045A: Train Small Groups

Competency Standards for Assessment

BSZ401A: Plan Assessment

BSZ402A: Conduct Assessment

BSZ403A: Review Assessment

Frontline Management

BSBFMI01A: Manage personal work priorities and professional development

BSBFMI02A: Provide leadership in the workplace

BSBFMI03A: Establish and manage effective workplace relations

BSBFMI04A: Participate in, lead and facilitate work teams

BSBFMI08A: Develop and maintain a safe workplace and environment

Small Business (under development)

Complete a business plan

Address legal and administrative requirements

Address customer requirements

Manage business operations

Manage self and others

Manage finances

Review business

Road Transport & Distribution

(Transporting livestock)

TDTC01A97: Drive Vehicle (core skills)

TDTC07A97: Operate vehicles carrying special loads

TDTC14A97: Load and unload vehicle carrying special loads

TDTC20A97: Care for livestock in transit

Note: Additional standards will be identified as further training packages are endorsed.

Racing Training Australia will monitor this development and report to National Training Framework Committee (NTFC).

Possible additional electives (when developed)

- Administration of Racing
- Venue Management
- Event Management
- Broadcasting
- Office Administration
- Information Technology
- Project Management
- Basic Riding / Driving

New and Existing Standards

National Competency Standards for Jockeys were developed during 1993 and accredited in December of that year by the National Training Board. A training program soon followed and all states adopted the National Curriculum approach to the training of jockeys.

The establishment of national standards for jockeys was concurrent with the establishment of national standards for the harness racing industry. The standards for each code were developed independently with two sets of standards acknowledged by both codes to be “*complementary but different*”.

The differences related to the nature of the occupations within each code with Thoroughbred having clearly defined occupations with different tasks and duties. In Harness the occupations tended to merge into one another so that for example a person performing stablehand duties at one part of the day, could be performing the duties of a trackdriver later on, later still those of a race driver and / or a trainer. Thus a suitably experienced person could encompass four occupations in the one-day.

The mapping exercise to develop the framework for the new standards involved extensive consultation with the industry. The standards developed reflect the different approaches taken to similar occupations in different codes and to some extent they reflect the different cultures of the codes with Harness having large numbers of owner/trainer/driver categories and thoroughbred having relatively few owner/trainers and no owner / trainer / jockey categories. In other words the thoroughbred industry tends more to larger professional stables training for many outside owners and Harness tends more to smaller stables training mainly for the owner trainer with fewer outside owners, as does the greyhound code.

The table below illustrates the ASF levels and vocational outcomes adopted by the National Training Board in 1993.

ASF Level	Thoroughbred	Harness
1	-	Stablehand
2	Stablehand Trackrider	Senior Stablehand
3	Jockey	Training Assistant
4	-	Trainer Driver

The main reasons for a Driver being given a higher ASF level than a Jockey was the independent development of the two sets of standards and the view that the Driver was expected to also have some of the skills of a Trainer and vice versa; although it must be said that some Harness Trainers do not drive in races and some Drivers do not train horses.

The new AQF alignments eliminate this overlap of skills as there is a clear distinction made between Trainers and Drivers / Riders. Both codes reflect the same AQF levels for comparable occupations. The Project Steering Group has representatives of each code and each State. There is universal agreement on the AQF levels determined for occupations described in this submission.

New and Existing Standards (Cont)

This table illustrates the framework proposed by the Project Steering Group in 1997.

AQF Level	Thoroughbred	Harness
1	-	-
2	Stablehand level 1	Stablehand level 1
3	Trackrider Stablehand level 2	Trackdriver Stablehand level 2
4	Jockey Trainer level 1	Driver Trainer level 1
5	Trainer level 2	Trainer level 2

The question arises why equate the jockey to AQF level 4?

The answer relates to the re-examination of the 1993 standards in the light of their independent development, the recognition of the role of Senior Stablehands / Foreman in racing stables, the level of skills required of Trackworkers (Riders and Drivers) and the introduction of the Trainer category to the thoroughbred standards. For the first time a detailed comparison could be made of skills required for similar occupations between codes and within codes.

There can be a temptation to regard the number of competencies required for a qualification as a measuring stick when comparing occupational outcomes at the same qualification level. When comparing jockey with trainer level 1 there appears to be a disparity. A trainer level 1 requires 21 competencies to receive an AQF 4 qualification whereas a jockey requires 10 competencies to receive an AQF 4 qualification.

Both occupations share 6 basic competencies, and are required to complete 2 electives, however the trainer has to complete a further 11 competencies and the jockey a further 4 to receive that AQF 4 qualification. Both occupations are highly specialised.

The skill required of a jockey is different to that required of a trainer, this is reflected in the specialist competencies eg. maintaining health and fitness and riding at the highest level in races is a different skill to planning and executing a training program for a racehorse. The skill of a jockey is no less valuable because it can be stated in a lesser number of competencies than the skills of the trainer, nor is it easier to acquire because it has fewer elements, the competencies are simply different

and the occupational outcomes are arrived at by different paths.

Similarly if we compare jockey with driver the key units for comparison are;

RGR013 A – Ride or drive horses in races

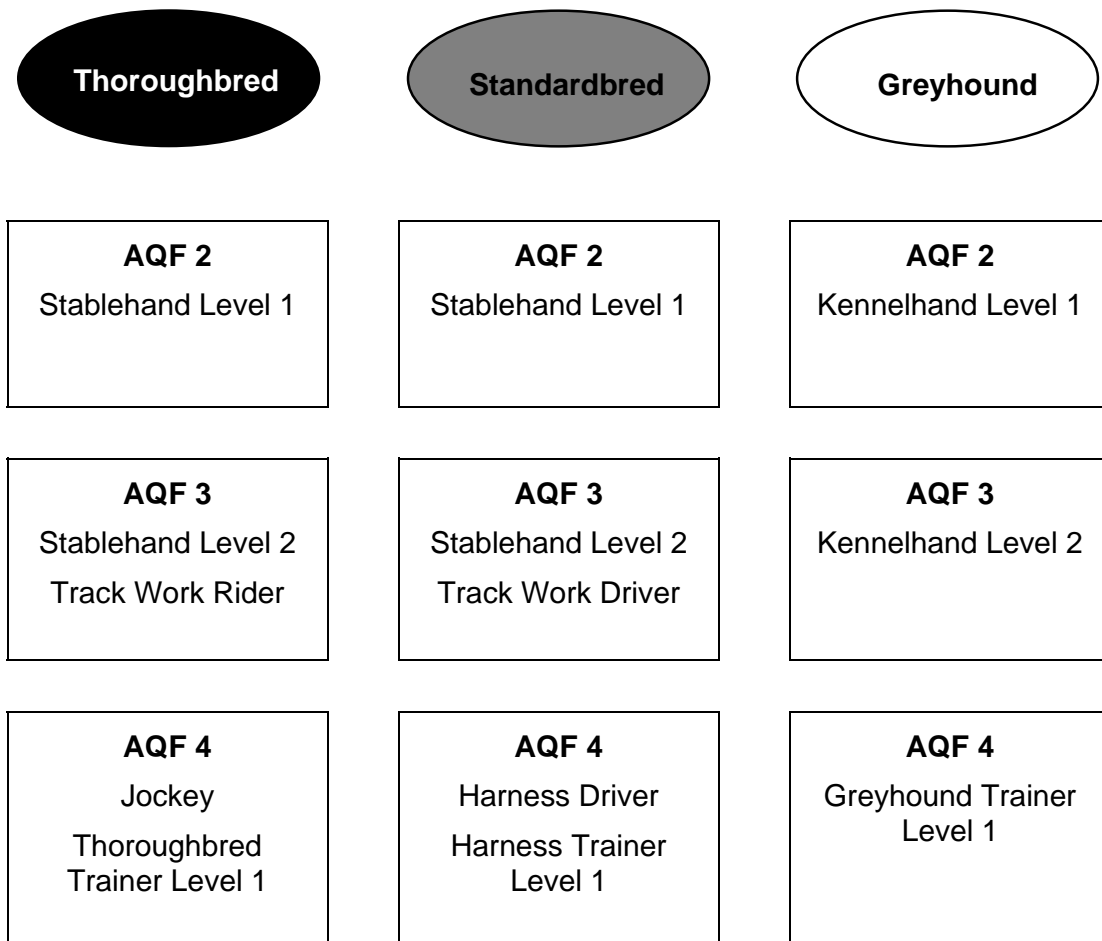
RGR014 A – Manage personal and business affairs

RGR015 A – Maintain race riding weight

It is clear that while a Driver and Jockey must have similar skills to meet the requirements of units RGR013A and RGR014A, there the comparison ends. Jockey is one of the very few occupations in which the right to participate is governed by body weight. The requirement to manage and control weight is not placed on the Driver, however it is acknowledged that in practice the distinction between Driver and Trainer level 1 is less than that between Jockey and Trainer level 1.

Vocational Outcomes

The following diagram summarises the vocational outcomes for AQF levels 2 - 5 for each code of racing. In addition to the racing industry specific competencies, choices are available from a list of other competencies which provide for enhanced career opportunities both within and beyond the racing industry. In particular, there are a number of opportunities for individuals to acquire Workplace Trainer and Assessor competencies. Trained trainers and assessors will assist in the quality provision of training and assessment for the racing industry.



AQF 5 Thoroughbred Trainer Level 2

AQF 5 Harness Trainer Level 2
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AQF 5 Greyhound Trainer Level 2
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National Racing Qualifications

The following tables indicate the groups of competency units required at each AQF level to receive a qualification.

AQF 2

Requirements to Receive a Qualification

Each occupational outcome will entail four compulsory units of competency plus one elective.

Qualification Outcome	Compulsory Units of Competency	Elective Units of Competency	Occupational Outcome
Certificate II in Racing (T/bred S/hand level 1)	06A, 07A, 08A, 09A	One elective	Thoroughbred
Certificate II in Racing (S/bred S/hand level 1)	06A, 07A, 08A, 09A	One elective	Standardbred
Certificate II in Racing (G/hound K/hand level 1)	06A, 07A, 08A, 09A	One elective	Greyhound

Compulsory Units of Competency

Code	Racing Industry Units of Competency
RGR006 A	Apply Occupational Health and Safety Procedures
RGR007 A	Handle Horses or Greyhounds Safely 1
RGR008 A	Work Effectively in the Racing Industry 1
RGR009 A	Care for Horses or Greyhounds

Elective Units of Competency

Code	Elective Units of Competency
RGR010 A RGR011 A	Racing Handle Horses or Greyhounds Safely 2 Work Effectively in the Racing Industry 2
BSZ404A	Workplace Trainer Competency Standards Train Small Groups

Titles and Codes of AQF 2 Qualifications

- RGR 201 98 Certificate II in Racing (Thoroughbred – Stablehand Level 1)
- RGR 202 98 Certificate II in Racing (Standardbred – Stablehand Level 1)
- RGR 203 98 Certificate II in Racing (Greyhound – Kennelhand Level 1)

Details of each Racing Industry competency standard are found in Section 4 of this document.

AQF 3

Requirements to Receive a Qualification

Each occupational outcome will entail six or seven compulsory units of competency plus one or two electives.

Qualification Outcome	Compulsory Units of Competency	Elective Units of Competency	Occupational Outcome
Certificate III in Racing (T/B)	06A, 07A, 08A, 09A, 10A, 11A	Two electives	Stablehand
Certificate III in Racing (S/B)	06A, 07A, 08A, 09A, 10A, 11A	Two electives	Stablehand
Certificate III in Racing (G/H)	06A, 07A, 08A, 09A, 10A, 11A	Two electives	Kennelhand
Certificate III in Racing (T/B)	06A, 07A, 08A, 09A, 10A, 11A, 12A	One elective	Trackrider
Certificate III in Racing (S/B)	06A, 07A, 08A, 09A, 10A, 11A, 12A	One elective	Trackdriver

Compulsory Units of Competency

Code	Racing Industry Units of Competency
RGR006 A	Apply Occupational Health and Safety Procedures
RGR007 A	Handle Horses or Greyhounds Safely 1
RGR008 A	Work Effectively in the Racing Industry 1
RGR009 A	Care for Horses or Greyhounds
RGR010 A	Handle Horses or Greyhounds Safely 2
RGR011 A	Work Effectively in the Racing Industry 2

Elective Units of Competency

Code	Elective Units of Competency
RGR012 A	Racing Ride or Drive Horses at Track Work

RGR016 A	Maintain Greyhounds, Standardbreds or Thoroughbreds in a Healthy State and Safe Environment
RGR017 A	Determine Nutritional Requirements for Greyhounds, Standardbreds or Thoroughbreds
RGR018 A	Assess Health and First Aid for Greyhounds, Standardbreds or Thoroughbreds

Elective Units of Competency (Cont)

Code	Elective Units of Competency
BSZ404A	Workplace Trainer Competency Standards Train Small Groups
BSZ401A BSZ402A BSZ403A	Competency Standard for Assessment Plan Assessment Conduct Assessment Review Assessment
BSBFMI302A BSBFMI303A BSBFMI304A	Frontline Management Provide Leadership in the Workplace Establish and Manage Effective Workplace Relations Participate in, Lead and Facilitate Work Teams
TDTC01A97 TDTC07A97 TDTC14A97 TDTC20A97	Road Transport & Distribution Drive Vehicle (Core Skills) Operate Vehicles Carrying Special Loads Load and Unload Vehicles Carrying Special Loads Care for Livestock in Transit

Titles and Codes of AQF 3 Qualifications

- RGR 301 98 Certificate III in Racing (Thoroughbred - Stablehand Level 2)
- RGR 302 98 Certificate III in Racing (Thoroughbred - Track Work Rider)
- RGR 303 98 Certificate III in Racing (Standardbred - Stablehand Level 2)
- RGR 304 98 Certificate III in Racing (Standardbred - Track Work Driver)
- RGR 305 98 Certificate III in Racing (Greyhound - Kennelhand Level 2)

Details of each Racing Industry competency standard are found in Section 4 of this document.

AQF 4

Requirements to Receive a Qualification

Each occupational outcome will entail the relevant compulsory units plus two electives.

Qualification Outcome	Compulsory Units of Competency	Elective Units of Competency	Occupational Outcome
Certificate IV in Racing (T/B)	06A, 07A, 08A, 09A, 10A, 11A, 12A , 13A, 14A, 15A	Two electives	Race Rider/Jockey
Certificate IV in Racing (S/B)	06A, 07A, 08A, 09A, 10A, 11A, 12A , 13A, 14A	Two electives	Harness Driver
Certificate IV in Racing (T/B)	06A, 07A, 08A, 09A, 10A, 11A, 16A, 17A, 18A, 19, 20A, 21A, 22A, 23A, 24A, 25A, 26A	Two electives	Thoroughbred Trainer Level 1
Certificate IV in Racing (S/B)	06A, 07A, 08A, 09A, 10A, 11A, 12A , 16A, 17A, 18A, 19A, 20A, 21A, 22A, 23A, 24A, 25A, 26A	Two electives	Standardbred Trainer Level 1

Certificate IV in Racing (G/H)	06A, 07A, 08A, 09A, 10A, 11A, 16A, 17A, 18A, 19A, 20A, 21A, 22A, 23A, 24A, 25A, 26A	Two electives	Greyhound Trainer Level 1
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Relevant Units of Competency

Code	Racing Industry Units of Competency
RGR006 A	Apply Occupational Health and Safety Procedures
RGR007 A	Handle Horses or Greyhounds Safely 1
RGR008 A	Work Effectively in the Racing Industry 1
RGR009 A	Care for Horses or Greyhounds
RGR010 A	Handle Horses or Greyhounds Safely 2
RGR011 A	Work Effectively in the Racing Industry 2
RGR012 A	Ride or Drive Horses at Trackwork (Thoroughbred Jockey and Trackrider and Standardbred Trackdriver and Driver specific)
RGR013 A	Ride or Drive Horses in Races (Thoroughbred Jockey and Standardbred Driver specific)
RGR014 A	Manage Personal and Business Affairs (Thoroughbred Jockey and Standardbred Driver specific)
RGR015 A	Maintain Race Riding Weight (Thoroughbred Jockey specific)
RGR016 A	Maintain Greyhounds, Standardbreds or Thoroughbreds in a Healthy State and Safe Environment

Relevant Units of Competency (Cont)

Code	Racing Industry Units of Competency
RGR017 A	Determine Nutritional Requirements for Greyhounds, Standardbreds or Thoroughbreds
RGR018 A	Assess Health and First Aid for Greyhounds, Standardbreds or Thoroughbreds
RGR019 A	Plan a Training and Racing Program for Greyhounds, Standardbreds or Thoroughbreds
RGR020 A	Manage the Education of Greyhounds, Standardbreds or Thoroughbreds
RGR021 A	Train and Race Greyhounds, Standardbreds or Thoroughbreds
RGR022 A	Assess Training and Racing Programs of Greyhounds, Standardbreds or Thoroughbreds
RGR023 A	Manage a Training Racing Program 1
RGR024 A	Manage the Maintenance of Plant, Equipment and Property 1
RGR025 A	Manage Finances 1

Elective Units of Competency

RGR026 A	Manage Self and Others 1
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Code	Elective Units of Competency
	Racing (Jockey/Harness Driver)
RGR016 A	Maintain Greyhounds, Standardbreds or Thoroughbreds in a Healthy State and Safe Environment
RGR017 A	Determine Nutritional Requirements for Greyhounds, Standardbreds or Thoroughbreds
RGR018 A	Assess Health and First Aid for Greyhounds, Standardbreds or Thoroughbreds
RGR019 A	Plan a Training and Racing Program for Greyhounds, Standardbreds or Thoroughbreds
RGR020 A	Manage the Education of Greyhounds, Standardbreds or Thoroughbreds
RGR021 A	Train and Race Greyhounds, Standardbreds or Thoroughbreds
RGR022 A	Assess Training and Racing Programs of Greyhounds, Standardbreds or Thoroughbreds
RGR023 A	Manage a Training Racing Program 1
RGR024 A	Manage the Maintenance of Plant, Equipment and Property 1
RGR025 A	Manage Finances 1
RGR026 A	Manage Self and Others 1

Elective Units of Competency (Cont)

Code	Elective Units of Competency
	Racing (Trainer Level 1)
RGR027 A	Manage a Training Racing Program 2
RGR028 A	Manage the Maintenance of Plant, Equipment and Property 2
RGR029 A	Manage Finances 2
RGR030 A	Manage Self and Others 2
	Workplace Trainer Competency Standards
BSZ404A	Train Small Groups
	Competency Standard for Assessment
BSZ401A	Plan Assessment
BSZ402A	Conduct Assessment
BSZ403A	Review Assessment

BSXFMI401A BSXFMI402A BSXFMI403A BSXFMI404A BSXFMI408A	Frontline Management Manage Personal Work Priorities and Professional Development Provide Leadership in the Workplace Establish and Manage Effective Workplace Relations Participate in, Lead and Facilitate Work Teams Develop and Maintain a Safe Workplace and Environment
	Small Business Complete a Business Plan Address Legal and Administrative Requirements Address Customer Requirements Manage Business Operations Manage Self and Others Manage Finances Review Business
TDTC01A97 TDTC07A97 TDTC14A97 TDTC20A97	Road Transport & Distribution Drive Vehicle (Core Skills) Operate Vehicles Carrying Special Loads Load and Unload Vehicles Carrying Special Loads Care for Livestock in Transit

Titles and Codes of AQF 4 Qualifications

- RGR 401 98 Certificate IV in Racing (Thoroughbred - Jockey)
- RGR 402 98 Certificate IV in Racing (Thoroughbred - Thoroughbred Trainer Level 1)
- RGR 403 98 Certificate IV in Racing (Standardbred - Harness Driver)
- RGR 404 98 Certificate IV in Racing (Standardbred - Harness Trainer Level 1)
- RGR 405 98 Certificate IV in Racing (Greyhound - Greyhound Trainer Level 1)

Details of each Racing Industry competency standard are found in Section 4 of this document.

AQF 5

Requirement to Receive a Qualification

Each occupational outcome will entail twenty-five compulsory units plus two electives.

Qualification Outcome	Compulsory Units of Competency	Elective Units of Competency	Occupational Outcome
Diploma in Racing (T/B)	06A, 07A, 08A, 09A, 10A, 11A, 16A, 17A, 18A, 19A, 20A, 21A, 22A, 23A, 24A, 25A, 26A, 27A, 28A, 29A, 30A	Two electives	Thoroughbred Trainer Level 2

Diploma in Racing (S/B)	06A, 07A, 08A, 09A, 10A, 11A, 12A , 16A, 17A, 18A, 19A, 20A, 21A, 22A, 23A, 24A, 25A, 26A, 27A, 28A, 29A, 30A	Two electives	Standardbred Trainer Level 2
Diploma in Racing (G/H)	06A, 07A, 08A, 09A, 10A, 11A, 16A, 17A, 18A, 19A, 20A, 21A, 22A, 23A, 24A, 25A, 26A, 27A, 28A, 29A, 30A	Two electives	Greyhound Trainer Level 2

Compulsory Units of Competency

Code	Racing Industry Units of Competency
RGR006 A	Apply Occupational Health and Safety Procedures
RGR007 A	Handle Horses or Greyhounds Safely 1
RGR008 A	Work Effectively in the Racing Industry 1
RGR009 A	Care for Horses or Greyhounds
RGR010 A	Handle Horses or Greyhounds Safely 2
RGR011 A	Work Effectively in the Racing Industry 2
RGR012 A	Ride or Drive Horses at Trackwork (Standardbred Trainer Level 2 specific)
RGR016 A	Maintain Greyhounds, Standardbreds or Thoroughbreds in a Healthy State and Safe Environment
RGR017 A	Determine Nutritional Requirements for Greyhounds, Standardbreds or Thoroughbreds
RGR018 A	Assess Health and First Aid for Greyhounds, Standardbreds or Thoroughbreds
RGR019 A	Plan a Training and Racing Program for Greyhounds, Standardbreds or Thoroughbreds
RGR020 A	Manage the Education of Greyhounds, Standardbreds or Thoroughbreds
RGR021 A	Train and Race Greyhounds, Standardbreds or Thoroughbreds
Code	Racing Industry Units of Competency
RGR022 A	Assess Training and Racing Programs of Greyhounds, Standardbreds or Thoroughbreds
RGR023 A	Manage a Training Racing Program 1
RGR024 A	Manage the Maintenance of Plant, Equipment and Property 1
RGR025 A	Manage Finances 1
RGR026 A	Manage Self and Others 1
RGR027 A	Manage a Training Racing Program 2

Compulsory Units of Competency (Cont)

RGR028 A	Manage the Maintenance of Plant, Equipment and Property 2
RGR029 A	Manage Finances 2
RGR030 A	Manage Self and Others 2

Elective Units of Competency

Code	Elective Units of Competency
BSZ404A	Workplace Trainer Competency Standards Train Small Groups
BSZ401A BSZ402A BSZ403A	Competency Standard for Assessment Plan Assessment Conduct Assessment Review Assessment
BSXFMI501A BSXFMI502A BSXFMI503A BSXFMI504A BSXFMI508A	Frontline Management Manage personal Work priorities and professional development Provide Leadership in the Workplace Establish and Manage Effective Workplace Relations Participate in, Lead and Facilitate Work Teams Develop and Maintain a safe Workplace and Environment
	Small Business Complete a Business Plan Address Legal and Administrative Requirements Address Customer Requirements Manage Business Operations Manage Self and Others Manage Finances Review Business

Elective Units of Competency (Cont)

Code	Elective Units of Competency
TDTC01A97 TDTC07A97 TDTC14A97 TDTC20A97	Road Transport & Distribution Drive Vehicle (Core Skills) Operate Vehicles Carrying Special Loads Load and Unload Vehicles Carrying Special Loads Care for Livestock in Transit
	Selection of other appropriate standards when developed

Titles and Code of AQF 5 Qualifications

- RGR 501 98 Diploma in Racing (Thoroughbred - Thoroughbred Trainer Level 2)
- RGR 502 98 Diploma in Racing (Standardbred - Standardbred Trainer Level 2)
- RGR 503 98 Diploma in Racing (Greyhound - Greyhound Trainer Level 2)

Details of each Racing Industry competency standard are found in Section 4 of this document.

Titles of National Qualifications

Each qualification title indicates the level in relation to the Australian Qualifications Framework. Each qualification carries the industry descriptor - 'Racing' and relates to the packaging of standards at an AQF outcome.

Certificate II in Racing

- RGR 201 98 - Certificate II in Racing (Thoroughbred) - Stablehand Level 1
- RGR 202 98 - Certificate II in Racing (Standardbred) - Stablehand Level 1
- RGR 203 98 - Certificate II in Racing (Greyhound) - Kennelhand Level 1

Certificate III in Racing

- RGR 301 98 - Certificate III in Racing(Thoroughbred) - Stablehand Level 2
- RGR 302 98 - Certificate III in Racing(Thoroughbred) - Track Work Rider
- RGR 303 98 - Certificate III in Racing (Standardbred) - Stablehand Level 2
- RGR 304 98 - Certificate III in Racing (Standardbred) - Track Work Driver
- RGR 305 98 - Certificate III in Racing (Greyhound) –Kennelhand Level 2

Certificate IV in Racing

- RGR 401 98 - Certificate IV in Racing (Thoroughbred) - Jockey
- RGR 402 98 - Certificate IV in Racing (Thoroughbred) - Thoroughbred Trainer Level 1
- RGR 403 98 - Certificate IV in Racing (Standardbred) - Harness Driver
- RGR 404 98 - Certificate IV in Racing (Standardbred) - Harness Trainer Level 1
- RGR 405 98 - Certificate IV in Racing (Greyhound) - Greyhound Trainer Level 1

Diploma in Racing

- RGR 501 98 - Diploma in Racing (Thoroughbred) - Thoroughbred Trainer Level 2
- RGR 502 98 - Diploma in Racing (Standardbred) - Harness Trainer Level 2
- RGR 503 98 - Diploma in Racing (Greyhound) - Greyhound Trainer Level 2

Customisation

Any arrangements for customisation must be carried out in consultation with and approval by Racing Training Australia.

The Racing Industry Training Package incorporates racing industry competency standards, other competency standards and national qualifications. Customisation provides the opportunity to modify any or each of the components of the qualification package.

The following guidelines determine the extent of customisation allowable to meet the needs of an individual, an enterprise or workplace or a code of racing.

Customisation of Competency Standards

Any modifications to the competency standards and their assessment requirements must ensure the integrity of the standards, so as to maintain their applicability and portability within the industry.

Customisation is designed to demonstrate the enterprise or industry specific requirements without changing the skill level described in the competency standard. Customisation is not designed to be so extensive that the assessment and training required to achieve the unit of competency is substantially changed.

It is not normally acceptable to change any part of an element of competence or the performance criteria in a competency standard. The removal or addition in total or in part of either an element of competence or a performance criteria may substantially alter the integrity of the competency standard and its relationship to the qualification.

Some customisation of a unit of competency may occur within the range of variables or evidence guides, but this should only occur if the change proposed is already incorporated in the elements of competence and the performance criteria and is complementary to the existing range of variables or evidence guides.

In all cases proposals for change of the Racing Industry competency standards should be referred to Racing Training Australia prior to proceeding to design or delivery of training.

The following checklist should be used to check the acceptability of any customisation of standards.

CHECK THAT:

You have **not removed** information from any of the:

- ◆ Elements of Competency or
- ◆ Performance Criteria

Where you have **changed the content** of the **Performance Criteria, Evidence Guide** and **Range of Variables** you have:

- ◆ Established the basis for equivalence to the original endorsed national unit of competency
- ◆ Referred the change to Racing Training Australia

Where you have **not changed anything** in an endorsed unit of competency you have:

- ◆ Referred to it with its original title and code

Using Other Standards

An enterprise may choose to supplement this Training Package by including additional competency standard(s) for the training of staff. The delivery of the training for this additional competency standard(s) may occur in parallel with the delivery of the Training Package or at some other time. In this case the additional competency standard(s) does not form part of the qualifications described in this Training Package.

The delivery and assessment of the additional competency standard(s) for the purpose of awarding a qualification either as a Statement of Attainment or, as part of another qualification will be negotiated as a separate arrangement between the employer, apprentice or trainee, and the RTO.

Further advice regarding other industry Training Packages and competency standards is available on the National Training Information Service or through the State Training Authority.

Where Racing Training Australia had identified the requirement to include cross industry competency standards in this training package Racing Training Australia has negotiated with the relevant ITAB to ensure consistency in respect of assessment and customisation of those standards to ensure their integrity and quality training outcomes.

Customisation of National Qualifications (Use of electives)

For AQF levels 2 - 5 all specified competency units must be successfully achieved to meet the requirements of the national qualification. Additional units of competency, may be added to the elective competency units category from time to time without changing the title of the qualification. The endorsement of RTA is required in these circumstances and RTA will advise the National Training Framework Committee (NTFC) accordingly.

Units of competency cannot be removed from the specified list of units of competency at a particular AQF level, if the national qualification is required.

If a racing enterprise or organisation requires modifications to the racing industry specific units of competency required to achieve a qualification, they will need to obtain endorsement from Racing Training Australia. It is anticipated that very few applications for customisation will be requested. Racing Training Australia will consider each application on its merits.

Recognition of Prior Learning, Recognition of Current Competencies

It is anticipated that there will be a high demand for recognition of prior learning or recognition of current competence by workers in the industry as a result of implementation of this Training Package.

To manage this demand and to facilitate assessment Racing Training Australia proposes that RTOs develop arrangements to work closely with the state branches of Racing Training Australia who can assist in the identification of candidates and substantiation of the candidates claim for Recognition of Prior Learning (RPL) or Recognition of Current Competencies (RCC).

New Apprenticeships and Traineeships

There are now new career paths in the racing industry for the occupations of stablehand, kennelhand, trackrider/driver, jockey, trainer, trainee radio broadcaster and trainee racecourse manager.

This Training Package supports the implementation of new apprenticeships in the Racing Industry at all levels.

The structure of the Racing Industry Training Package allows for existing apprenticeships / traineeships with new apprenticeships / traineeships to come on line as relevant Competency Standards and National Training Packages are developed.

Table of Competencies and Occupational Outcomes

Trainees exiting at the following AQF levels are required to complete;

<i>AQF Level</i>	<i>Pre-requisites</i>	<i>Core</i>	<i>Elective</i>	<i>Total Competency Standards</i>
AQF 2 Stablehand 1 Kennelhand 1	0	4	1	5
AQF 3 Stablehand 2 Kennelhand 2	4	2	2	8
AQF 3 Trackwork Rider / Driver	4	3	1	8
AQF 4 Jockey	7	3	2	12
AQF 4 Harnessdriver	7	2	2	11
AQF 4 Trainer Level 1	6/7	11	2	19/20
AQF 5 Trainer Level 2	17/18	4	2	23/24

Training Path Scenarios

Scenario 1

Jockey Outcome

A person exiting at AQF 4 wishing to be a jockey would be required to:

- have pre-requisite Racing Industry competencies RGR006 A to RGR012 A
- complete Racing Industry competencies RGR013 A, 14 A, 15A
- complete two electives from the elective choices at AQF 4

At the successful completion of these competencies the trainee would be issued with a Certificate IV in Racing (Thoroughbred – Jockey).

Scenario 2

Trainer Level 1 (Standardbred)

A person entering at AQF 2 wishing to become a Trainer Level 1 could complete 4 core and one elective (eg: RGR010 A) and on successful completion be issued with, Certificate II in Racing (Standardbred – Stablehand level 1).

If wishing to undertake further training at AQF 3 the trainee would complete 2 core competencies completed as electives at level 2 plus one elective (eg: RGR013 A). This choice is dependent on the particular industry code.

On successful completion the trainee would be issued with Certificate III in Racing (Standardbred – Stablehand level 2).

If wishing to acquire the competencies of a Level 1 Trainer of Standardbreds the trainee would complete ten core units at AQF 4 including one core unit completed as an elective at AQF 3 and one elective (eg: RGR027 A).

On successful completion the trainee would be issued with Certificate IV in Racing (Standardbred Level 1 Trainer).

The trainee therefore has:

- 3 qualification outcomes one each at AQF 2, 3 & 4
- been able to fast track training outcome undertaking higher order core component as electives
- enhanced career opportunities by acquiring competencies for a variety of occupational outcomes including trackwork driver.

Scenario 3

Trainer Level 1 Greyhound Outcome

A person entering at AQF 3 who has demonstrated the pre-requisite competencies is required to complete two core and two electives (eg: RGR016 A - Racing Industry, and Workplace Trainer Competency Standard).

On successful completion the trainee would be issued with Certificate III in Racing (Greyhound) – Kennelhand 2.

Wishing to undertake further training to acquire competencies at Trainer Level 1, the trainee would be required to complete 10 core, including one core unit completed as an elective at AQF 3, and two electives (eg: Competency Standards for Assessment and a Small Business Unit).

On successful completion the trainee will be issued with Certificate IV in Racing (Greyhound – Trainer Level 1).

The trainee therefore has:

- two qualification outcomes – one each at AQF 3 & 4
- been able to fast track training by undertaking higher order core components as electives.
- Enhanced career opportunities by acquiring competencies for a variety of occupational outcomes including Workplace Trainer and Assessor.

Sequence and Pre-requisites for the Qualifications

The tables on the following pages summarise the requirements for each AQF qualification.