TRANSPORT AND LOGISTICS INDUSTRY

INDUSTRY CONSULTATION PAPER

- **PROPOSAL FOR HEAVY VEHICLE DRIVER APPRENTICESHIP**

SEPTEMBER 2021

CHAIR'S FOREWORD

This paper discusses an opportunity to create a formal apprenticeship for heavy vehicle drivers in Australia. This opportunity is being advanced against a longstanding national industry conversation about the need to professionalise the heavy vehicle industry, in much the same way as the national apprenticeship mechanism has done for the construction trades in Australia.

The establishment of a national apprenticeship is by no means considered to be a total solution to all the workforce shortage and workforce cultural issues faced by the heavy vehicle industry. Rather it is considered to be a significant 'first foundational step' on the pathway to changing the culture of the heavy vehicle industry to one that is considered to be more commensurate with the standing and significance of the industry within the broader Australian Economy.

Specifically, the road transport industry plays a vital role in ensuring the safe, productive and environmentally sound movement of goods and services throughout Australia. The sourcing and retention of professional heavy vehicle operators is a critical strategy for the achievement of these goals – and the establishment of a national apprenticeship is considered to be long overdue.

In recent months, the Transport and Logistics Industry Reference Committee has examined the issues associated with the establishment of a national apprenticeship for heavy vehicle drivers. We have concluded that the creation of such an apprenticeship is possible from the perspective of current national training standards, as it could be readily developed around the current Certificate III in Driving Operations (TLI31221). This would mean the possible removal of the current traineeship due to a single qualification traditionally being limited to either an apprenticeship or traineeship at the state and territory level.

Similarly, while there are several implementation issues that need to be navigated for the creation of such an apprenticeship, there would appear to be satisfactory solutions to each of these issues

Accordingly, the Transport and Logistics IRC is now seeking to understand whether there is a sufficient appetite within the road transport industry for the creation of a new Heavy Vehicle Drivers Apprenticeship. We are also seeking feedback on whether the benefits and implementation considerations canvassed in the attached Discussion Paper are both accurate and comprehensive.

To that end, we would appreciate your views on the attached paper and invite you to submit responses to the consultation questions that have been identified. Your views would be appreciated by **Close of Business on Friday, 15 October 2021.**

Mark McKenzie
Chair, Transport & Logistics IRC.
17 September 2021

CONSULTATION QUESTIONS

Question 1: Do you believe the development of Heavy Vehicle Driver Apprenticeship will assist in the professionalisation of the Truck Driving and/or the Road Transport industry through the apprenticeship model? *(See section 3)*

Question 2: Do the two primary apprenticeship pathways outlined capture the variations in the targeted cohorts or should other pathways be considered? (*Section 5.1)*

Question 3: With consideration that apprenticeship funding incentives will not offset all costs, are there other financial concerns that need to be considered? *(Section 5.3)*

Question 4: Are there implications for the removal of the traineeship? If so, what are they? *(Section 4 & 5.2)*

Note: *Apprenticeships and traineeships combine training within either part-time or full-time paid employment. The main difference between the two is that a traineeship can be within a broader range of occupations with a typical duration of one to two years where an apprenticeship covers skilled trades and is usually completed in three to four years. Both can be accessed by new and existing workers dependent upon eligibility criteria.*
Supervision requirements for trainees and apprenticeships have minor differences across states and territories according to experience, stage of training, candidate competence and work context. Apprenticeships are typically conducted in high-risk work contexts and therefore require levels of supervision proportionate to risk.
Apprenticeships and traineeships both have access to financial initiatives at the national and state level although the apprenticeship typically attracts additional funding to address national skill shortages and drive the economy. A positive public perception is one of the key drivers for the apprenticeship model.

Question 5: Would likely supervision requirements for apprentices impact your enterprise? If so, please describe how? *(Section 5.3 & 5.5)*

Question 6: Could this apprenticeship model impact small to medium enterprises negatively? Are there options for addressing any disadvantage? *(Section 5.5)*

Question 7: Are there any other major issues associated with this apprenticeship model not yet addressed in this paper? Please outline.

DISCUSSION PAPER

TOWARDS A NATIONAL APPRENTICESHIP FOR HEAVY VEHICLE DRIVING

1. Purpose and scope

This paper has been prepared by the Transport and Logistics Industry Reference Committee – the body that, under the auspices of the Australian Industry Skills Council (AISC), is responsible for ensuring that training products and qualifications are aligned with industry need. Within this context, the purpose of the paper is two-fold namely:

- To provide a high-level assessment of the current 'industry' challenges associated with the establishment of a national apprenticeship for heavy vehicle drivers in Australia and identify possible strategies for redress of these issues.
- To assess whether the current national training standards and qualifications that apply to heavy vehicle drivers are sufficient to support the requirements of a national apprenticeship and the possible options for achievement of same.

For the purposes of this paper, a "***heavy vehicle driver***" is defined as a person who is licenced to drive a vehicle over 4.5 tonnes GVM. That is, a Light Rigid (LR) vehicle, a Medium Rigid (MR) vehicle, a Heavy Rigid (HR) vehicle, a Bus, a Heavy Combination (HC) vehicle, or a Multi Combination (MC) vehicle.

2. Strategic Context

The Transport and Logistics sector currently employ an estimated 574,000 Australians and is projected to employ more than 600,00 Australians by 2026. Road transport plays a crucial role in the operation of this industry, one that is increasingly expected to operate in a manner that:

- Maximises safety outcomes for industry participants and all other road users using the national road network
- Maximises efficiency to the point of minimising an important input cost (i.e., freight cost) for raw material producers (Resources and Agriculture), manufacturers, exporters, businesses and Australian households
- Supports the timely adoption of innovative freight processes and clean technologies to minimise adverse environmental impacts on the natural and built environment.

Within this context, road transport operators don't simply 'drive a truck'. They are a profession that is integral to the achievement of the Transport Industry's broader environmental, economic and social (i.e., safety) obligations to the Australian community.

Despite this significance, the current apprenticeship system does not accommodate heavy vehicle drivers as a profession. This is regardless of the fact that this occupation is as worthy of being

considered 'professional' as the widely lauded construction professions of carpenter, plumber, and electrician.

This anomaly is not merely an 'interesting observation' - it has unreasonably resulted in truck drivers being considered as an occupation of 'last resort' by many young Australians despite its critical significance to the operation of the Australian economy – and indeed all developed economies of the world.

The IRC believes, in the wake of the COVID experience that has shone a light on the vital role played by road transport in supporting the Australian economy, that now is the time to create a national Heavy Vehicle Drivers apprenticeship. Such a move is a necessary *first step* towards better aligning the culture of the Australian road transport operator workforce with the significance and vital standing of the industry within the overall national economy.

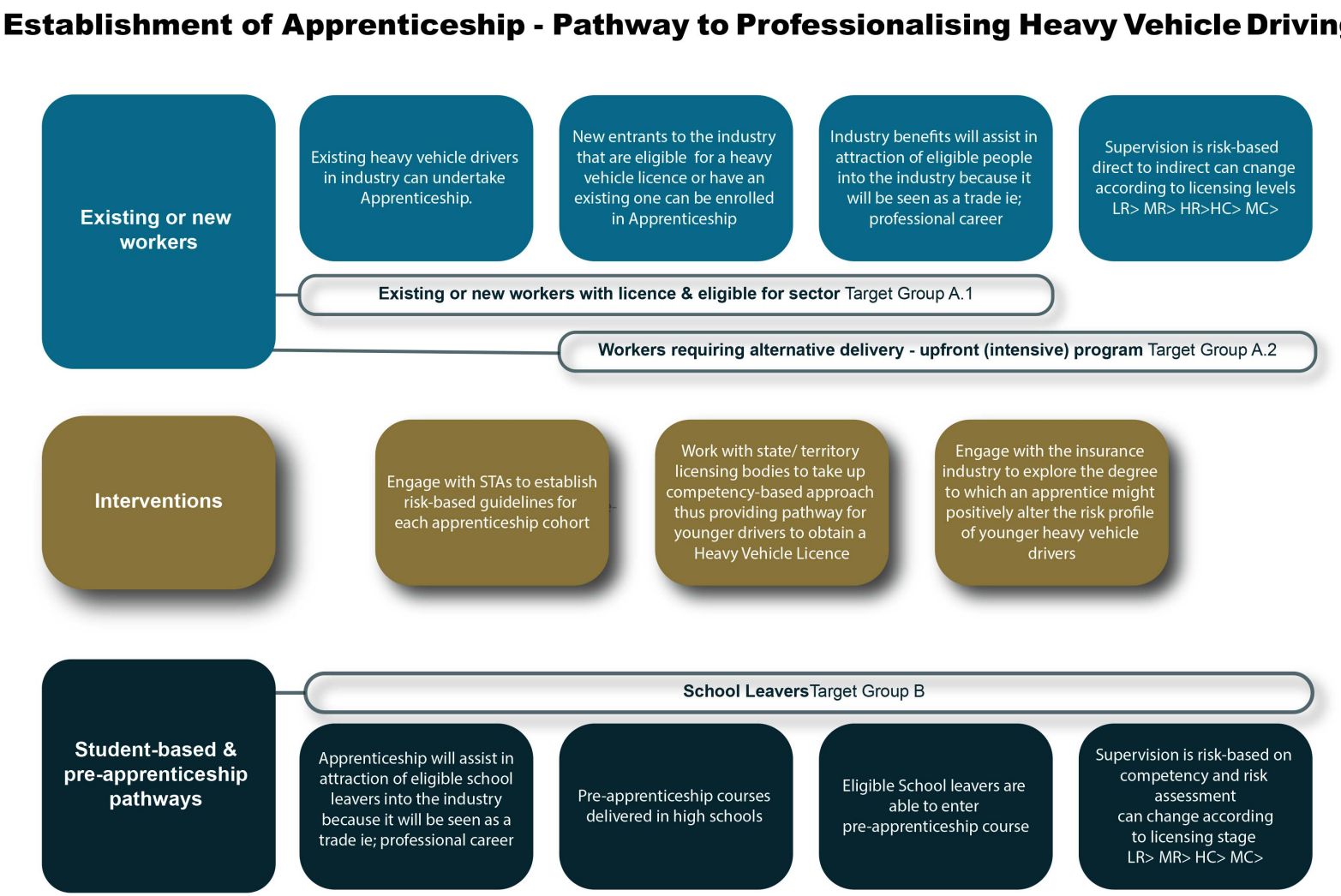
3. An apprenticeship - a necessary 'first step' in the professionalisation journey

There is no doubt that the making of an apprenticeship brings some likely challenges, particularly in relation to the national heavy vehicle licensing system and the current utilisation of national traineeships funding.

The Transport and Logistics IRC acknowledges these issues. The IRC also acknowledges that the establishment of an apprenticeship will not solve ***all*** the current workforce challenges facing the road transport industry.

Rather, the creation of a national apprenticeship for heavy vehicle drivers constitutes the first significant step towards the professionalisation of the road transport industry in Australia. The likely journey is summarised in Figure 1.

Figure 1: The journey towards formal professionalisation of the road transport industry starts with the creation of a national apprenticeship for heavy vehicle drivers



4. The case for a heavy vehicle driver apprenticeship

The individual stakeholder arguments for creating a national apprenticeship for heavy vehicle driving are wide and varied but the key arguments can be summarised as follows:

- **Right time:** The qualification needed to create a national heavy vehicle driver apprenticeship already exists (i.e., Certificate III in Driving Operations TLI31221). Recent qualification changes make it a favourable time to consider initiating an apprenticeship model aligned to the Certificate III in Driving Operations to replace the current traineeship.
- **Attracting drivers:** The industry is currently experiencing significant heavy vehicle driver shortages in all jurisdictions. This has been exacerbated by COVID pandemic restrictions, with the rapid increase in the overall freight task and a decrease in migrant worker intake due to the closure of Australia's international borders. An apprenticeship would not solve this problem on its own - or even to any great extent - but would create an attribute of professionalism that could be harnessed by transport enterprise to attract new workers in the medium to long term.
- **Longstanding issue:** The road transport industry has previously raised concerns relating to the quality and completion rates of nationally recognised training - and their relationship to strict licensing requirements. The development and implementation of a national apprenticeship will likely assist with the resolution of these longstanding issues over the short to medium term.
- **Perception and safety:** Public perceptions about driver competence and an ageing workforce have led industry stakeholders to call for new initiatives to increase the sector's professionalism and appeal to younger workers. An apprenticeship that gives life to the school to work pathway would assist with this task.
- **Social licence:** Like many of Australia's industries, the road transport industry operates within the confines of a social licence to operate that is almost entirely predicated on the maintenance of high levels of safety and consistency of knowledge for both those working in the industry and all other road users. Within this context, a formal apprenticeship system provides a visible demonstration of the industry's commitment to workforce skilling – beyond the driver simply having a licence.
- **Apprenticeships Benefits**: Road transport industry benefits from an apprenticeship pathway with recruiting and developing a highly skilled driver workforce that helps grow businesses. Improve productivity, profitability, and an employer's bottom line by creating flexible training options that ensures drivers develop the right skills. In participating states/territories, financial assistance and employer incentives may be available.

5. Key implementation considerations

5.1 Two distinct apprenticeship pathways:

The establishment of an apprenticeship would lay the foundations for the establishment of two formal pathways into the road transport industry, namely:

- Formalising the professionalism process for those persons currently employed within the road transport industry or from affiliated sector pathways. These would include:
    - existing employees who have already obtained a heavy vehicle drivers licence (at min MR - Medium Rigid) but lack either the necessary industry experience or recognition of prior skills and experience
    - new entrants eligible to work in the sector but who have not obtained a license

  This pathway would become immediately available for these cohorts upon the establishment of a formal apprenticeship and would contribute to the bank of supervisors for future apprentices.
- Transitioning from school to industry and completing the apprenticeship in tandem with securing a national heavy vehicle drivers' licence, via a traditional school to work apprenticeship structure. This pathway would require a further industry conversation with State/Territory Registration and Licensing authorities and the national insurance industry in respect of the treatment of drivers who are under 25 years of age.

An indicative training outline for each apprenticeship pathway is provided in Attachments A (A.1 & A.2) and B of this paper.

5.2 Funding and transition from current Traineeship model

The establishment of a national apprenticeship for heavy vehicle drivers would provide the opportunity for employers to access funding support via the new Incentives for Australian Apprentices program to commence on 1 October 2021.

Funding incentives to support apprenticeships are provided by the Federal Government and can include:

- commencement and completion payments
- additional incentives per target group (e.g., critical skills shortages, post Covid recovery)
- reduced liability costs through appropriate training of workers
- access to tax credits and reduced workers compensation premiums.

Some state and territory governments also offer incentives and allowances to eligible employers of apprentices and are typically in areas of priority within the state or territory and may be in addition to Federal government incentives.

Noting that some of the larger enterprises in the road transport industry currently utilise traineeship funding to skill new workers, consideration will need to be given to how best to transition from the current funding support mechanisms to the new model. The transition arrangements would be negotiated with each State Training Authority but would likely reflect the

current ASQA arrangements for superseded qualifications via a teach out period of 12 months. If a transfer from a traineeship to an apprenticeship mid-term exists during the transition period, a mechanism for implementing this pathway would need to be put in place.

5.3 Nature of supervision requirements of apprentices (licenced and unlicensed apprentices)

Unlike many other trades, a heavy vehicle operator is legally allowed to immediately operate a vehicle once they have attained the requisite heavy vehicle licence.

A question therefore arises in respect of the degree of apprenticeship supervision required for drivers that have already secured their heavy vehicle licence, noting that these drivers will still likely need to undergo at least some form of supervision (direct or indirect) at the commencement (and perhaps at various intervals) throughout their apprenticeship. These requirements are similar but do vary across the States and Territories.

Clearly, the supervision requirements for those without heavy vehicle licences could be graduated according to their progression through the apprenticeship (and the Certificate III qualification) and stepped up according to the heavy vehicle licensing system (LR to MC vehicles).

5.4 Interface with State/Territory Licensing laws (for school leaver pathway)

Formal recognition of the heavy vehicle driver apprenticeship would enable immediate take-up by mature age apprentices who have obtained their heavy vehicle licence through the relevant State/Territory licensing body.

The establishment of such an apprenticeship would also create the opportunity for a dialogue about the future treatment of younger workers. Specifically, there may be an opportunity to lower the statutory age limits for heavy vehicle licences where the worker is part of a formal apprenticeship program and subject to a graduated level of supervision. This conversation could include a shift to competency-based rather than the time/age-based approach currently employed to licence progression. As an alternative, the driver licensing element could, for instance, be progressed in tandem with non-driving units for first year apprentices (e.g., forklift licence, vehicle loading units or yard truck operation) - thereby creating a formal school to work pathway into the profession.

5.5 Maintenance of competitive neutrality

The unique nature of the road transport industry, with its high incidence of small enterprise and rural and remote work, suggests that the apprenticeship model will have to be sufficiently flexible to ensure that apprenticeships are as accessible and practical for small to medium enterprises as for large enterprises. Consideration will also need to be given to the accommodation of owner drivers, possibly by way of the promotion of group apprenticeship schemes.

An apprenticeship model that imposes an onerous supervision or administration burden on small businesses risks distortion of workforce attraction, with adverse flow-on effects to national market competition and should therefore be avoided at all costs.

5.6 Young driver insurance (under 25) premiums

Apart from the absence of a formal partnership, one of the major historical deterrents to the industry utilisation of young drivers (i.e., under 25 years of age) has been the high cost of business insurance premiums. The magnitude of the financial penalty is such that this issue alone could be a major inhibitor to the market adoption of a heavy vehicle driver apprenticeship in the future.

Accordingly, there is a need for the road transport industry to engage with the insurance industry with a view to exploring the degree to which an apprentice might positively alter the risk profile of younger heavy vehicle drivers. This could be achieved by providing quality training potentially leading to reduced insurance driver experience excess for drivers under 25 years of age

5.7 Wage and IR considerations

Noting that the current Award System is structured in accordance with progression under the national heavy vehicle licensing system, it is not envisaged that the adoption of an apprenticeship model will have any material impact on industry wages – and that future wage increases would progress in accordance with annual national wage case considerations.

It should be noted that the Bus industry's Passenger Vehicle Transportation Award (2020) is slightly different in that the rates are determined by the size of the vehicle and the task and has no apprentice wage.

In the event that the school to work model is finalised, however, consideration will need to be given to the establishment of formal apprenticeship wages for those who don't have a heavy vehicle drivers licence (i.e., envisaged that this would be calculated based on a scaling of the relevant wage class).

6. Conclusion

Notwithstanding the challenges surrounding implementation, the Transport and Logistics IRC is of the opinion that the introduction of a national heavy vehicle driver apprenticeship would deliver considerable strategic and long-term workforce advantage to the Australian Heavy Vehicle sector.

This advantage would, in turn, put the industry into a stronger position to meet the ever-changing safety performance, environmental performance and productivity challenges that the industry will inevitably face in the years ahead.

Further, the IRC believes that there are workable solutions to the implementation issues identified in this paper and that work on same could be progressed simultaneously after a decision to formally create a national apprenticeship for heavy vehicle driving.

Chief amongst the issues that will need to be addressed in tandem with the apprenticeship are the issues of transition for the current traineeship and funding and clarity on the supervision requirements for heavy vehicle operators who are already fully licenced.

The IRC is therefore interested in hearing the views of road transport industry (and other stakeholders) in respect of:

- the merit or otherwise of introducing a national heavy vehicle driver apprenticeship
- the issues that will need to be considered as part of the implementation of any national heavy vehicle driver apprenticeship with specific reference to the two pathways that have been identified, namely:
    - **Licence pathway:** The mature age pathway where the candidate either has a heavy vehicle licence or is eligible to obtain one during the course of the apprenticeship, or
    - **School Leaver pathway:** The school leaver pathway where the candidate does not yet have a heavy vehicle licence and is limited by the age/time-based restrictions currently in place.

To assist with this consultation, the IRC has developed the list of stakeholder questions presented in the Foreword of this paper.

7. Further Information

Further information about the Charter and operation of the Transport and Logistics IRC can be found on the Committee's website at: Transport and Logistics Industry Reference Committee | Australian Industry Skills Committee (aisc.net.au)

Heavy Vehicle Apprenticeship WEBSITE.

Heavy Vehicle Driver Apprenticeship webinar will be held via Zoom on Friday, 8 October 2121.

Further information in respect of this consultation can be obtained by contacting Australian Industry Standards which acts as the secretariat for the Transport and Logistics IRC: https://www.australianindustrystandards.org.au/heavy-vehicle-driver-apprenticeship/

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Attachment A.1

TLI Heavy Vehicle Driver Training Plan (Existing worker with HV Licence)

Name of RTO			**Page 1 of 2**
Delivery period	Two/three years apprenticeship		
Code and title of qualification	**TLI31221 Certificate III in Driving Operations**		
Units of competency	**Code**	**Title**	**Core/ Elective**
	TLIB0002	Carry out vehicle inspections	Core
	TLIC1051	Operate commercial vehicle	Core
	TLIC3037	Apply safe heavy vehicle driving behaviours	Core
	TLID0020	Shift materials safely using manual handling methods	Group
	TLID0015	Load and unload goods/cargo	Elective
	TLIE0009	Carry out basic workplace calculations	Elective
	TLIE3004	Prepare workplace documents	Elective
	TLIF0009	Ensure the safety of transport activities (Chain of Responsibility)	Elective
	TLIF0025	Follow work health and safety procedures	Core
	TLIF2006	Apply accident-emergency procedures	Core
	TLIF2010	Apply fatigue management strategies	Elective
	TLIH0006	Plan and navigate routes	Elective
	TLIK2010	Use infotechnology devices in the workplace	Elective
	TLIL2060	Complete induction to the transport industry	Elective
	TLILIC	Type units/TLILIC type unit	Elective
Delivery and assessment arrangements	**Duration** The program is delivered over a period of 2 years as an apprenticeship.		
	Organisation The 15 units of competency in the qualification have been organised into an on and off the job training program comprising five applied industry skills and ten general workplace skills units. The program is organised to provide candidates with background information on general skills such as health and safety in the general workplace skills units and the opportunity to apply these skills in the applied industry skills units.		

Name of RTO		Page 2 of 2

Delivery and assessment arrangements (continued)

Alignment with units of competency

	Program area	Unit(s) of competency
Applied Industry Skills	Heavy Vehicle Driving	TLIC1051
		TLIC3037
		TLILIC type unit
	Maintenance	TLIB0002
	Navigation	TLIH0006
General Workplace Skills	Handling	TLID0015
		TLID0020
	Workplace Documentation and Calculations	TLIE0009
		TLIE3004
	Fatigue management	TLIF2010 OR TLIF0005
	Technology	TLIK2010
	Industry awareness	TLIL2060
		TLIF0009
	Health and Safety	TLIF0025
		TLIF2006

Delivery modes

This heavy vehicle program is delivered on and off the job within the transport workplace. It combines face-to-face training and practical sessions involving small group and individual activities.

Evidence-gathering techniques

This chart suggests the documented evidence gathering techniques used in each unit.

Program area	A	B	C	D	E	F	G	H
Heavy Vehicle Driving	X	X		X			X	
Maintenance	X	X		X			X	
Navigation	X	X		X			X	
Handling	X			X			X	
Workplace Documentation and Calculations			X	X			X	
Fatigue management		X	X	X	X		X	
Technology	X					X	X	
Industry awareness		X	X				X	
Health and Safety		X			X		X	X

KEY							
A	Demonstration	C	Interview	E	Role play	G	Written test
B	Questioning	D	Scenario — problem solving	F	Case study — fault finding	H	Critical incident report

Attachment A.2

TLI Heavy Vehicle Driver Training Plan (Existing worker without HV Licence)

Name of RTO		**Page 1 of 2**
Delivery period	**Entry requirements** is relevant industry competencies or an equivalent qualification such as Certificate II in Driving Operations, Certificate II in Road Transport Terminal Operations or Certificate II in Supply Chain Operations, or higher. Two years apprenticeship	
Code and title of qualification	**TLI31221 Certificate III in Driving Operations**	
Units of competency	**Code**	**Title** / **Core/ Elective**
	TLIB0002	Carry out vehicle inspections — Core
	TLIC1051	Operate commercial vehicle — Core
	TLIC3037	Apply safe heavy vehicle driving behaviours — Core
	TLID0020	Shift materials safely using manual handling methods — Group
	TLID0015	Load and unload goods/cargo — Elective
	TLIE0009	Carry out basic workplace calculations — Elective
	TLIE3004	Prepare workplace documents — Elective
	TLIF0009	Ensure the safety of transport activities (Chain of Responsibility) — Elective
	TLIF0025	Follow work health and safety procedures — Core
	TLIF2006	Apply accident-emergency procedures — Core
	TLIF2010	Apply fatigue management strategies — Elective
	TLIH0006	Plan and navigate routes — Elective
	TLIK2010	Use infotechnology devices in the workplace — Elective
	TLIL2060	Complete induction to the transport industry — Elective
	TLILIC	Type units/TLILIC type unit — Elective
Delivery and assessment arrangements	**Duration** The program is delivered off the job over a period of 3 weeks then assessed over a period of 2 years as an apprenticeship.	
	Organisation The 15 units of competency in the qualification have been organised into off the job induction training program comprising five applied industry skills and ten general workplace skills units delivered in a training facility. The program is organised to provide candidates with background information on general skills such as health and safety in the general workplace skills units and the opportunity to apply these skills in the applied industry skills units.	

Name of RTO		Page 2 of 2

Delivery and assessment arrangements (continued)

Alignment with units of competency

	Program area	Unit(s) of competency
Applied Industry Skills	Heavy Vehicle Driving	TLIC1051
		TLIC3037
		TLILIC type unit
	Maintenance	TLIB0002
	Navigation	TLIH0006
General Workplace Skills	Handling	TLID0015
		TLID0020
	Workplace Documentation and Calculations	TLIE0009
		TLIE3004
	Fatigue management	TLIF2010 OR TLIF0005
	Technology	TLIK2010
	Industry awareness	TLIL2060
		TLIF0009
	Health and Safety	TLIF0025
		TLIF2006

Delivery modes

This heavy vehicle program is delivered off the job within the training facility. It combines face-to-face training and practical sessions involving small group and individual activities.

Evidence-gathering techniques

This chart suggests the documented evidence gathering techniques used in each unit.

Program area	A	B	C	D	E	F	G	H
Heavy Vehicle Driving	X	X		X			X	
Maintenance	X	X		X			X	
Navigation	X	X		X			X	
Handling	X			X			X	
Workplace Documentation and Calculations			X	X			X	
Fatigue management		X	X	X	X		X	
Technology	X					X	X	
Industry awareness		X	X				X	
Health and Safety		X			X		X	X

KEY								
	A	Demonstration	C	Interview	E	Role play	G	Written test
	B	Questioning	D	Scenario — problem solving	F	Case study — fault finding	H	Critical incident report

Attachment B

TLI Heavy Vehicle Driver Training Plan (School Leaver without a HV Licence)

Name of RTO		**Page 1 of 2**
Delivery period	**Pre-Vocation Entry requirements** is Certificate II in Driving Operations, Certificate II in Road Transport Terminal Operations or Certificate II in Supply Chain Operations, or higher. Two years apprenticeship	
Code and title of qualification	**TLI31221 Certificate III in Driving Operations**	

Units of competency	**Code**	**Title**	**Core/ Elective**
	TLIB0002	Carry out vehicle inspections	Core
	TLIC1051	Operate commercial vehicle	Core
	TLIC3037	Apply safe heavy vehicle driving behaviours	Core
	TLID0020	Shift materials safely using manual handling methods	Group
	TLID0015	Load and unload goods/cargo	Elective
	TLIE0009	Carry out basic workplace calculations	Elective
	TLIE3004	Prepare workplace documents	Elective
	TLIF0009	Ensure the safety of transport activities (Chain of Responsibility)	Elective
	TLIF0025	Follow work health and safety procedures	Core
	TLIF2006	Apply accident-emergency procedures	Core
	TLIF2010	Apply fatigue management strategies	Elective
	TLIH0006	Plan and navigate routes	Elective
	TLIK2010	Use infotechnology devices in the workplace	Elective
	TLIL2060	Complete induction to the transport industry	Elective
	TLILIC	Type units/TLILIC type unit	Elective

Delivery and assessment arrangements	**Duration** The program is delivered over a period of 2 years as an apprenticeship.
	Organisation The 15 units of competency in the qualification have been organised into off the job induction training program comprising five applied industry skills and ten general workplace skills units delivered in a training facility. The program is organised to provide candidates with background information on general skills such as health and safety in the general workplace skills units and the opportunity to apply these skills in the applied industry skills units.

Name of RTO		Page 2 of 2

Delivery and assessment arrangements (continued)

Alignment with units of competency

	Program area	Unit(s) of competency
Applied Industry Skills	Heavy Vehicle Driving	TLIC1051
		TLIC3037
		TLILIC type unit
	Maintenance	TLIB0002
	Navigation	TLIH0006
General Workplace Skills	Handling	TLID0015
		TLID0020
	Workplace Documentation and Calculations	TLIE0009
		TLIE3004
	Fatigue management	TLIF2010 OR TLIF0005
	Technology	TLIK2010
	Industry awareness	TLIL2060
		TLIF0009
	Health and Safety	TLIF0025
		TLIF2006

Delivery modes

This heavy vehicle program is delivered on and off the job within the transport workplace. It combines face-to-face training and practical sessions involving small group and individual activities.

Evidence-gathering techniques

This chart suggests the documented evidence gathering techniques used in each unit.

Program area	A	B	C	D	E	F	G	H
Heavy Vehicle Driving	X	X		X			X	
Maintenance	X	X		X			X	
Navigation	X	X		X			X	
Handling	X			X			X	
Workplace Documentation and Calculations			X	X			X	
Fatigue management		X	X	X	X		X	
Technology	X					X	X	
Industry awareness		X	X				X	
Health and Safety		X			X		X	X

KEY							
A	Demonstration	C	Interview	E	Role play	G	Written test
B	Questioning	D	Scenario — problem solving	F	Case study — fault finding	H	Critical incident report