

Qualification Title: NZ Certificate in Scaffolding (Trade) (Level 4)

Qualification number: 3710

Date of review: 15 December 2021

This report refers to graduates awarded this qualification prior to: December 2020

Final decision on consistency of the qualification: National consistency is confirmed

Threshold:

The threshold to determine sufficiency with the graduate profile was determined as evidence of graduates from version 1 of the qualification being able to:

- Apply technical knowledge of maintaining safety and slinging loads to develop a safety plan and a rescue plan to manage risks when working at heights.
- Lead a team to complete complex scaffolding works.
- Erect, alter and dismantle simple and complex scaffold structures, ensuring compliance with health and safety legislation and the Good Practice Guidelines for Scaffolding in New Zealand
- Apply technical knowledge of loading and material properties to design simple and complex scaffold structures to meet client requirements.

It was agreed at the meeting that the threshold would be the aligned to the qualification's graduate outcomes for version 1 of this qualification.

Education Organisations with sufficient evidence

The following education organisations have been found to have sufficient evidence.

MOE Number	Education Organisation	Final rating
8103	The Skills Organisation	Sufficient

Introduction

The purpose of this Level 4, 190 credit qualification is to provide New Zealand with people who will work with both simple and complex scaffolding structures, and are competent to operate as qualified scaffolding tradespeople across commercial and residential construction sectors.

Graduates of this qualification will be eligible to apply for the Scaffolding Certificates of Competence (both Elementary and Intermediate) as required under Health and Safety regulations, and are likely to be in employment in roles such as scaffolders and leading hand scaffolders in the commercial and residential construction, event, and industrial sectors

This qualification builds on the New Zealand Certificate in Scaffolding (General) (Level 3) [Ref: 3708]. On completion of this qualification, graduates may progress to the New Zealand Certificate in Scaffolding (Level 5) [Ref: 2363] (entry criteria apply).

This qualification is one of two entry pathways into the scaffolding industry and is intended for people who will be building simple scaffolding only. The second entry pathway is the New

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Zealand Certificate in Scaffolding (Trade) (Level 4) [Ref: 3710], which is intended for people working with both simple and complex scaffolding structures. On completion of this qualification, graduates may progress into the New Zealand Certificate in Scaffolding (Trade) (Level 4) [Ref: 3710], followed by the New Zealand Certificate in Scaffolding (Level 5) [Ref: 2363].

The qualification was developed in 2017 by the Skills Organisation in conjunction with the scaffolding industry and listed on the NZ qualifications framework as version 1. A review of version 1 was undertaken during 2021, with version 2 being listed in November 2021. Some minor changes were made to the graduate profile at the request of the industry during this review process.

This consistency review related to version 1 of the qualification. There was one industry training organisation, The Skills Organisation with a programme of industry training, leading to the award of this qualification. They had 62 graduates during the reporting period.

The consistency review meeting was held via video conference and attended by a representative and an observer from The Skills Organisation, and the qualification developer, Waihanga Ara Rau, Construction and Infrastructure, Workforce Development Council.

Evidence

The education organisations provided a range of evidence to demonstrate that their graduates met the graduate profile outcomes.

The criteria used to judge the evaluation question were:

- The nature, quality and integrity of the evidence presented by the education organisation
- How well the organisation has analysed, interpreted and validated the evidence, and used the understanding gained to achieve actual or improved consistency
- The extent to which the education organisation can reasonably justify and validate claims and statements relating to the consistency of graduate outcomes, including in relation to other providers of programmes leading to the qualification.

The evidence included:

- Qualification requirement met as follows:
 - confirmation that the programme includes two common summative assessments that align with the industry Certificate of Competence (CoC) (Intermediate) and that these were undertaken in an invigilated (controlled) environment.
 - the programme includes assessment against Unit Standard 30072 'Demonstrate and apply knowledge of slinging regular load safety'.
- Confirmation that the programme of industry training was designed to ensure that unit standards were aligned to the graduate profile outcomes.
- Learners were in employment and their competency was demonstrated in the workplace environment, verified by a Skills Organisation's registered verifier, holding an Elementary Certificate of Competence or higher, with more than three years industry experience, and assessed by a qualified assessor, who is contracted to Skills Organisation from SARNZ.

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- Learners also participated in off-job training and assessment block courses with approved training providers.
- Evidence of pre-assessment and post-assessment moderation of material and assessor judgments.
- Survey results from graduates and employers in relation to how well the programme had provided graduates with the necessary range of skills aligned to the graduate profile.
- Letters of support from employers.
- Confirmation that graduates had applied and been issued with their Scaffolding Certificate of Competence (Intermediate) by SARNZ.

How well does the self-assessment and supporting evidence provided by the education organisation demonstrate that its graduates match the graduate outcomes at the appropriate threshold?

The education organisation submitted a range of evidence that in most cases could be triangulated to demonstrate that their graduates match the graduate outcomes at the appropriate threshold.

Good evidence relating to the context of the approved programme of industry training, how the unit standard outcomes were mapped against the qualification graduate profile outcome, and the delivery of on-job and off-job learning was provided. The summarised moderation evidence confirmed the quality and suitability of assessments, and the consistency of assessment decisions. This was good evidence of robust assessment practices supporting graduates' consistency with graduate outcomes.

Results from the graduate and employer surveys conducted by phone, were available. These indicated that graduate responses generally confirmed that they had gained, and were using, the skills and knowledge outlined in the graduate profile, whilst the employer responses were a little less favourable. However, the low response rates from both graduates and employers impacted on the validity of results and the value of this evidence to support consistency of graduate outcomes

Attestations from three employers (on a template supplied by the ITO) confirmed that the graduates were competent in the graduate profile outcomes and that they had to exhibit repeated performance of these outcomes in their work. Whilst these attestations provided some value and supported the claims that graduates match the GPOs, it is preferable that employers are able to provide their own views and feedback on their employee's performance.

The majority of graduates had applied and been issued with their Scaffolding Certificate of Competence (Intermediate) by SARNZ. This enabled them to work in roles aligned to the strategic purpose of the qualification. However, there was no evidence to indicate their destinations beyond graduation, including continued employment in the scaffolding industry, or their advancement in responsibility or remuneration, or other value achieved from completing this qualification.

Overall, the self-assessment and supporting evidence supplied demonstrates that their graduates meet the graduate outcomes at the determined threshold.

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Special Focus (includes special focus on a strand or outcome)

None

Issues and concerns

The minimum requirement for registered verifiers who are attesting to the learner's competency in the workplace is a scaffolding Certificate of Competence (Elementary), when they are verifying competencies at a level beyond this requirement i.e. at an intermediate level. This is not standard practice, which typically requires that verifiers and/or assessor need to hold, as a minimum, the qualification or level of industry certification at which they are assessing. This requirement needs to be reviewed by Skills Org.

Recommendations to Qualification Developer

The Qualification Developer from Waihanga Ara Rau, the recently established Workforce Development Council for the construction and infrastructure industries participated in the review meeting. The review process that had been conducted for this qualification during 2021 was explained. There were no specific recommendations in relation to the new version (2).

