

**Qualification Title:** NZ Certificate in Scaffolding (General) (Level 3)

**Qualification number:** 3708

**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 being able to:

- Apply safe working practices while working at heights in accordance with health and safety legislation and the Good Practice Guidelines for Scaffolding in New Zealand.
- Calculate heights to sling regular loads using the appropriate lifting equipment
- Lead a small team to complete simple or suspended scaffold forks.
- Erect, alter and dismantle a simple scaffold structure in a variety of systems including tube and coupler.
- Apply knowledge of quantities and loading to design simple scaffold structures in a variety of systems including tube and coupler, to meet client requirements

It was agreed at the meeting that the threshold would be 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 3, 120 credit qualification is to provide New Zealand with people who have attained general scaffolding skills who will largely work in the residential construction or maintenance sectors.

Graduates of this qualification will be eligible to apply for the Scaffolding Certificate of Competence (Elementary), issued by Scaffolding, Access and Rigging New Zealand (SARNZ) as required under Health and Safety regulations, and are likely to be employed as a scaffolder erecting and dismantling simple scaffolds for largely residential construction purposes, or in other areas.

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 Zealand Certificate in Scaffolding (Trade) (Level 4) [Ref: 3710], which is intended for people working with both simple and complex scaffolding structures.

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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 New Zealand 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 145 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 organisation 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 requirements met as follows:

-confirmation that the programme includes a capstone assessment that covers the critical unit standards, aligned to the industry Certificate of Competence (CoC) (Elementary), as required by the industry and the qualification. This assessment is undertaken during a block course, in a controlled environment.

-evidence that 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 employed during their training, and they were able to demonstrate their competency in the workplace environment, verified by a Skills Organisation’s registered verifier, holding an Elementary Certificate of Competence or higher, with more than 3 years industry experience, and assessed by two qualified assessors, who are contracted to the Skills Organisation from SAR NZ.

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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.
- Data indicating the number of graduates who progressed to the Level 4 trade certificate.
- Letters of support from employers.
- Confirmation that graduates had applied and been issued with their Scaffolding Certificate of Competence (Elementary) 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 that the majority of assessment decisions were at the standard. 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.

Information on graduates' progression to the next level of study was provided upon request and showed that approximately thirty percent had progressed onto the Level 4 trade certificate.

Attestations from three employers (on a template supplied by the ITO) indicated that the graduates were competent in the graduate profile outcomes and they had to exhibit repeated performance of these outcomes in their work. While 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 employees' performance.

The majority of graduates had been issued with their Scaffolding Certificate of Competence (Elementary) by SARNZ. This enabled them to work in roles aligned to the strategic purpose of the qualification. This useful evidence would have been enhanced by information about the graduates' destinations beyond graduation, including continued employment in the

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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.

### **Special focus** (includes special focus on a strand or outcome)

N/A

### **Issues and concerns**

The inclusion of the graduate profile outcome in a Level 3 qualification (version 1 and 2) that requires graduates of the qualification being able to 'lead a small team to complete elementary scaffold work', appears to be beyond the expectation of a level 3 learner and graduate, when compared the NZ Qualification framework level descriptors. These descriptors for Level 3 expect that the graduate will 'with limited supervision, take major responsibility for own learning and performance, and collaborate with others'.

This anomaly was discussed at the meeting, and an explanation provided that this was accepted practice in general scaffolding work in residential construction or maintenance sectors.

### **Recommendations to Qualification Developer**

The Qualification Developer from Waihangā Ara Rau, the recently established Workforce Development Council for the construction and infrastructure industries participated in the review meeting, explained the review process that had been conducted for this qualification, and confirmed the last date for enrolment in the programmes leading to the award of version 1. There were no specific recommendations in relation to version 2, with the exception of the issue raised in the section above.

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