



TRAINING AND ASSESSMENT STRATEGY SCHOOL BASED TRAINEES

SIT20116 CERTIFICATE II IN TOURISM

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INTRODUCTION

Acronyms you will find in this document.

Acronym	Definition
ACPET	Australian Council for Private Education & Training
AQF	Australian Quality Framework
ASQA	Australian Skills Quality Authority
AVETMISS	Australian Vocational Education and Training Management Information Statistical Standard
CT	Credit Transfer
CTC	Careers Training Centre
NVR	National VET Regulator
RPL	Recognition of Prior Learning
RTO	Registered Training Organisation
STA	State Training Authority
VET	Vocational Education and Training
The Act	National Vocational Education and Training Regulator Act 2011
The Standards	The Standards for Registered Training Organisations (RTOs) 2015
USI	Unique Student Identifier

Definitions

Training and assessment strategy means a framework that guides the learning requirements and the teaching, training and assessment arrangements of a VET qualification. It is the document that outlines the macro-level requirements of the learning and assessment process.¹

Assessment means the process of collecting evidence and making judgements on whether competency has been achieved, to confirm that an individual can perform to the standard expected in the workplace. This is expressed by the relevant endorsed industry/enterprise competency standards of a Training Package or by the learning outcomes of a VET accredited course.¹

¹ Source: The Standards for Registered Training Organisations (RTOs) 2015

TRAINING AND ASSESSMENT STRATEGY

Code:	SIT20116	Title:	Certificate II in Tourism		
Release:	3	Release status:	Current	Usage recommendation:	Current
Parent training package:	SIT – Tourism, Travel and Hospitality Training Package				

Tourism is defined as travel away from the traveller’s normal place of work and residence and is much more than just leisure travel. It encompasses travel for a range of reasons, such as business, festivals and events, health, education and religion. It includes both domestic and international travel and involves the consumption of a wide range of goods and services provided by, for example, transport and tour operators, travel agencies, accommodation providers such as holiday parks and resorts, theme parks and attractions, tour guides, sporting, entertainment and arts venues, museums and historical sites, restaurants, cafes, and clubs. Increasingly, tourism operators are choosing to operate specialised tourism products. Terms such as ‘wine tourism’, ‘cultural tourism’ and ‘ecotourism’ are regularly used.

Tourism’s contribution to the Australian economy is measured by the ABS Australian Tourism Satellite Account, and incorporates statistics on many areas of hospitality provision. The latest statistics available relate to 2004/5 and the following snapshots from the account show the importance of the industry’s contribution:

- A total of \$75 billion worth of Australian goods and services were consumed by tourists, some 5.4 million international visitors consumed \$18.3 billion worth of Australian goods and services; 24% of tourism consumption.
- Domestic tourists consumed \$56.4 billion worth of Australian goods and services; 76% of tourism consumption.
- Tourism accounted for almost \$32 billion of Australia’s total gross domestic product (GDP).
- International tourism exports contributed 11.1% of total exports of goods and services, greater than those of coal, iron, steel and non-ferrous metals combined.
- There were 4.6 million Australian resident departures for travel to international destinations.
- The tourism industry directly employed 550,100 persons, representing 5.6 % of all employment, with retail trade, accommodation and restaurants accounting for half of the employment generated by tourism.

Hospitality is commonly defined as the provision of food, beverage, catering, gaming and accommodation services for the consumer who may be a tourist or a local resident. Whereas accommodation providers are more clearly part of the tourism industry, other hospitality businesses such as restaurants, cafes, and clubs are found in disparate locations and, accordingly, the clientele varies. Clearly, there are some areas where tourists provide the main custom for these hospitality providers, for example, in major tourist destinations and in tourist precincts.

This qualification provides the skills and knowledge for an individual to be competent in a defined range of basic tourism technical skills. Work would be undertaken in an office environment where the planning of tourism products and services takes place, in the field where tourism products are delivered or a combination of both. The field includes any destination, local or regional area, tourist precinct, site, attraction or onboard form of transportation.

Career Prospects

This qualification reflects the role of individuals who have a defined and limited range of tourism operational skills and basic industry knowledge. They are involved in mainly routine and repetitive tasks and work under direct supervision.

This qualification provides a pathway to work in many tourism and travel industry sectors and for a diverse range of employers including travel agencies, tour wholesalers, tour operators, attractions, cultural and heritage sites, and any small tourism business.

Work could be undertaken in an office environment where the planning of tourism and travel products and services takes place, in the field where products are delivered, or a combination of both.

Possible job titles include:

- documentation clerk for a tour wholesaler or travel agency
- museum attendant
- office assistant for a tour operator
- receptionist and office assistant for a professional conference organiser or event management business
- receptionist and office assistant in a travel agency
- retail sales assistant in an attraction
- ride attendant in an attraction.

Visit <http://www.discoverCareers Training Centreurism.com.au/career-paths> for more information on careers within hospitality and tourism.

Articulation

Students who successfully complete the Certificate II in Tourism can gain credits for subjects included in the Certificate III in Tourism and the Diploma of Travel and Tourism Management if they decide to continue their studies. Under the Australian Qualifications Framework (AQF) Certificate II is AQF Level II.

AQF1 Certificate I

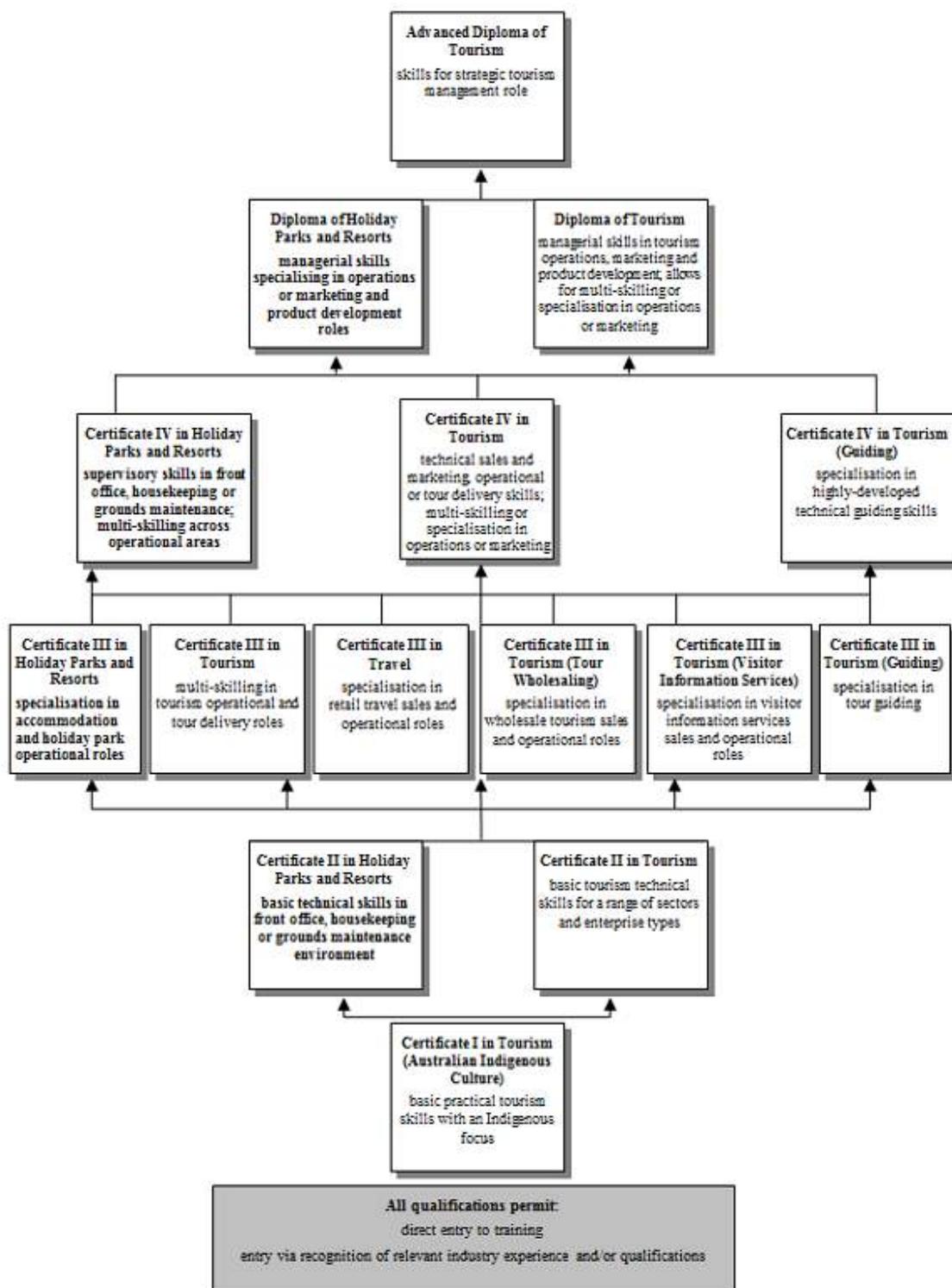
AQF2 Certificate II

AQF3 Certificate III

AQF4 Certificate IV

AQF5 Diploma

AQF6 Advance Diploma



ref: www.training.gov.au – SIT training package

Award

Upon successful completion of all units of competencies in the course, students will be issued with a SIT2016 Certificate II in Tourism. Should a student not complete the entire course, then a Statement of Attainment will be given for the units successfully completed.

Entry Requirements

There is no age limit but applicants should have successfully completed year 10. Students must be enrolled in a secondary school while a school based students. Failure to continue at a secondary school would mean the cancellation of school based training.

Access & Equity

Careers Training Centre (CTC) believes that everyone deserves to have the opportunity to successfully gain skills, knowledge and experience through vocational education and training. This policy has been developed to address the particular requirements of potential students, existing students, CTC staff and other clients.

Careers Training Centre is responsible for fulfilling its commitment to access and equity by ensuring continued participation of target groups in VET programs.

These target groups include:

- Women
- Aboriginal and Torres Strait Islander peoples
- People from non-English speaking backgrounds
- People with a disability
- Rural and regionally isolated communities
- People in transition and other special groups (i.e. people re-entering the workforce, sole parents, people with literacy issues and the long-term unemployed)

Careers Training Centre follows the Disability Standards for Education 2017, The Anti-Discrimination Act 1991 and the Disability Discrimination Act (DDA) 2010. Courses are discussed individually with students in a pre-enrolment interview with clear expectations, course outline and requirements, and Workplace Health & Safety requirements given to the individual including:

- Clear course information highlighting core or inherent requirements for the student to make an informed decision
- Enrolment choice and processes discussed
- Once disability is disclosed a meeting is set to explore whether any adjustments could be made or an alternative to course/competencies are possible

These conversations are ongoing during a student's enrolment and all reasonable adjustment is considered

For further information, please refer to the Student Handbook.

Language, Literacy and Numeracy Support

All students will be assessed on their Language, Literacy and Numeracy (LL&N) skills on enrollment. This assessment allows CTC to assess the student's competency with literacy and numeracy standards, to then design assessment tasks that support the student learning style, as well as offering ongoing mentoring and support services when required. If assistance is required in any of these areas, this will be discussed with you and one-on-one assistance will be arranged to suit your needs. For further information, please refer to the Student Handbook and support services available.

Unique Student Identifier (USI)

As of the 1st January 2015, any student who is undertaking Nationally Accredited Training with a Registered Training Organisation (RTO) will need to have a Unique Student Identifier (USI).

At your induction, Careers Training Centre will give you the '**Australian Government – Department of Industries Skills Fact Sheet**'. This will explain what the USI is, how to obtain one and what it is used for. For further information, go to www.usi.gov.au.

DELIVERY OF THE COURSE

Delivery by on-the-job training, off-the-job training, and by the 'self paced' method of learning, allows you greater flexibility in choosing the times you study and the time it takes you to complete the course.

Students are able to request tutorials and one on one tutoring and /or mentoring by discussing their needs with a trainer or assessor. Times and location for accessing these services will be by mutual agreement and allows students to balance their personal commitments with their study and training needs.

Some units have pre-requisites that must be completed prior to the undertaking of another unit. The course outline indicates which units have pre requisites and the trainer and assessor will place these in the training sequence on the students training plan and record book.

Assessment Strategy

Assessment in this course will be competency based, in that the student will be required to demonstrate competency in a range of tasks. The assessment coding which will apply is either C or NYC, where C is Competent and NYC is Not Yet Competent. Assessment procedures are transparent and address the key assessment principles of being valid, reliable, flexible, fair and cost effective. Assessment strategies encompass a range of techniques, which include, but are not limited to the use of:

- ✓ Direct observation of performance
- ✓ Simulations of workplace activities
- ✓ Role plays and scenarios
- ✓ Oral questioning
- ✓ Practical exercises
- ✓ Video evidence of practical skills
- ✓ Projects/assignments
- ✓ Work portfolios
- ✓ Verbal questioning

Duration for School Based Trainees, the expected completion time is 1 year, with training 3 hours weekly. Employment in the workplace will be for a minimum of 50 days (minimum 375 hours).

Volume of learning 600 - 1200 hours over 0.5 - 1 year

7.5 hours per week of paid employment. Over the period of 1 years, the employer must provide at a minimum the equivalent of 375 hours (50 days) of paid employment.

Australian Apprenticeships

For information on the Australian Apprenticeships Incentives Program, please visit

www.australianapprenticeships.gov.au or call the Australian Apprenticeships Referral Line on 13 38 73.

Services

As part of our ongoing commitment to provide advice and support services we provide to all our clients/students the following services upon request:

- ✓ Welfare and guidance services
- ✓ Appeals and complaints procedures
- ✓ Disciplinary procedures
- ✓ Staff responsibilities for access and equity
- ✓ Recognition Prior Learning (RPL) & Credit transfer arrangements
- ✓ Mentoring
- ✓ Tutorials
- ✓ Client selection, enrolment and induction/orientation procedures
- ✓ Course information including content and vocational outcomes
- ✓ Fees/charges, including refund policy and exemptions (where applicable)
- ✓ Provision for language, literacy and numeracy assessment
- ✓ Client support, including any external support the RTO has arranged for clients flexible learning and assessment procedures

FOUNDATION SKILLS SUMMARY

The following table contains a summary of the foundation skills required by the tourism industry for this qualification. The foundation skills described here are broad industry requirements that may vary depending on qualification packaging options.

Writing	Level 2
Vocabulary	Extends key vocabulary to include personal details of self, family and relevant others, most aspects of everyday life and other vocabulary of personal significance
Grammar	Uses action words and simple verb tenses in sentences of one or two clauses Uses adjectives, pronouns and prepositions to describe people, places, things and events Uses simple cohesive devices such as <i>and, but, then</i> Uses time/location markers such as <i>first, then, yesterday, in, at</i>
Punctuation	Uses basic punctuation, e.g. capital letters, full stops and commas
Spelling	Attempts spelling by using familiar letter patterns, including phonic letter patterns, common stems, suffixes and prefixes Uses a spellchecker with support Refers to a dictionary to check spelling or vocabulary choices Shows some variation in spelling that does not interfere with the overall meaning
Legibility	Writes legible script Consistently uses upper or lower case, and print or cursive script
Learning	
Locating, evaluating and organising information	Begins to pose simple questions to help focus information search Uses simple web search queries to locate information on the internet Recognises that some texts are more appropriate for a purpose than others Uses a small range of strategies to assess the potential of a text, e.g. scans the cover, title or illustrations Begins to evaluate relevance of information on familiar subjects Uses simple organising methods to manage reference material, e.g. labels a file box or a Word folder
Reading	
Complexity	Understands the main ideas in at least two types of short, unambiguous texts, including simple non-linear web based texts Understands texts incorporating sentences of one or two clauses linked by simple cohesive devices such as <i>and, but, then</i> Comprehends texts incorporating adjectives, pronouns and prepositions
Prediction and prior knowledge	Makes content predictions on the basis of prior knowledge of the subject and emerging understanding of text structures, e.g. layout and headings Identifies connections between prior knowledge and some information and ideas in a text on a familiar subject
Writing	
Range	Creates at least two text types, e.g. a personal history, a recipe or an email message Focuses on topics relevant to personal needs and interests Writes at least one paragraph (prose text) Writes factual or personal information using notes or dot point lists
Structure and cohesion	Recognises that texts have a structure, e.g. a beginning, middle and end Begins to sequence writing with some attention to organising principles of time and importance
Oral communication Speaking	
Range and context	Demonstrates language use appropriate to some different interactional purposes, e.g. gives an opinion or explanation, makes an enquiry or seeks clarification
Audience and purpose	Begins to provide key information relevant to an exchange Recognises that words and grammatical choices may vary to meet the requirements of the audience and purpose
Cohesion and structure	Makes connections between own knowledge and experience, and ideas, events and information when speaking Uses simple questions and instructions in order to exchange or obtain goods or services, or gather and provide information
Pronunciation and fluency	Produces mostly intelligible pronunciation, stress patterns and intonation. Some variations may require clarification Speaks slowly and pronounces key words deliberately
Non-verbal communication	Relies on facial expressions and gestures to clarify or confirm meaning
Oral communication Listening	
Range and context	Comprehends language used in a limited range of contexts Makes connections between own knowledge and experience and the purpose of oral texts
Structure and grammar	Follows the use of adjectives, pronouns and prepositions to describe people, places, things and events Comprehends the use of simple verb tenses in sentences with one or more clauses Comprehends oral texts which have a predictable structure and familiar vocabulary
Comprehension	Comprehends straightforward questions and instructions in order to exchange or obtain goods or services, and gather and provide information Responds to questions and takes turns to maintain simple conversations

	Begins to identify key information relevant to an exchange Asks questions to clarify meaning when listening Indicates the need for repetition
Non-verbal communication	Interprets facial expressions and gestures to refine or confirm meaning

EMPLOYABILITY SKILLS SUMMARY

The following table contains a summary of the employability skills required by the tourism industry for this qualification. The employability skills facets described here are broad industry requirements that may vary depending on qualification packaging options.

Employability skill	Industry/enterprise requirements for this qualification include:
Communication	Interacting with customers in a polite and friendly manner, asking questions and actively listening to customers to determine their needs; providing clear and accurate information to customers and colleagues to ensure a positive tourism experience; interpreting verbal and written information on tourism products, services and operational procedures; discussing operational and service difficulties with colleagues and supervisors.
Initiative and enterprise	Identifying and discussing with supervisors better ways to organise tourism sales, operational and service activities; seeking information on new technologies and suggesting their use to supervisors, providing suggestions for better customer service provision.
Learning	Participating in activities to learn new things about the tourism industry, new operational tasks and better ways of providing tourism service; seeking and sharing information with colleagues on new tourism products and services.
Planning and organising	Collecting and organising customer, product and procedural information to efficiently coordinate tourism sales, operational and service activities; planning operational and daily activities to ensure a smooth workflow, which delivers a positive service outcome for tourism customers.
Problem-solving	Thinking about problems that relate to own role in tourism sales, operational and service activities; avoiding deadline problems by planning own day-to-day operational activities; identifying and resolving routine customer or operational problems using predetermined policies and procedures to guide solutions; clarifying the extent of problems and requesting assistance from team members and supervisors to solve operational and service issues.
Self-management	Following policies and procedures for legal compliance; taking responsibility for servicing the tourism customer and knowing when to refer difficulties to supervisors; seeking feedback and guidance from supervisors on success in tourism, sales operational and service activities.
Teamwork	Working as a team member, taking instructions from others and understanding own role in servicing the needs of the tourism customer; supporting other team members to coordinate tourism sales and operational activities to achieve quality service delivery of the tourism product; respecting the social and cultural diversity of team members and seeking their assistance to service the culturally diverse needs of tourism customers.
Technology	Understanding the operating capability of, selecting and using tools, equipment, computer systems, software and information systems that assist in tourism sales, operational and service activities; correctly using equipment to manage personal safety in the workplace.

Due to the high proportion of electives required by this qualification, the industry/enterprise requirements described above for each employability skill are representative of the tourism industry in general and may not reflect specific job roles. Learning and assessment strategies for this qualification should be based on the requirements of the units of competency for this qualification.

Qualification rules -

To achieve a Certificate II in Tourism 11 units must be completed:

11 units must be completed:

- 4 core units
- 7 elective units, consisting of:
 - a minimum of 3 units must be selected from the electives list
 - the remaining 4 units may be selected from this or another endorsed Training Package or accredited course

In all cases selection of electives must be guided by the job outcome sought, local industry requirements and the characteristics of this qualification

CORE UNITS:			
UNIT CODE	UNIT NAME	PRE REQUISITES	NOMINAL HOURS
SITTIND001	Source and use information on the tourism and travel industry	Nil	25
SITXCCS003	Interact with customers	Nil	20
SITXCOM002	Show social and cultural sensitivity	Nil	20
SITXWHS001	Participate in safe work practices	Nil	12
GENERAL ELECTIVE UNITS:			
UNIT CODE	UNIT NAME	PRE REQUISITES	NOMINAL HOURS
SITHACS001	Clean premises and equipment	Nil	45
SITXCCS001	Provide customer information and assistance	Nil	30
SITXCCS002	Provide visitor information	Nil	35
BSBMM211	Apply communication skills	Nil	40
BSBTWK201	Work effectively with others	Nil	40
SITXCOM003	Provide a briefing or scripted commentary	Nil	20
BSBSUS201	Participate in environmentally sustainable work practices	Nil	20
SITXFIN001	Process financial transactions	Nil	20
SITXFSA001	Use hygienic practices for food safety	Nil	25
SITHFAB002	Provide responsible service of alcohol	Nil	10
SITHFAB005	Prepare & serve espresso coffee	SITXFSA001*	30
SITTTSL001	Operate online information systems	Nil	30
SITTTSL002	Access and interpret product information	Nil	60
SITXCOM001	Source and present information	Nil	10
SITXINV001	Receive and store stock	Nil	10
SITTGDE001	Interpret aspects of local Australian Indigenous culture	Nil	65
HLTAID011	Provide first aid	Nil	18

*All pre-requisites for accredited units must be trained and assessed prior to the start of training for the required unit. Students must gain competency in the pre-requisite unit prior to the start of training for the unit with the pre-requisite.

TRAINING AND ASSESSMENT ARRANGEMENTS

Duration for School Based Trainees, the expected completion time is 1 year, with training 3 hours weekly. Employment in the workplace will be for a minimum of 50 days (minimum 375 hours).

Volume of learning 600 - 1200 hours over 0.5 - 1 year

7.5 hours per week of paid employment. Over the period of 1 years, the employer must provide at a minimum the equivalent of 375 hours (50 days) of paid employment.

This qualification can be applied to school-based students for a SIT20116 Certificate II in Tourism. The units are suitable for the assessor to contextualise to local industry activities. Assessments will be conducted by Careers Training Centre in a simulated work environment, on excursions, in role plays and/or scenarios or any combination of these.

Trainers will meet with trainees and employers to negotiate choice of electives and delivery schedule to match units to workplace activities, contextualising the delivery to the learner / workplace.

All pre-requisites for accredited units must be trained and assessed prior to the start of training for the required unit. Students must gain competency in the pre-requisite unit prior to the start of training for the unit with the pre-requisite.

To ensure consistency in a student's performance, competency will be demonstrated to industry defined standards, on more than one occasion over a period of time in order to cover a variety of circumstances and where possible, over a number of assessment activities.

All students will be encouraged to attend work placements if not engaged as an employee, within a variety of local tourism and hospitality related businesses that support vocational placements for students.

Businesses that support vocational placements for Careers Training Centre:

- Rainforestation Nature Park, Kuranda
- The Wildlife Habitat, Port Douglas
- Cairns ZOOM and Wildlife Dome, Cairns
- Tropic Wings Tours, Cairns
- Australian Butterfly Sanctuary, Kuranda

A range of teaching and learning strategies will be used to deliver the competencies. These include:

- Practical tasks.
- Group work.
- Activities in simulated work environments.
- Work experience in local tourism industry environments. The object of the work placement is to give the student practical training and experience.
- Trainers will work with the student's employer to ensure that training and the duties undertaken in the workplace support the learning process.
- Tutorials are available for student.
- Careers Training Centre utilizes the services of an Indigenous Mentor to work with any student who requires the assistance of a mentor.

Careers Training Centre will ensure learners have every reasonable opportunity to complete their training program.

Course structure

Careers Training Centre will integrate the activities, bringing together a number of units that reflect real industry outcomes and processes and will provide regular and ongoing feedback to the student on their progress.

Set out below are a series of defined activities that students will achieve in a simulated work environment, providing the framework for industry-relevant learning. This course will be delivered through integration with other units of competency, rather than as a stand-alone learning program.

Some units have pre-requisites that must be trained and assessed prior to the start of training for another required unit. Students must gain competency in the pre-requisite unit prior to the start of training for the unit with the pre-requisite. These units are marked with * to indicate one or more pre-requisites apply.

Time Required	Topic Theme / Guidelines	Unit of Competency
16 weeks	<p>Theme: Local area Tourism</p> <p>Focus:</p> <ul style="list-style-type: none"> The tourism and hospitality experience Sources of information about Tourism and tourism products Careers in Tourism and Hospitality Roles and functions Cultural understanding and expectations 	SITTIND001 SITXCCS003 SITXCOM002 SITXWHS001 HLTAID011 SITXFSA001
12 weeks	<p>Theme: The Service Experience</p> <p>Focus:</p> <ul style="list-style-type: none"> Standards of the industry Communication Service Cycle Quality Customer Service Legal requirements 	SITXCCS001 SITXCCS002 BSBCMM211 BSBTWK201 SITHFAB002
15 weeks	<p>Theme: Product Knowledge</p> <p>Focus:</p> <ul style="list-style-type: none"> Technical knowledge Operational Knowledge Changes and Trends in the Industry Presentation 	SITXCOM003 SITXFIN001 SITHFAB005* SITHACS001 SITTGDE001 SITXCOM001 SITXINV001 *Pre-requisite/s applies
7 weeks	<p>Theme: Operating a Tourism and / or Hospitality business</p> <p>Focus:</p> <ul style="list-style-type: none"> Benefits and costs Legislative requirements Working as a Team Promotion and up-selling Complaints and Conflict Marketing 	BSBSUS211 SITTTSL001 SITTTSL002

Student Progress

Trainers and assessors provide student progress information to the administration coordinator and government regulators as required, and monthly / quarterly / yearly verify that accurate and up-to-date information is recorded.

- Data is provided - for input only - after training has begun.
- A start date and anticipated end date is provided for each unit of competency.
- A list of units of competency in which the student is enrolled is also provided.
- Before each data submission information is reviewed and updated as required.

- Data is provided to the administration coordinator on hard copy each time competencies are achieved by students and when students have achieved the qualification.
- After data entry a printout from the management system is provided to the trainer/assessor for checking, and returned with any corrections to the administration coordinator. This printout is signed and dated by the trainers and assessor as accurate.
- After adjustments or corrections, the administration coordinator operator provides an updated printout for the trainer/assessor.
- On completion of the course, unit outcomes are checked by the assessor to confirm outcomes and whether a certificate or a statement of attainment will be issued.
- The administration coordinator will check to indicate partial completion or successful completion of the qualification.
- The administration coordinator will provide the assessor with a final printout of results.

Student Records

Students are able to access their student records at any time by contacting their trainer / assessor or by contacting Careers Training Centre on E:training@careerstrainingcentre.com or T:(07) 4041 9454. Careers Training Centre will be able to supply details of completed accredited units, statements of attainments, copies of training plans and record books and feedback on student progress.

All current students will be updated every three months with a copy of their progress, but are welcome to request information at any time. Statements of Attainment will be issued at no cost on request by students who are **currently enrolled** with Career Training Centre.

The Australian Skills Quality Authority (ASQA) is the national regulator for Australia's vocational education and training sector. If the provider that originally issued your qualification or statement of attainment has closed, ASQA may hold the student records.

Additional Fees

Students who have completed their study/ training with Careers Training Centre (CTC) will be charged \$35 for the reissue of a Certificate or Statement of Attainment. Students will need to complete an application form to request a copy of their Student Record by Email: training@careerstrainingcentre.com or down loading the forms from Website: www.careerstrainingcentre.com or contacting Tel: (07) 4041 9454 Fax: (07) 4041 9499

Training and assessment techniques or tools used to gather evidence assessment.

Throughout training, students will develop new skills and knowledge. Combined with the workplace placement, students will over time, gain recognition of the skills they use with confidence in the work place.

All pre-requisites for accredited units must be trained and assessed prior to the start of training for the required unit. Students must gain competency in the pre-requisite unit prior to the start of training for the unit with the pre-requisite.

Assessors have flexibility (according to the requirements of the Training Package and units of competency) in selecting which techniques or tools they will use to gather sufficient evidence, in a range of contexts, to make a decision (including RPL).

Note: this is a guide only. Further detail can be found in the Staff Assessment Guidelines:

An assessment tool includes the following components:

- The context and conditions for the assessment
- The tasks to be administered to the student
- An outline of the evidence to be gathered from the student

- The evidence criteria used to judge the quality of performance (i.e. the assessment decision-making rules)
- The administration, recording and reporting requirements

The following matrix gives a general overview of some of the techniques or tools that will be used to gather evidence towards competency to enable judgments to be made about students' competency in each unit.

Key to techniques or

1. Demonstration / Stimulation / Observation
2. Project / Research
3. Case Studies
4. Written Question & Answer
5. Third Party

Unit of competency	Unit Name	Check (x) technique that applies				
		1	2	3	4	5
SITTIND001	Source and use information on the tourism and travel industry	X	X		X	X
SITXCCS003	Interact with customers	X		X	X	X
SITXCOM002	Show social and cultural sensitivity	X	X		X	X
SITXWHS001	Participate in safe work practices	X			X	X
SITHACS001	Clean premises and equipment	X			X	X
SITXCCS001	Provide customer information and assistance	X			X	X
SITXCCS002	Provide visitor information	X			X	X
BSBCMM211	Communicate in the workplace	X			X	X
BSBTWK201	Work effectively with others	X			X	X
SITXCOM003	Provide a briefing or scripted commentary	X			X	X
BSBSUS211	Participate in environmentally sustainable work practices	X	X	X	X	X
SITXFIN001	Process financial transactions	X			X	
SITXFSA001	Use hygienic practices for food safety	X		X	X	X
SITHFAB002	Provide responsible service of alcohol	X	X		X	
SITHFAB005	Prepare & serve espresso coffee	X			X	X
SITTTSL001	Operate online information systems	X	X		X	X
SITTTSL002	Access and interpret product information	X	X		X	X
SITXCOM001	Source and present information	X	X		X	X
SITXINV001	Receive and store stock	X	X		X	X
SITTGDE001	Interpret aspects of local Australian Indigenous culture	X	X		X	X
HLTAID011	Provide first aid	Delivery by Qualified RTO				

Credit Transfer (CT)

Credit Transfer is supplying the documentation to support the skill and knowledge you have previously gained in transfer of supported documentation. This means that you don't have to complete a competency again if you have already completed it previously.

Trainers will need to review if your accredited qualification or recognised units are still within a current training package or are equivalent to the current training package or units. Discuss your previous educational qualifications with your trainer to see if this is a possibility for you.

If you have completed an accredited qualification or recognised units of study with a Registered Training Organisation, you may be eligible for a credit transfer.

Note: this is a guide only. Further detail can be found in the Student Information Handbook.

Recognition of Prior Learning (RPL)

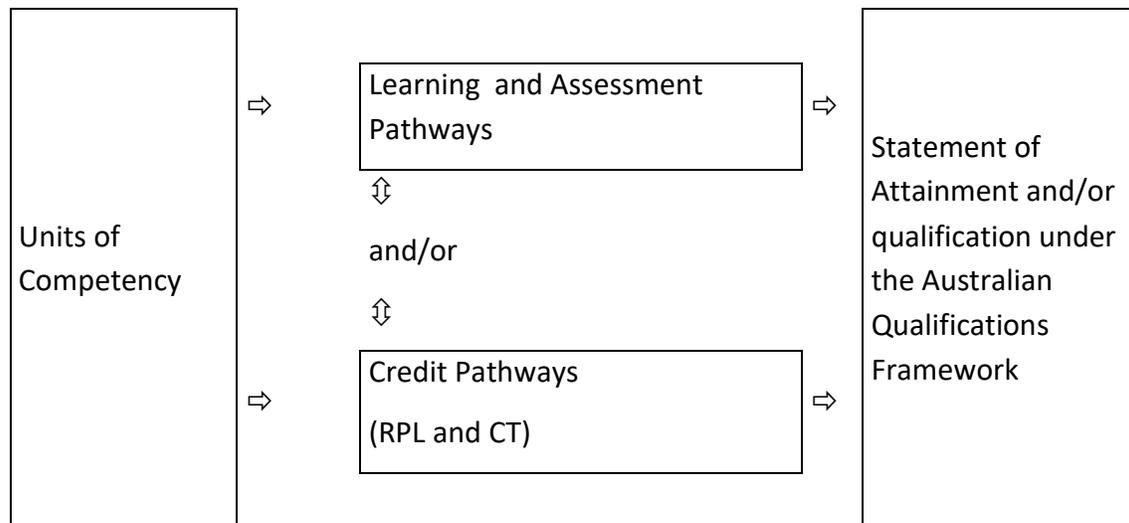
The objective of the Recognition of Prior Learning (RPL) for the Vocational Education and Training system, is to ensure that an individual's prior learning achieved through formal and informal training, work experience or other life experiences is appropriately recognised.

RPL assessment collects evidence of learning that has occurred outside the formal education and training system. The RPL process is a more personal process involving the assessor collecting evidence and aligning the evidence to the requirements of the accredited course or training package qualification. Students may request an RPL Application Form for more than one unit.

Note: this is a guide only. Further detail can be found in the Student Information Handbook.

What RPL is Not!

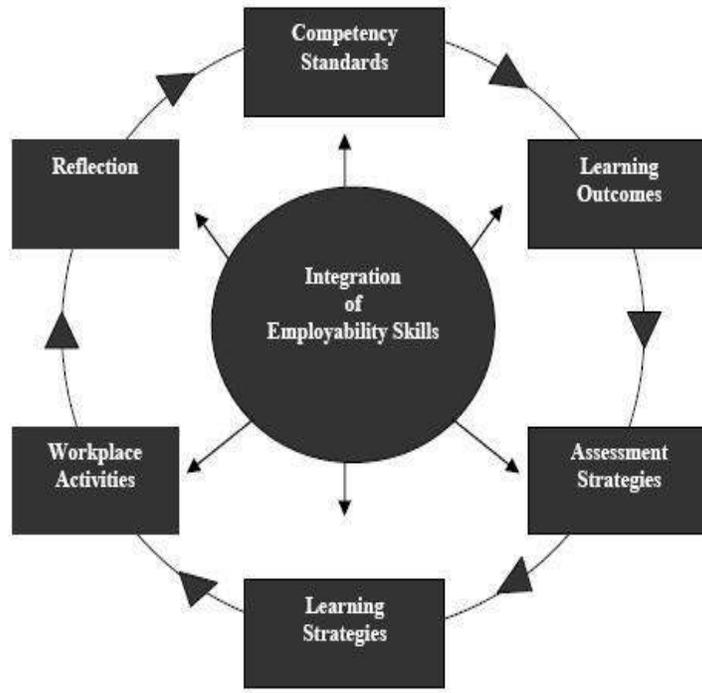
Using the RPL process is not an easy way to get a qualification. It is not a matter of time served or amounts of experience but the specific and relevant learning which is assessed according to the prescribed Competency Standards. Applicants need to be committed to supporting their case by locating and providing suitable evidence and documentation as required by the Careers Training Centre.



ref: www.training.gov.au – SIT training package

Each of these assessment pathways leads to full recognition of competencies held – the critical issue is that the candidate is competent, not how the competency was acquired. Employability skills are integral to achieving workplace competency.

Employability skills are integral to achieving workplace competency. Delivery and assessment of the training and assessment will be undertaken in an integrated and holistic way, as represented diagrammatically below.



ref: www.training.gov.au – SIT training package

TRAINING AND STAFF

Trainers and assessors are qualified, and have a minimum of 5 years industry experience, Minimum TAE40110 Certificate IV in Training and Assessment, Current Blue Card and have completed a Fit and Proper Person Form. All experience and qualifications are verified and copied on their staff files. A staff profile and units of competency are reviewed annually to assess skills and knowledge to ensure it remains current and accurate. Professional development to maintain currency in training and assessment as well as industry experience is planned and regularly scheduled with all staff.

Units of competency	Training arrangements	Staff		
		Technical advisor	Qualified assessor	Qualified trainer
SITTIND001 Source and use information on the tourism industry and travel industry	<p>Penny Cleland (PC) has a diverse background in Tourism and Hospitality with experience in both Front Line and Senior Management. During her career, she completed 10 years working for Power Brewing, 6 years working for Fosters and 4 Years with Raging Thunder, 2 of which were spent living and working on Fitzroy Island. During her career, Penny spent 10 years living and working in Weipa and became heavily involved in several community projects and committees. In 2015 Penny completed a Diploma of Training Design and Development TAE50211 and a Diploma of Vocational Education and Training TAE50111 where completed as part of CTC's continuous professional development plan and to ensure quality training products and services continued to be delivered to students. Penny has also completed:</p> <ul style="list-style-type: none"> - Certificate IV in Training and Assessment TAE40110 - Diploma of Human Resources BSB50607 - Diploma of Management BSB51107 - Certificate IV in Hospitality THH 42497 - Diploma of Hospitality Management SIT50416 - Diploma of Travel & Tourism Management SIT50116 - Blue card for Child Related Employment <p>Melissa Van der Boom (MvdB) completed a Diploma of Training Design and Development TAE50211 and a Diploma of Vocational Education and Training TAE50111 where completed as part of CTC's continuous professional development plan and to ensure quality training products and services continued to be delivered to students. Melissa has also completed:</p> <ul style="list-style-type: none"> - BSc Hons Environmental Biology - Certificate IV in Training and Assessment TAE40110 - Certificate II in Animal Studies ACM20117 - Certificate III in Captive Animals ACM30317 - Diploma of Travel and Tourism Management SIT50116 - Certificate III in Tourism SIT30116 - Certificate III in Tour directing and guiding 	General Managers, Duty Managers and Supervisors at business sites of the CaPTA Group, Rainforestation Nature Park, The Wildlife Habitat, Cairns Travel Centre, Cairns Wildlife Dome and the Australian Butterfly Sanctuary, Tropic Wings Coach Tours.	PC, MvdB, PG	PC, MvdB, PG
SITXCCS003 Interact with customers		PC, MvdB, PG	PC, MvdB, PG	
SITXCOM002 Show social and cultural sensitivity		PC, MvdB, PG	PC, MvdB, PG	
SITXWHS001 Participate in safe work practices		PC, MvdB, PG	PC, MvdB, PG	
SITHACS001 Clean premises and equipment		PC, MvdB, PG	PC, MvdB, PG	
SITXCCS001 Provide customer information and assistance		PC, MvdB, PG	PC, MvdB, PG	
SITXCCS002 Provide visitor information		PC, MvdB, PG	PC, MvdB, PG	
BSBCMM211 Apply communication skills		PC, MvdB, PG	PC, MvdB, PG	
BSBTWK201 Work effectively with others		PC, MvdB, PG	PC, MvdB, PG	
SITXCOM003 Provide a briefing or scripted commentary		PC, MvdB, PG	PC, MvdB, PG	
BSBSUS211 Participate in environmentally sustainable work practices	PC, MvdB, PG	PC, MvdB, PG		

SITXFIN001 Process financial transactions	<ul style="list-style-type: none"> - Blue card for Child Related Employment - HTLAID003 Provide First Aid 		PC, MvdB,	PC, MvdB,
SITXFSA001 Use hygienic practices for food safety	Melissa also has a Statement of Attainment for the Wet Tropic World Heritage Tour Guide Skill Set for the units: <ul style="list-style-type: none"> - SITTDGE006A – Prepare and present tour commentaries or activities - SITTGDE008A – Research and share general information on Australian Indigenous Culture - SITTGDE010A – Prepare specialised interpretive content on flora, fauna and landscape 		PC, MvdB, PG	PC, MvdB, PG
SITHFAB002 Provide responsible service of alcohol			PC, PG	PC, PG
SITHFAB005 Prepare & serve espresso coffee			PC, PG	PC, PG
SITTTSL001 Operate online information systems	From 1995 Melissa has worked in the Tourism industry working as a guide and from 2000 in a Captive Animal environment and was the Wildlife Supervisor for the Cairns ZOOM & Wildlife Dome for 9 years. Melissa meets regularly with the wildlife parks and staff including Rainforestation, Wildlife Habitat, Cairns ZOOM & Wildlife Dome and Australian Butterfly Sanctuary,		PC, MvdB,	PC, MvdB,
SITTTSL002 Access and interpret product information			PC, MvdB, PG	PC, MvdB, PG
SITXCOM001 Source and present information	Paolo Gambino (PG) is a true North Queenslander – born and raised in Ingham. He attended Gilroy Santa Maria College and Ingham State High School and finalized his formal schooling completing a Bachelor of Education Degree in Secondary School Teaching focusing on Italian and Japanese.		PC, MvdB, PG	PC, MvdB, PG
SITXINV001 Receive and store stock	Paolo lived and worked as an English teacher in Tokushima, Japan for 3 years before returning to live in Cairns embarking on his career in Hospitality at the Pacific International Hotel where he worked in reception, F&B, Guest Liaison Officer and Director of sales. After 7 years with the Kamsler family, he went on to work with Daikyo as Director of Sales and Marketing with Great Adventures and Green Island Resort for 3 years and then Quicksilver for a further 18months.		PC, MvdB,	PC, MvdB,
SITTGDE001 Interpret aspects of local Australian Indigenous culture	He then went on to Cairns Colonial Club Resort and Palm Royale Cairns for a further 3 years where he worked as Director of Sales & Marketing. Paolo then went on to Cairns Plaza Hotel as General Manager and then moved to Darwin where he worked with H Hotel and Oaks Hotel Darwin in an effort to gain exposure to the Corporate market.		PC, MvdB,	PC, MvdB,
HLTAID011 Provide first aid	He then moved to Albury where he worked as the General Manager of Mantra Albury Hotel Bachelor of Education (Secondary) James Cook University, QLD 1990 Certificate IV in Training and Assessment TAE40116 Certificate III in Tourism SIT30116 Certificate III in Hospitality SIT3016 Diploma of Hospitality Management SIT50416 First Aid HLTAID011 Blue Card		OUT SOURCED	OUT SOURCED

ENVIRONMENT AND RESOURCES

Some units within the Certificate II in Tourism will require specific resources and environments for training and assessment.

The tourism, travel and hospitality industries have determined the assessment requirements for:

- Environments – where the unit must be assessed
- Equipment – what large and small equipment must be used
- Workplace documentation – what types of workplace resources and documents must be available
- Interaction with customers, team members and other people – who must be involved.

The following list details the requirements of the resources and equipment for each of the assessment environments specified within each unit of competency. Additional resource requirements may apply for specific units of competency; these are listed within the assessment unit of each student.

All employers will be required to assist with an assessment of their workplace to ensure that their students are able to access the environments and equipment required for their units of study. Vocational placement may be offered to students whose workplace is unable to provide the full range of equipment or the environment required under the training package requirements. The Vocational Education, Training and Employment Act 2000 allows a student to be placed in a work environment to provide the student with practical training and experience that is required under, and is an assessable part of, the student's course. A vocational placement is generally an appropriate option for students who would not otherwise have sufficient access to the facilities, equipment and range of work necessary to develop and consolidate their skills to the level required of the course/qualification.

Requirements for the following environments are detailed below:

- Accommodation
- Front office
- Events
- Office environment (for tourism, travel and events)
- Operational commercial bar
- Operational commercial cellar
- Operational commercial kitchen; mainstream and Asian
- Operational food preparation area
- Operational pastry kitchen
- Operational restaurant or food and beverage outlet
- Touring environment.

All trainers and assessors have access to the units of competency, assessment guidelines and qualification packaging rules from the training package at web site: <http://training.gov.au/>

Specific per-person equipment ratios specified in the following lists relate to the availability of these resources for the purposes of assessment. It is assumed that the same piece of equipment may be accessed by multiple candidates at different times.

Generic equipment required for all units within a competency field is divided into:

- Fixtures and large equipment
- Small and electronic equipment
- Stock
- Cleaning equipment and materials
- Workplace documentation

Workplace Documentation

To avoid duplication of generic workplace documents such as policies and procedures, a general list is provided at the end of the environmental tables.

Customers

People working in the tourism, travel and hospitality industries have daily contact with customers which can be face-to-face, via the telephone or electronic communication. All people working in the service industries must be able to interact with business to business or direct customers. The industry sets high standards for quality customer service and this is reflected throughout the units of competency.

Units describe situations, like these examples below, where service industry personnel are required to:

- Provide professional and personalised customer service experiences to meet and exceed the expectations of a variety of customers
- Communicate with a diverse range of customers to provide a total quality service experience
- Resolve difficult customer service situations and complaints
- Demonstrate professional service industry behaviour and accepted service standards
- Complete service within commercial time constraints and designated response times so that all customers are served effectively.

It is vital, and therefore a requirement of many units, that students undertaking training and assessment have access to customers with whom they can interact.

Customers in Real Industry Workplaces

Wherever assessments are conducted in the workplace, customers must participate in the selling and or delivery of the product or service. They would, by nature, be paying for the product or service provided by a commercial business.

Customers in Simulated Industry Environments

Most units allow for simulated situations including the involvement of customers.

For this qualification a customer being served in a simulated industry environment such as a training bar or restaurant is defined as follows:

A customer is a person or organisation who utilises a product or service and expects the product and service to be of equivalent standard to that provided in a commercial business. They may be paying for the product or service or be invited to participate as a guest.

Customers must participate in the sale and or delivery of the product or service. There must be sufficient customer traffic that accurately reflects the complexity of the role and allows candidates to deal with multiple tourism, hospitality or events sales, service or operational tasks simultaneously. Trainers and Assessor will discuss student's needs with all employers to ensure that all necessary resources are available for student to gain competency in their selected units.

For some students, elective units chosen may include units that require the specific resources of a kitchen for training and assessment. An example of this would be the unit SITXFSA001 - Use hygienic practices for food safety or SITHFAB005 - Prepare & serve espresso coffee.

Students will be required to complete project or work activities that show the student's ability to apply good hygiene practices on multiple occasions in a range of different operational circumstances to ensure consistency in the application of hygiene procedures and kitchen resources will be required.

CTC acknowledges that not all businesses will have the complete range of specified resources and will work with other businesses for students to access the resources necessary for their unit of study. Careers Training Centre has established agreements with local industry to host training and assessments for students so that they gain the required skill and knowledge with the required resources, in a practical manner and meet the requirements under the training and assessment Vocational Education and Training packaging rules.

Businesses that support work place assessment for Careers Training Centre:

- Rainforestation Nature Park, Kuranda
- The Wildlife Habitat, Port Douglas
- The Cairns Wildlife Dome, Cairns
- Tropic Wings Cairns Tours
- Australian Butterfly Sanctuary, Kuranda

All trainers and assessors have access to the units of competency, assessment guidelines and qualification packaging rules from the training package at web site: <http://training.gov.au/>

Listed below are the resources that may be required for units that are hospitality focused that may be found in the tourism industry.

Resources required for a Hospitality environment (in Tourism)

Kitchen storage area:

- designated storage areas (dry and dairy)
- nominated delivery area
- scales, including scales for weighing large quantities
- temperature probe/thermometer
- cleaning materials and separate storage
- freezer
- appropriate recording systems, such as colour-coded food labels
- storage trays and equipment
- suitable storage shelves
- scissors or secateurs
- lifting and transporting equipment, such as trolleys

Food preparation area

Fixtures and large equipment:

- stainless steel benches (1.5 m/person) or equivalent benches that comply with health department standards
- burner
- griller
- slicing machine
- sink
- refrigeration unit with shelving
- storage facilities

Small equipment:

- assorted pots and pans

Kitchen storage area:

- designated storage areas (dry and dairy)
- nominated delivery area
- scales, including scales for weighing large quantities
- temperature probe/thermometer
- cleaning materials and separate storage
- freezer
- appropriate recording systems, such as colour-coded food labels
- storage trays and equipment
- suitable storage shelves
- scissors or secateurs
- lifting and transporting equipment, such as trolleys
- sharpening steel and assorted cook's knives, including utility and bread
- small utensils, including fruit corers, vegetable peelers and graters
- sandwich cutting templates and guides
- appropriate receptacles for presentation and display purposes
- platters, boards and trolley for presentation where required
- tongs and serving utensils
- colour-coded cutting boards in a material other than wood
- can opener
- cling film and aluminium foil
- packaging materials
- containers for hot and cold storage
- appropriate crockery
- ordering/docketing system
- personal protective clothing, including food handler's gloves
- garbage bins and bags
- sponges, brushes and scourers
- separate hand basin and soap dispenser
- hand towel dispenser
- disinfectant and detergents

Cleaning materials and equipment:

ORGANISATION, POLICY, PROCEDURE MANUALS

Refer to the following Policy and Procedure Documents:

- CTC Student Handbook
- CTC Staff Policy and Procedure Handbook
- CaPTA Policy and Procedures

Industry association information, codes of conduct and accreditation information.

Documents that describe key tourism and hospitality and general workplace legislation (in plain English) are available to all students.

Current tourism and hospitality information (hard copy and electronic) such as sales kits, brochures, timetables, tour schedules, product manuals, supplier or destination marketing information kits, information databases and computerised reservations systems are available to students.

Specific per-person equipment ratios specified in the following lists relate to the availability of these resources for the purposes of assessment. It is assumed that the same piece of equipment may be accessed by multiple candidates at different times.

These are links to real website resources.

<http://toolboxes.flexiblelearning.net.au/>

<http://www.industry.gov.au/SKILLS/RESOURCESANDPUBLICATIONS/Pages/default.aspx>

<http://www.myfuture.edu.au/>

isc.org.au

<http://www.australianapprenticeships.gov.au/>

CONTINUOUS IMPROVEMENT

Continuous improvement is based upon assessment validation as per Standards for Registered Training Organisations (RTOs) 2015.

Internal review procedure

All stakeholder feedback is collected and analysed and information reported to the Management Team. Feedback forms are analysed monthly and yearly and reported to the Chairman as part of the monthly reporting structure. This feedback is reported back to trainers and assessors as part of the continuous improvement process monthly and used in the annual performance review for all Careers Training Centre trainers and assessors.

- Feedback is ongoing and consistent from all stakeholders
- Student career pathways are documented in the Student Handbook

Student Feedback

Your Feedback is really important to us!

We really appreciate your feedback. Let us know what is important to you. We have two (2) feedback forms to be completed by students:

1. AQF Survey

On completion or withdrawal from your Certificate III in Captive Animals, Careers Training Centre has an online link for students and employers to complete their AQTF surveys. You may enter your feedback through this link. <http://mastersit.com.au/vidatek/wp/index.php/learner/rto/capta>. You can also contact us on Email careers@capta.com.au or on our Website and download a feedback form: www.careerstrainingcentre.com

2. CTC Student Feedback

You can complete this feedback form online through this link

https://docs.google.com/forms/d/1oLZWCCN_XN_NuoQj-jJ18YWWmAlV3adnQv9nBWxXilc/viewform?c=0&w=1

If you are concerned about something or wish to identify things we can change or improve a feedback form or questionnaire can be completed. We will ask you several times during the time you spend completing training with us to give us formal feedback. What was good / what was not? Feedback and questionnaires are part of maintaining consistency and best practices for us, so we take them very seriously. We encourage all students to provide feedback and have feedback forms available for students and employers to complete.

Student Data Storage and Security

All information is managed and held by Careers Training Centre and no third party has access to student information unless the student authorizes the release of this information, or the information is released under legislative requirements as advised in student hand book and sign up procedures.

Information is secured by password security and backup information is stored in an encrypted format for student protection.

What is assessment validation?

Assessment validation involves 'reviewing, comparing and evaluating assessment processes, tools and evidence contributing to judgements made by a range of assessors against the same standards'

What are the benefits

Assessment validation facilitates processes leading to consistent and valid assessment. In particular, validation activities:

- Ensure that assessment strategies meet the needs of clients;
- Facilitate the professional development of assessors;
- Enable enterprises and other stakeholders to contribute to assessment processes;
- Provide a means of gathering feedback and identifying ways of improving assessment processes;
- Facilitate consistent interpretation of competency standards;
- Foster the development of informal networks and provide assessors with access to up-to-date information about what is happening in their industry;
- Help assessors working across the industry to apply consistent standards and make consistent judgements.

These processes build assessors' confidence and industry acceptance of the outcomes of the national training system.

Validation is a quality review process. It involves checking that the assessment tool produced valid, reliable, sufficient, current and authentic evidence to enable reasonable judgements to be made as to whether the requirements of the relevant aspects of the Training Package or accredited course have been met. It includes reviewing and making recommendations for future improvements to the assessment tool, process and / or outcomes. (Source: Standards for Registered Training Organisations (RTOs) 2015)

Assessment validation includes, but goes beyond, assessment moderation and includes Industry Consultation.

Industry consultation

Those consulted must be current in the industry and the consultation should have a clear impact on the strategy for training and assessment.

Validation process

Training and assessment strategies and assessment items are reviewed annually by industry personnel as well as other stakeholders, including other trainers and assessors and comments for continual improvements are noted.

ASSESSMENT Validation Process			
<p>Training and assessment strategies and assessment items are reviewed annually by industry as well as other trainers and assessors for continual improvements.</p> <p>Industry representatives consulted in developing the training and assessment strategy. Careers Training Centre ensures that industry representatives are current within the industry and that the consultation has formed part of the development of the strategy for training and assessment.</p>			
Date of Consultation	Business Name	Contact Person	Contact Details
			Mobile:
			Telephone
			Email:
			Web:
			Mobile
			Telephone:
			Email:
			Web:
			Mobile:
			Telephone:
			Email:
			Web:
			Mobile:
			Telephone:
			Email:
			Web:
<p>The units selected combined with the required industry based practical skills together provide a good basis for entry into the industry.</p> <p>The simulated workplace environment allows for realistic situations, particularly regarding multiple tasks and meeting deadlines and industry time frames within the work placement further enhances this.</p>			

Moderation

At Careers Training Centre, moderation is a quality assurance process directed at ensuring that assessments are marked with accuracy, consistency and fairness. Moderation can be effected through several methods and is part of the Quality Assessment Cycle. It includes the entire assessment event, including the design and post-event analysis of the fitness of the assessment of student learning.

Moderation is required for every assessment which involves a degree of subjectivity.

- Assessments are designed so that they are clearly linked to the intended learning outcomes;
- Pre-marking meetings or other activities are undertaken to ensure that assessors are able to clarify their understanding of the assessment criteria;
- Assessment criteria are clearly communicated to students, both in the pre-assessment phase and also when providing feedback; and
- Assessments are subject to regular review: their frequency, style and the relative success rate of students are appraised as a regular part of the improvement cycle

Moderation of Assessment			
Moderation is conducted annually with other trainers and assessors as part of the moderation process. All assessment instruments are reviewed to ensure they are appropriate for the units of competency and reflect information contained in the elements, performance criteria, range of variables and evidence guide.			
Date of review	Business Name	Contact Person	Contact Details
			Mobile Telephone Email: Web:
			Mobile Telephone Email: Web:
			Mobile Telephone Email: Web:
The units selected combined with the required industry based practical skills together provide a good basis for entry into the industry.			
The simulated workplace environment allows for realistic situations, particularly regarding multiple tasks and meeting deadlines and industry time frames within the vocational work placement further enhances this.			

Useful Contacts -

Service Skills Australia	www.serviceskills.com.au/tourism-hospitality-events-training-package
Tourism Queensland	www.teq.queensland.com
Office of Liquor and Gaming Registration (OLGR) Queensland	www.business.qld.gov.au/industry/liquor-gaming
Workplace Health and Safety Queensland	https://www.worksafe.qld.gov.au/
QTIC	https://www.qtic.com.au/
Food safety standards and regulations	https://www.business.qld.gov.au/industry
Queensland Hotels Association	http://www.queenslandhotels.com.au/
Australian Hotels Association	http://aha.org.au/
QSA VET	http://www.qcaa.qld.edu.au/576.html
QSA Training and Assessment information	http://www.qcaa.qld.edu.au/14793.html
QSA Tourism resources	http://www.qcaa.qld.edu.au/10846.html
Service Skills Australia	http://www.serviceskills.com.au/
Queensland holidays	www.queensland.com.au
Tourism Support Network	http://www.tourism.australia.com/
TVET products	http://www.ivet.com.au/a/185.html
Safework Australia	http://www.safeworkaustralia.gov.au/sites/SWA
Workplace Healthy and Safety Student Program	http://www.deir.qld.gov.au/workplace/pdfs/safetysense/index.htm
Worksafe Smart Move	http://smartmove.safetyline.wa.gov.au/
Australian tourism Data Warehouse	http://www.serviceskills.com.au/tourism-hospitality-events-training-package
Service Skills Australia	www.serviceskills.com.au/tourism-hospitality-events-training-package
Tourism Queensland	www.teq.queensland.com
Office of Liquor and Gaming Registration (OLGR) Queensland	www.business.qld.gov.au/industry/liquor-gaming
Workplace Health and Safety Queensland	https://www.worksafe.qld.gov.au/
QTIC	https://www.qtic.com.au/
Food safety standards and regulations	https://www.business.qld.gov.au/industry