

# Light Manufacturing Industry



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Department of  
Education  
and Training

## INDUSTRY AREA COVERAGE

GROUP	CLASS	DESCRIPTION
<b>021</b>	-	<b>Services to Agriculture</b>
	0211	Cotton Ginning
<b>221</b>	-	<b>Textile Fibre, Yarn &amp; Woven Fabric Manufacturing</b>
	2211	Wool Scouring
	2212	Synthetic Fibre Textile Manufacturing
	2213	Cotton Textile Manufacturing
	2214	Wool Textile Manufacturing
	2215	Textile Finishing
<b>222</b>	-	<b>Textile Product Manufacturing</b>
	2221	Made-Up Textile Product Manufacturing
	2222	Textile Floor Covering Manufacturing
	2223	Rope, Cordage & Twine Manufacturing
	2229	Textile Product Manufacturing n.e.c.
<b>223</b>	-	<b>Knitting Mills</b>
	2231	Hosiery Manufacturing
	2232	Cardigan & Pullover Manufacturing
	2239	Knitting Mill Product Manufacturing n.e.c.
<b>224</b>	-	<b>Clothing Manufacturing</b>
	2241	Men's & Boy's Wear Manufacturing
	2242	Women's & Girl's Wear Manufacturing
	2243	Sleepwear, Underwear & Infant Clothing Manufacturing
	2249	Clothing Manufacturing n.e.c.
<b>225</b>	-	<b>Footwear Manufacturing</b>
	2250	Footwear Manufacturing
<b>226</b>	-	<b>Leather &amp; Leather Substitute Product Man.</b>
	2261	Leather Tanning & Fur Dressing
	2262	Leather & Leather Substitute Product Manufacturing
<b>232</b>	-	<b>Other Wood Product Manufacturing</b>
	2323	Wooden Structural Component Manufacturing
	2329	Wood Product Manufacturing n.e.c.
<b>292</b>	-	<b>Furniture Manufacturing</b>
	2921	Wooden Furniture & Upholstered Seat Manufacturing
	2923	Mattress Manufacturing (Except Rubber)
	2929	Furniture Manufacturing n.e.c.
<b>294</b>	-	<b>Other Manufacturing</b>
	2949	Manufacturing n.e.c.
<b>424</b>	-	<b>Building Completion Services</b>
	4243	Tiling & Carpeting Services (Coverage of: Carpet or carpet tile laying; Floor sanding and floor coverings laying nec; Linoleum or linotile fixing).
	4245	Glazing Services (Coverage of: Glazing; Window installation; window insulation fixing).
<b>425</b>	-	<b>Other Construction Services</b>
	4259	Construction Services n.e.c. (Coverage of: Awnings Installation or repair; Blinds, installation or repair;

		Flywire screens, shutters or blinds installation).
<b>522</b>	-	<b>Clothing &amp; Soft Good Retailing</b>
	5223	Fabrics & Other Soft Good Retailing (Coverage of: Curtains installing).
<b>526</b>	-	<b>Household Equipment Repair</b>
	5269	Household Equipment Repair Services (Coverage of: Footwear Repairing).
<b>786</b>	-	<b>Other Business Services</b>
	7869	Business Services n.e.c. (Coverage of: Fashion design service).
<b>952</b>	-	<b>Other Personal Services</b>
	9521	Laundries & Dry Cleaners

- \* ANZSIC Group - Australian New Zealand Standard Industrial Classification  
 \*\* n.e.c. - not elsewhere classified

## TRAINING PACKAGES

**Training Packages covered by this industry are:**

Furnishing Training Package – (LMF02)  
 Textiles, Clothing and Footwear Training Package – (LMT00)

**Furnishing Training Package – (LMF02)** – The Furnishing Training Package covers such diverse industries as Cabinet Making, Furniture Making, Wood Machining, Furniture Polishing, Upholstery, Glass and Glazing, Floor Furnishings and Covering, Soft Furnishings, Picture Framing and Bed and Mattress Making.

**Status** – Endorsed

## QUALIFICATIONS

### Floor Covering and Finishing

National Code	Qualification Name
LMF20102	<a href="#">Certificate II in Floor Covering and Finishing</a>
LMF30102	<a href="#">Certificate III in Floor Covering and Finishing</a>

### Furnishing Technology

National Code	Qualification Name
LMF40202	<a href="#">Certificate IV in Furnishing Technology</a>
LMF50202	<a href="#">Diploma of Furnishing Technology</a>
LMF60102	<a href="#">Advanced Diploma of Furnishing Management</a>

### Furniture Finishing

National Code	Qualification Name
LMF20202	<a href="#">Certificate II in Furniture Finishing</a>
LMF30202	<a href="#">Certificate III in Furniture Finishing</a>

### Furniture Making

National Code	Qualification Name
LMF20302	<a href="#">Certificate II in Furniture Making</a>
LMF30302	<a href="#">Certificate III in Furniture Making</a>



LMF30402 [Certificate III in Furniture Making \(Cabinet Making\)](#)  
LMF30502 [Certificate III in Furniture Making \(Wood Machining\)](#)

#### **Generic**

**National Code** **Qualification Name**  
LMF10102 [Certificate I in Furnishing](#)

#### **Glass and Glazing**

**National Code** **Qualification Name**  
LMF20402 [Certificate II in Glass and Glazing](#)  
LMF30602 [Certificate III in Glass and Glazing](#)

#### **Mattress and Base**

**National Code** **Qualification Name**  
LMF20502 [Certificate II in Mattress and Base Making](#)  
LMF30702 [Certificate III in Mattress and Base Making](#)

#### **Picture Framing**

**National Code** **Qualification Name**  
LMF20602 [Certificate II in Picture Framing](#)  
LMF30802 [Certificate III in Picture Framing](#)

#### **Soft Furnishing**

**National Code** **Qualification Name**  
LMF20702 [Certificate II in Soft Furnishing](#)  
LMF30902 [Certificate III in Soft Furnishing](#)

#### **Upholstery**

**National Code** **Qualification Name**  
LMF20802 [Certificate II in Upholstery](#)  
LMF31002 [Certificate III in Upholstery](#)  
LMF31102 [Certificate III in Production Upholstery](#)

To inform the continuous improvement of the Training Package, it is currently undergoing a review. New industry qualifications are also being developed for inclusion in the revised Training Package.

More information on the Furnishing Training Package and its qualifications and units of competency can be found on the following websites:

<http://www.ntis.gov.au/Default.aspx?/trainingpackage/LMF02>

<http://www.mskills.com.au>

## **WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES**

### **Soft Furnishings Sector**

- Covers manufacture, retail and installation.
- Most manufacturing and retail employees are women, whilst the majority of installers are men.
- Medium size businesses to small home based family businesses.
- No significant impact from computer technology.
- Multi-skilled and flexible workforce required.



### **Cabinet Making Sector**

- Includes cabinet making and shop fitting.
- Large number of independent manufacturers, many small businesses.
- Growth of flat panel sector which encompasses predominantly kitchen and bathroom manufacture.
- A long tradition of apprenticeship training, with cabinet making largest single trades area.
- Technological change occurring in areas of CAD, CAM, CIM and CNC.
- Retention problems with recently qualified apprentices.

### **Furniture Making Sector**

- Production of furniture or craft, utilising predominantly hardwood timbers with emphasis on product design and quality.
- Mostly sole proprietors in home workshops, but some medium sized operations.
- Most located in South West region.
- Newest Trade to be established, while most working in the sector are qualified cabinetmakers.
- Production of solid timber furniture experiencing strong export growth, however concerns are held with potential timber supply.
- Restrictions on old growth logging and allocation of timber has forced some businesses to close, while others are investigating new timbers and value-adding techniques to keep them competitive.
- May also include wood machining, which is experiencing rapid decline as less timber is available locally.

### **Polishing**

- Includes contract production work for Cabinet Making/Furniture Making enterprises, French polishing and restoration.
- The number of businesses involved in production work is decreasing due to advances in machinery which enable Cabinet Makers/Furniture Makers to conduct polishing on site.

### **Bed and Mattress Making Sector**

- Computer technology use is growing, with increased sophistication in machinery.
- Imminent implementation of new standards for flammability of fabrics and foams will affect costs of materials.
- Highly competitive market with 7 major manufacturers.
- Stable growth, small workforce and relatively low skills levels, limited opportunities for advancement.

### **Upholstery Sector**

- Manufacture, re-upholstery and restoration of sofas and chairs, domestic and commercial.
- Growing demand for custom or hand made items.
- Small to medium size manufacturers.
- Increasing competition and seeking of niche markets.
- Some export currently occurs.
- Minimal technological change.

- Qualified/quality employees are highly sought after.

### **Piano Tuning and Repair Sector**

- Few operators in the sector.
- Most based in metro area, also servicing regional areas.
- Few formally qualified, with entry via on-the-job training or retail industry.
- Replacement of those retiring from industry is essential.

### **Glass and Glazing Sector**

- No manufacturing in WA but considerable glass processing (toughening, laminating, double glazing). Also commercial and domestic installation.
- Constant development and change in products requiring knowledge of properties, safety and handling methods and installation techniques.
- Sector outlook is stable, dependent upon commercial and domestic building industry.
- Large number of experienced persons in workforce, however few have formal qualifications.
- Male dominated industry, only one female tradesperson.
- Number of regionally based apprentices.

### **Floor Coverings**

- Distribution and installation of floor coverings, including soft and resilient floorings; carpet, vinyls
- Saturated market in WA, both franchised operations and independent retailers.
- Many sub contractors have established relationships with retailers.
- Likely enhancements to Australian installation standards.
- Strong tradition of on-the-job training and apprenticeships, which has changed in recent years as market fluctuations and reduced the commitment of employers to long term training.

### **Timber Flooring**

- Installation of hard coverings – timber, parquetry, cork tile and sanding and finishing of these.
- Most small businesses carry out installation and finishing, others specialise in one stage of the process.
- Some changes in products and equipment used.
- Strong industry outlook, with demand for skilled personnel.

### **Picture Framing**

- Moulding manufacture, artwork conservation, restoration, design, frame making and assembly.
- New products require new appropriate skills.
- Most organisations involved in custom framing have concerns about level of quality offered. Picture Framers Guild working to assure quality of members and address perception of hobby base.
- Industry identified as being at saturation point, but not with highly skilled workers.



## Stained Glass and Leadlighting

- Responsible for designing, cutting, painting, creating and, where appropriate, installing items and products of stained glass, including leadlighting.
- It is also responsible for the repair and restoration of damaged/aged stained glass and leadlighting.
- Businesses may specialise in one aspect of the sector or provide more than one of these functions.
- Areas of work includes domestic, commercial (industrial and ornamental/art glass), heritage, ecclesiastical and restoration/ refurbishment.
- Demand has increased through leadlights in doors and heritage restoration and imitation.

## INDUSTRY ORGANISATIONS / ASSOCIATIONS

*This list is a guide only*

- Allied Liquor, Hospitality and Miscellaneous Workers Union
- Australian Chamber of Manufacturers
- Cabinetmakers Association of WA
- Carpet Institute of Australia Ltd
- Chamber of Commerce and Industry of WA
- Soft Furnishing Industry Association of WA (SFIA)
- Flat Glass Council of Australia
- Wood Turners Association of WA
- Forest Product Furnishing and Allied Industrial Union of Workers WA
- Furniture Industry Association of Australia (WA)
- The Glass and Windows Association of WA
- Medical Grade Footwear Association
- National Kitchen and Bathrooms Association of Australia
- Pianoforte Tuners and Technicians Association
- Picture Framers Guild
- WA Floor Covering Association
- WA Timber Flooring Association
- Art Glass Guild of WA
- Housing Industry Association (WA)

## LICENSING OR REGULATORY REQUIREMENTS

- Information regarding compliance with Australian Standards in musical instrument manufacture and assembly is available from Standards Australia.
- Information regarding compliance with Australian Standards in bed and mattress making, manufacture and soft furnishing is available from Australian Standards Association.
- New standards for the Stained Glass and Leadlighting Industry should be available soon through Australian Standards Association.
- Glass and Glazing Industry has a variety of Standards that must be followed whenever handling glass and machinery. They include the following: AS1288, AS2208, AS2047, AS4666, AS4667, and AS4677.
- For the delivery of all qualifications from the Furnishing Training Package, machine manufacturers specifications and operational procedures must be understood and applied.



## TRAINING ENVIRONMENT/ISSUES

### Furniture Making

- Traditional trade based industry, few women employed.
- Some delivery in regional areas.
- Machine specific training will increasingly need to be delivered in workplace.
- More training for existing employees and apprentices required in business computing, computer design and control.
- Considerable component of apprentice training done through external study, more resource development required.
- Reliant on traditional skills, although new Furnishing Training Package should modernise skills taught.
- Use of alternative wood sources, knowledge and skills required.
- For appropriate training and assessment to occur, RTOs must have access to the following Tools and Equipment:

**HAND TOOLS:** Hand planes, chisels, hand saws, spokeshave, hammers, mallets, making out tools, files, rasps, scraper, screwdrivers, hand drill, measuring tapes and rulers, squares, bevels, clamps, pincers, mortise gauges, vernier calipers, vices, dove tail saws, tenon saws, coping saws, levelling devices, wood turning lathes, veneer guillotines, presses.

**POWER TOOLS:** Power saws, drop saw, circular power saw, planer, power drills/screwdrivers, jigsaw, power router, trimmer, biscuit machine, brad/nail staple guns and sanders. Pneumatic tools, dowel jigs.

**GENERAL EQUIPMENT:** Calculator, Computer and CAD software

**BASIC STATIC MACHINES:** Cross cut saw, rip saw, scroll band saw, panel saw, surface planer, panel planer, bobbin sander, disc sander, belt sander, vertical drill press horizontal borer.

- There will be other pieces of equipment that will be required by the RTO depending on the units of competence to be delivered as electives such as CNC machines and the auditor will need to refer back to the Training Package to find the specific requirements for each of those units

### Cabinet Making

- Dissatisfaction with the content of the apprenticeship to date has resulted in a reduction in numbers. The new Training Package is expected to address this issue, although more work still needs to be done.
- A review of the apprenticeship program is anticipated to increase demand for apprentice training.
- A traineeship provides a pathway into the apprenticeship for this industry group.
- The industry has indicated knowledge of CAD and installation techniques as being of increased importance.
- Problems with getting machine specific training for employees.
- For appropriate training and assessment to occur, RTOs must have access to the following Tools and Equipment:

**HAND TOOLS:** Hand planes, chisels, hand saws, spokeshave, hammers, mallets, making out tools, files, rasps, scraper, screwdrivers, hand drill, measuring tapes and rulers, squares, bevels, clamps, pincers, mortise gauges, vernier calipers,



vices, dove tail saws, tenon saws, coping saws, levelling devices, wood turning lathes, veneer guillotines, presses.

**POWER TOOLS:** Power saws, drop saw, circular power saw, planer, power drills/screwdrivers, jigsaw, power router, trimmer, biscuit machine, brad/nail staple guns and sanders. Pneumatic tools, dowel jigs.

**GENERAL EQUIPMENT:** Calculator, Computer and CAD software

**BASIC STATIC MACHINES:** Cross cut saw, rip saw, scroll band saw, panel saw, surface planer, panel planer, bobbin sander, disc sander, belt sander, vertical drill press horizontal borer.

- There will be other pieces of equipment that will be required by the RTO depending on the units of competence to be delivered as electives, such as CNC machines, and the auditor will need to refer back to the Training Package to find the specific requirements for each of those units.

### **Polishing**

- Apprenticeship was viewed as more appropriate for those engaged in restoration and french polishing activities, but the new Training Package should update techniques to meet new market. Education of Employers will be needed.
- Traineeship program yet to receive widespread industry support.
- For appropriate training and assessment to occur, RTOs must have access to the following Tools and Equipment:

**HAND TOOLS:** Cabinet scraper, chisel, hammer, nail punch, cork sanding block, putty knife, paint scraper, paintbrush, blender, mop brush, swooge, pencil brush, file, oil stone, rubber mallet, screwdrivers, heat guns, measuring tapes and rulers, squares.

**POWER TOOLS:** Orbital sander, steam iron, conventional air spray gun, compressor, power sanders, airless spray gun.

**STATIC MACHINERY:** Belt/stroke sander, compressor.

**EQUIPMENT:** Liquid containers, rubber gloves, face masks, spray booths, air lines, protective clothing, positive pressure airwash face masks, positive pressure water wash spray booths.

- There will be other pieces of equipment that will be required by the RTO depending on the units of competence to be delivered as electives and the auditor will need to refer back to the Training Package to find the specific requirements for each of those units.

### **Soft Furnishing**

- Historically only institutional based programs available.
- Two traineeships are currently available in response to industry demand.
- For appropriate training and assessment to occur, RTOs must have access to the following Tools and Equipment:


**HAND TOOL:** Scissors, cutting blades, tape measures, rulers, hammers, staple guns, screwdrivers.

**POWER TOOLS:** Drills, screwdrivers, staple guns, pressing equipment, cutting machines.

**MACHINES:** Single or multi-needle flat bed, overlocker, blind hemming, gathering, flange, bar tacking, tape edging, pleating.

**EQUIPMENT:** Calculators.

- There will be other pieces of equipment that will be required by the RTO depending on the units of competence to be delivered as electives and the auditor will need to



refer back to the Training Package to find the specific requirements for each of those units.

### **Bed and Mattress Making**

- Formal training unavailable in WA, so unstructured on-the-job training is undertaken.
- Training of existing workforce the industry priority.
- In-house training has been developed in large companies and is used nationally, with videos on occupational health and safety, new methods, etc assuring standardisation across divisions and/or states.
- Impetus for training comes from management, rather than from employees. On-the-job training seen as most appropriate as many processes are enterprise specific.
- The establishment of new traineeships is now being explored as competencies have been made available through the new Furnishing Training Package.
- Development of RPL process to recognise skills of existing workforce.
- For appropriate training and assessment to occur, RTOs must have access to the following Tools and Equipment:  
HAND TOOLS: Scissors, screwdrivers, measuring and marking equipment, staple lifters, pliers, pincers, files and rasps, trimming knives, needles, hammers, mallets, hand saws, clamps, spring bender.  
POWER TOOLS: Staple gun, fabric cutter, foam cutter, lightening cutter, panel cutter, clip guns, glue guns, hog ring gun, long tom, sewing machines, power saws, power drills/screwdrivers.
- There will be other pieces of equipment that will be required by the RTO depending on the units of competence to be delivered as electives and the auditor will need to refer back to the Training Package to find the specific requirements for each of those units.

### **Upholstery**

- Shortages of skilled sewing machinists and cutters.
- Quality Assurance confined to larger manufacturers.
- Trainee release patterns need to be negotiated to fit with activity levels in industry.
- Industry turning away from training as they are hit by leaner times.
- For appropriate training and assessment to occur, RTOs must have access to the following Tools and Equipment:  
HAND: Shears, scissors, tape measure, rulers, staple removers, pincers, side cutters, pliers and long nosed pliers, mallet, hammers and tack hammer, screwdrivers, magnetic tack hammer, nail gun, web strainer, heat gun, hot melt glue gun.  
POWER: Pneumatic tools, spray adhesive system, staple gun, drills, screwdrivers, air driver, air drill.
- There will be other pieces of equipment that will be required by the RTO depending on the units of competence to be delivered as electives and the auditor will need to refer back to the Training Package to find the specific requirements for each of those units

### **Piano Tuning and Repair**

- No accredited training in WA.

- Courses to reflect electronic components in pianos (not electronic keyboards).
- Need for appropriate on-the-job training (small numbers only).
- Need to identify an RTO to facilitate training before all skills are lost.

### **Glass and Glazing**

- Need to access advanced technology equipment for specific skills development.
- Need for increase in office and administration skills including computer usage.
- Need for traineeship in Glass Processing with a pathway into the trade.
- Some demand for Quality Assurance of companies tendering for government contracts.
- Revision of AS 1288 Glass and Building Selection and Installation Standard in 1994 to be reflected in training.
- Release patterns for off-the-job training to reflect industry requirements and patterns.
- New traineeship has been developed to encourage pathways to the apprenticeship.
- Rural businesses need resources to support distance learning.
- For appropriate training and assessment to occur, RTOs must have access to the following Tools and Equipment:

**HAND TOOLS:** Glass thickness indicator, claw hammers, tungsten wheel glass cutters, speed cutters, circle cutters, radius and oval cutters, vacuum straight edges, lever and vacuum lifters, plate and running pliers, pop rivet pliers, nail puncher, portable diamond saws, L-squares and straight edges, edging stones, hand arising blocks, hack out knives, putty knives, sprig/diamond guns, vinyl cutters and rollers, pry bars, sealant guns, blade and Phillips screwdrivers.

**POWER TOOLS:** Portable electric drills, screwdrivers, grinders, circular saws and jigsaws, plunge routers, sanders, drop, radius, mitre and upcut saws, bench drills, grinders, portable pneumatic drills, nail and staple guns, pop rivet guns, compressors.

**EQUIPMENT:** Storage racks, drop bench, glass handling equipment, air flotation and tilt benches with pneumatic breaker bars, flat felt covered cutting tables, mobile air flotation tables, portable diamond drills, tungsten spear point hand drills, slings and trolleys, annealed and laminated glass of a variety of thickness', finishing or belt machines, diamond or pencil edgers, pumice or cork polishers, horizontal wheels, finger slotters.

**PERSONAL PROTECTIVE EQUIPMENT:** Gauntlets, glass handling gloves, safety glasses, hard hats, safety footwear, aprons, overalls.

- There will be other pieces of equipment that will be required by the RTO depending on the units of competence to be delivered as electives and the auditor will need to refer back to the Training Package to find the specific requirements for each of those units.

### **Floor Coverings**

- Raising image and quality of workforce through industry specific RPL process, with corresponding need to multiple entry and exit points into Certificate III course.
- Increasing range of products, with role for manufacturers to provide training and information.
- Increased valuing of specialised training.
- For appropriate training and assessment to occur, RTOs must have access to the following Tools and Equipment:



CARPET: Utility knife, carpet knee kicker, power stretcher, carpet wall trimmer, carpet stair tool, trolley, hammer, trimming knife, heat seam iron, spiked carpet roller, weight or seam roller, awl carpet spreader, carpet shears, napping shears, loop pile cutter, moulding lifter, serrated trowel.

RESILIENT: Utility knife, straight edge, square, chalk and chalk line, tape measure, hacksaw, serrated trowel, hammer, napping shears, edge trimmer, recess scribe, preformed linoleum recess scribes, scribing bar, grooving tool, divider, roller, gas bottle and gun, rubber mallet, paintbrush and bucket, spatula knife, liquid seam sealer, seam sealer applicator, wall trimmer, hot air welding gun, furling iron, trolley.

- There will be other pieces of equipment that will be required by the RTO depending on the units of competence to be delivered as electives and the auditor will need to refer back to the Training Package to find the specific requirements for each of those units.

### **Timber Flooring**

- Tradition of on-the-job training now supported by a traineeship and an apprenticeship.
- Need for industry training in new products and processes for treatment and installation.
- There is a need for a training infrastructure to allow for entry level skills, and offering RPL opportunity for existing workforce.
- Workforce perceives itself separate to floor covering, but shares qualification structure, with its own training pathway.
- For appropriate training and assessment to occur, RTOs must have access to the following Tools and Equipment:

TIMBER: Hammer, compressor, staple gun, bar scribe, utility knife, straight edge, drill, hand saw, chisels, drop saw, nail gun, finishing machine, hand sander, planer, circular saw, combination saw, random orbital sander, jigsaw, rotary sander and edger, undercut saw, plunge saw, drum belt sander, rotary sander.

- There will be other pieces of equipment that will be required by the RTO depending on the units of competence to be delivered as electives and the auditor will need to refer back to the Training Package to find the specific requirements for each of those units

### **Picture Framing**

- Development of RPL process to recognise skills of existing workforce.
- Training of existing workforce the industry priority.
- Need for flexible, module sized bites of training.
- Skills training needed in areas of matte design and complex cutting procedures.
- For appropriate training and assessment to occur, RTOs must have access to the following Tools and Equipment:



**HAND TOOLS:** Hand saws, chisels, underpinners, screwdrivers, marking out tools, pincers, pliers including stretching pliers, files, glass cutters, mat cutters, speed cutters, squares, measures, hammers, spirit level, guillotine, cutting blades, clamps, needles, knives, scissors, plane, glass pliers, scoring tools, framers points gun, ATG dispenser, nail punch, pneumatic v-nailer, tungsten wheel glass cutters, wall mounted glass cutters, saws, T or L-squares.

**POWER TOOLS:** Power saws (circular, drop, docking and mitre), power drills, guillotine, V-nailers, compressor and air guns (including tackers, staplers and flexi-point), hand power saw, power screwdriver.

**EQUIPMENT:** Hard bed heat press, soft bed heat press, tacking iron, piercing tool, overlay effect sheets, silicone release paper, teflon and foam plastic blankets, vacuum press, scrapers and glue/adhesive applicators (rollers and spray guns), pressure rolling equipment, cold film, cold roller laminator, flat felt cutting tables, tungsten wheel glass cutters, air blower.

**PERSONAL PROTECTIVE EQUIPMENT:** Gloves, safety glasses, footwear, aprons, overalls.

- There will be other pieces of equipment that will be required by the RTO depending on the units of competence to be delivered as electives and the auditor will need to refer back to the Training Package to find the specific requirements for each of those units.

### **Stained Glass and Leadlighting**

- Formal training unavailable in WA, so unstructured on-the-job training is undertaken.
- Development of RPL process to recognise skills of existing workforce.
- Industry is suffering as training has received a craft based focus, which does not recognise the structural complexity of the skills.
- Impetus for training comes from Art Glass Guild, who are trying to identify the differences between art glass and structural glass to enable the establishment of a training pathway.
- Qualifications are currently being developed nationally for inclusion in the Furnishing Training Package.
- Australian Standards in relation to Leadlight and Stained Glass Construction and Installation have been developed and it is anticipated they will be endorsed within the next year. Their implementation will impose a greater imperative on the requirement for accredited training and qualified workers.

### **HIGH RISK TRAINING CONCERNS**

- The Furnishings Industries have a strong trade focus, and maintain the importance of training having a strong industry outcome. Traineeships and Apprenticeships need to be delivered both in the workplace and in an environment that directly reflects that of industry, by suitably qualified instructors who have a current and relevant working Industry background.
- Assessors must have, as a minimum, BSZ401A, BSZ402A AND BSZ403A from the Assessment and Workplace Training National Training Package or its equivalent. They must also: have the relevant vocational competencies at least to the level being assessed; demonstrate current knowledge and experience of the industry, industry practices, and the job or role against which performance is being assessed; demonstrate current knowledge and skill in assessing against this



Training package in a range on contexts; and demonstrate the necessary interpersonal and communication skills required in the assessment process. To achieve these, the assessor must provide evidence of actual workplace experience within the last 2 years; be part of a professional network; have attended professional development specifically relating to good practice within the Furnishing Industry; and have participated in moderation/validation processes.

- Occupational Safety and Health have increased in importance with the growth in use of high technology machines. Instructors need to keep abreast of all new developments, and ensure that students receive the most appropriate training on the machines. It is vital that students receive training on all the different types of machinery, which can be achieved by RTOs partnering with Industry to access these pieces of equipment.
- The Furnishing Training Package had its intent, although not stated, that the training be delivered in an Industrial environment. If this is not possible, then the simulated workplace must meet minimum standards as prescribed by industry, for those qualifications obtained in this way to be recognised by industry. These minimum requirements can be obtained through the LMITC.
- Structural Stained Glass and Leadlighting use materials that are considered to be toxic; namely lead. Although no formal training in this industry currently occurs, there has been a plethora of Adult Education courses, which although aimed at the hobbyist, have spurred workers into the industry. These people have not been adequately trained in the area of OSH, especially relating to toxic substances and structural restrictions. It is vital that any training that occurs in this industry focuses on these issues.
- The LMITC is actively promoting Traineeships and Apprenticeships to industry, especially those that have never had access to these before. RTOs must be flexible enough to allow for lower numbers while the promotion of new traineeships is occurring. For some of these sectors, there is also a need for greater flexibility in the delivery and assessment process, with a greater focus on the workplace as a suitable alternative for both training and assessment.

## **Textiles, Clothing and Footwear Training Package – (LMT00)**

The Textiles, Clothing and Footwear (TCF) Training Package covers a diverse and complex range of functions. These functions range from processing natural or synthetic fibres or sheet materials, producing textiles, making up the textiles into products and distributing and selling these textiles and products to national and international markets.

**Status** – Endorsed

### **QUALIFICATIONS**

#### **Clothing Production**

<b>National Code</b>	<b>Qualification Name</b>
LMT10400	<a href="#"><u>Certificate I in Clothing Production</u></a>
LMT20600	<a href="#"><u>Certificate II in Clothing Production (Intermediate)</u></a>
LMT20700	<a href="#"><u>Certificate II in Clothing Production (Complex or Multiple Processes)</u></a>
LMT30500	<a href="#"><u>Certificate III in Clothing Production</u></a>
LMT40300	<a href="#"><u>Certificate IV in Clothing Production</u></a>



### **Cotton Ginning**

<b>National Code</b>	<b>Qualification Name</b>
LMT20400	<a href="#"><u>Certificate II in Cotton Ginning</u></a>
LMT30300	<a href="#"><u>Certificate III in Cotton Ginning</u></a>
LMT40200	<a href="#"><u>Certificate IV in Cotton Ginning</u></a>

### **Dry Cleaning Operations**

<b>National Code</b>	<b>Qualification Name</b>
LMT11000	<a href="#"><u>Certificate I in Dry Cleaning Operations</u></a>
LMT21500	<a href="#"><u>Certificate II in Dry Cleaning Operations</u></a>
LMT31200	<a href="#"><u>Certificate III in Dry Cleaning Operations</u></a>

### **Early Stage Wool Processing**

<b>National Code</b>	<b>Qualification Name</b>
LMT10200	<a href="#"><u>Certificate I in Early Stage Wool Processing</u></a>
LMT20300	<a href="#"><u>Certificate II in Early Stage Wool Processing</u></a>
LMT30200	<a href="#"><u>Certificate III in Early Stage Wool Processing</u></a>

### **Engineering**

<b>National Code</b>	<b>Qualification Name</b>
MEM30298	<a href="#"><u>Certificate III in Engineering - Mechanical Trade</u></a>
MEM40198	<a href="#"><u>Certificate IV in Engineering - Higher Engineering Trade (Superseded by MEM40103)</u></a>

### **Footwear Production**

<b>National Code</b>	<b>Qualification Name</b>
LMT10600	<a href="#"><u>Certificate I in Footwear Production</u></a>
LMT20900	<a href="#"><u>Certificate II in Footwear Production (Intermediate)</u></a>
LMT21000	<a href="#"><u>Certificate II in Footwear Production (Complex or Multiple Processes)</u></a>
LMT30700	<a href="#"><u>Certificate III in Footwear Production</u></a>
LMT40400	<a href="#"><u>Certificate IV in Footwear Production</u></a>

### **Footwear Repair**

<b>National Code</b>	<b>Qualification Name</b>
LMT21100	<a href="#"><u>Certificate II in Footwear Repair</u></a>
LMT30800	<a href="#"><u>Certificate III in Footwear Repair</u></a>

### **Headwear / Millinery**

<b>National Code</b>	<b>Qualification Name</b>
LMT10500	<a href="#"><u>Certificate I in Headwear / Millinery</u></a>
LMT20800	<a href="#"><u>Certificate II in Headwear / Millinery</u></a>
LMT30600	<a href="#"><u>Certificate III in Headwear / Millinery</u></a>
LMT40703	<a href="#"><u>Certificate IV in Millinery</u></a>

### **Hide, Skin and Leather Processing**

<b>National Code</b>	<b>Qualification Name</b>
LMT21300	<a href="#"><u>Certificate II in Hide, Skin and Leather</u></a>
LMT31000	<a href="#"><u>Certificate III in Hide, Skin and Leather</u></a>
LMT40600	<a href="#"><u>Certificate IV in Hide, Skin and Leather</u></a>

### **Laundry Operations**

<b>National Code</b>	<b>Qualification Name</b>
LMT10800	<a href="#"><u>Certificate I in Laundry Operations</u></a>
LMT21400	<a href="#"><u>Certificate II in Laundry Operations</u></a>
LMT31100	<a href="#"><u>Certificate III in Laundry Operations</u></a>
LMT40803	<a href="#"><u>Certificate IV in Laundry Operations and Supervision</u></a>

### **Leather Goods Production**

<b>National Code</b>	<b>Qualification Name</b>
LMT10700	<a href="#"><u>Certificate I in Leather Goods Production</u></a>
LMT21200	<a href="#"><u>Certificate II in Leather Goods Production</u></a>

LMT30900	<a href="#"><u>Certificate III in Leather Goods Production</u></a>
LMT40500	<a href="#"><u>Certificate IV in Leather Goods Production</u></a>
<b>Medical Grade Footwear</b>	
<b>National Code</b>	<b>Qualification Name</b>
LMT40903	<a href="#"><u>Certificate IV in Supply and Fitting of Pre-Manufactured Medical Grade Footwear</u></a>
LMT50203	<a href="#"><u>Diploma of Medical Grade Footwear</u></a>
LMT60203	<a href="#"><u>Advanced Diploma of Medical Grade Footwear</u></a>
<b>Textile Fabrication</b>	
<b>National Code</b>	<b>Qualification Name</b>
LMT10300	<a href="#"><u>Certificate I in Textile Fabrication</u></a>
LMT20500	<a href="#"><u>Certificate II in Textile Fabrication</u></a>
LMT30400	<a href="#"><u>Certificate III in Textile Fabrication</u></a>
<b>Textile Production</b>	
<b>National Code</b>	<b>Qualification Name</b>
LMT10100	<a href="#"><u>Certificate I in Textile Production</u></a>
LMT20100	<a href="#"><u>Certificate II in Textile Production (Intermediate)</u></a>
LMT20200	<a href="#"><u>Certificate II in Textile Production (Complex or Multiple Processes)</u></a>
LMT30100	<a href="#"><u>Certificate III in Textile Production</u></a>
LMT40100	<a href="#"><u>Certificate IV in Textile Production</u></a>
<b>Textiles, Clothing and Footwear</b>	
<b>National Code</b>	<b>Qualification Name</b>
LMT50100	<a href="#"><u>Diploma of Textiles Clothing and Footwear</u></a>
LMT60100	<a href="#"><u>Advanced Diploma of Textiles Clothing and Footwear</u></a>

To inform the continuous improvement of the Training Package, it is undergoing a review – currently at Phase 2.

More information on the Textile, Clothing and Footwear Training Package and its qualifications and units of competency can be found on the following websites:

<http://www.ntis.gov.au/?/trainingpackage/LMT00>

<http://www.mskills.com.au>

There will be additions to this Training Package in the areas of Medical Footwear, Laundry/Dry Cleaning Operations, Headwear/Millinery, TCF Mechanics – Weaving, Special and Emerging Needs, Language Literacy & Numeracy.

Implementation Kits for Training Packages can be found on the website:-  
<http://www.training.wa.gov.au/training/content-training-packages.asp>

## **WORKFORCE ISSUES, CHARACTERISTICS, ACTIVITIES**

### **Clothing Sector**

- Adoption of automation and technologies: CAD, CAM, CIM increasing.
- Sub contracting of activities to out workers predominant.
- Large proportion of workforce with limited formal qualifications.
- Significant number of small businesses, owner operated from home.

- High competition in design areas with few jobs available without additional technical and management skills.
- Strong tradition of unstructured on-the-job training.
- Multi-skilling a definite requirement, as small niche manufacturing occurs.
- Off-shore production becoming a major feature of the industry.

#### **Early Stage Wool Processing,**

- Few employers in WA.
- Low staff turnover.
- Highly automated.
- Significant advancements in technology continue to be made, particularly in early stage wool processing.
- Low skill levels among operatives, with technical occupations having TAFE and higher qualifications.
- Significant non-English speaking population within large organisations.
- Culture of on-the-job unstructured training.
- Some regional distribution of enterprises

#### **Spinning and Weaving Sector**

- One large company with an international market, while there are many small-scale companies producing niche market goods.
- Large company is highly automated, with CAD, CAM and CIM.
- Staff turnover relatively high, although all new employees are offered traineeships that have reduced attrition rates.
- Significant non-English speaking population within large organisation.
- Small-scale companies have a more craft based orientation.

#### **Tanning Sector**

- One large company and a few small niche market tanneries.
- Large company is highly automated.
- Staff turnover relatively low.
- Market is stable for both large and small companies due to their unique products.
- Employees of large company need management and supervisory skills, as they have worked up from the shop floor.
- Small niche companies are struggling to find technical expertise due to their unique tanning products – emu, kangaroo, fish and crocodile.

#### **Knitting and Hosiery Sector**

- Large and small-scale companies in WA producing niche, market goods.
- Large companies more highly automated, CAM, CIM.
- Operatives rarely qualified.
- Low staff turnover in knitting and hosiery sectors.
- Culture of on-the-job unstructured training.

#### **Canvas, Sail, Rope and Cordage Sector**

- In WA, activity in manufacture and repair of canvas products, tensile structures and sails.

- Many owner-operated organisations.
- Increasing use of CAD in sail sector.
- Low rate of qualified operatives.
- Increased popularity of alfresco dining and a growing demand for shade structures has increased opportunities in canvas sector.
- Low employee turnover.
- Poaching of employees from others prevalent.

#### **Carpet Industry: Tufting Sector**

- Only one mass manufacturer in WA.
- Some small businesses making tufted rugs and wall hangings.
- Minimal employee turnover.
- Increasing sophistication of machinery and equipment.
- Increasing need for multi-skilling.
- Importance of Quality Assurance in the industry.
- Culture of on-the-job unstructured training.

#### **Footwear Manufacturing Sector**


- Not a significant number of manufacturers in WA, with those remaining having established themselves in niche markets.
- The orthopaedic bespoke sector continues to maintain its market share due to it being minimally impacted by imports.
- Shortage of skilled workers in medical/bespoke sector.

#### **Footwear Repair Sector**

- The Footwear repair sector is largely comprised of owner operators that purchase franchises operating within shopping centres.
- Increasing demand for more than just re-soleing has seen this sector left without suitably qualified workers.
- Low rate of qualified operatives.
- Culture of on-the-job unstructured training.
- Aging qualified workers reaching retirement with no-one to replace them.

#### **Laundry Sector**

- Rental, maintenance and after-care of linen for hospital and hospitality industries.
- Small to medium operations mainly located in metro area.
- Largely female employees whom are often from non-English speaking backgrounds.
- Operators and supervisors rarely qualified as the industry attracts low skilled workers.
- Highly automated but still requiring operators increasingly with computer operations skills.
- Often linked to seasonal fortunes of the tourism and hospitality industry.
- As many organisations outsource facility management, garment rental is becoming increasingly popular.
- All training for this industry occurs on-the-job with the equipment and machinery required for that part of the workplace. It is the responsibility of the RTO to ensure



that any shortfall in training delivered on-the-job is supplemented by off-the-job training.

### **Dry Cleaning Sector**

- Many owner-operated companies.
- Aging workforce dominated by women.
- Reasonable distribution of regional owners and operators.
- Strong demand for qualified experienced operators.
- Increasing focus on environmental controls (possible legislation) and Occupational Health and Safety

### **INDUSTRY ORGANISATIONS / ASSOCIATIONS**

*This list is a guide only*

- Allied Liquor, Hospitality and Miscellaneous Workers Union
- Australian Canvas and Synthetic Products Association (ACASPA)
- Australian Chamber of Clothing Manufacturers
- Australian Chamber of Manufacturers
- Australian Surgical Footwear Association
- Australian Surgical Footwear Association (WA)
- Australian Wool Processors Council
- Carpet Institute of Australia Ltd
- Chamber of Commerce and Industry of WA
- Council of Textile and Fashion Industries of Australia
- Dry Cleaning Industry Association of WA
- Federated Tanners Association of Australia
- Footwear Manufacturers Association of Australia
- Master Tailors Guild
- Shoe Repairers Association of WA
- TCF Union of Australia
- Textile, Rental Laundry Association of WA
- Textile, Clothing and Footwear Association of WA
- Western Australia Fashion Industry Association
- WA Surgical Bootmakers

### **LICENSING OR REGULATORY REQUIREMENTS**

- Textile labelling requirements are available from the Australian Competition and Consumer Commission.
- Information regarding compliance with Australian Standards in clothing manufacture is available from Australian Standards Association.
- Information regarding compliance with Australian Standards in footwear manufacture is available from Australian Standards Association.
- Information regarding compliance with Australian Standards in canvas, sail, manufacture is available from Australian Standards Association.
- In the Dry Cleaning Industry, Standards relating to the safe handling and disposal of chemicals must be adhered to.
- For the delivery of all qualifications from the Furnishing Training Package, machine manufacturers specifications and operational procedures must be understood and applied.



## **TRAINING ENVIRONMENT/ISSUES**

### **Clothing**

- Self paced resources and flexibility seen as desirable.
- Delivery of workplace training essential.
- Much emphasis in current training on fashion and glamour aspects of industry; in reality, little employment here. Industry requires a greater focus on multi-skilled workers.
- Technical and production area training also required.
- Employer and enterprise needs for flexible, workplace training need to be met.
- This industry's machinery and equipment requirements depend on the context of delivery and assessment. In the Metropolitan area it is vital that students are exposed to the following pieces of equipment:  
Industrial steam presses, industrial straight sewers, overlockers, buttonhole machines, blind hemming machines, button sewers, dressmaking shears, industrial round blade cutting machines.
- In regional areas, however, industry is more home or community based and the type of machinery they would be expected to encounter in training would include:
- Domestic sewing machines, overlockers, dressmaking shears, elna presses and irons.

### **Early Stage Wool Processing Sector**

- No accredited training is currently provided within the above sector.
- Need for innovative workplace delivery initiatives.
- New qualifications are contained within the TCF Implementation Kit which will provide access to accredited training.
- Industry has identified the upskilling of existing workers as the priority when training commences.

### **Spinning and Weaving Sector**

- Major company has RTO in situ, while others utilise that RTO for on the job training via a Traineeship model.
- Higher level training is required to meet needs of industry.
- All training for this industry occurs on-the-job with the equipment and machinery required for that part of the workplace. It is the responsibility of the RTO to ensure that any shortfall in training delivered on-the-job is supplemented by off-the-job training.

### **Tanning Sector**

- Employment based traineeships are available for large company.
- Niche market businesses have not been able to access training as it is not suitable for their business focus. More flexible training options need to be made available for these companies.
- All training for this industry occurs on-the-job with the equipment and machinery required for that part of the workplace. It is the responsibility of the RTO to ensure that any shortfall in training delivered on-the-job is supplemented by off-the-job training.



### **Weaving, Knitting and Hosiery**

- Strong tradition of unstructured on-the-job training.
- New qualifications are contained within the TCF Implementation Kit which will provide access to accredited training.
- Strong industry dissatisfaction with responses to training needs in sector.
- Basic computer training required, including maintenance and adapting of equipment.
- Need for career paths and structured training to attract entrants to industry.
- Industry has identified the upskilling of existing workers as a priority when training commences.
- A statewide shortage of Textile Mechanics has been identified as a major issue.

### **Canvas, Sail, Rope and Cordage**

- Nationally accredited, industry specific training now available in WA in the form of Textile Fabrication traineeship.
- High pressure welding skills and skills in handling lightweight fabrics is required.
- Shortage of skilled machinists experienced in handling heavy duty fabrics.
- Increasing range of fabric in use, with broader range of skills required.
- Need for career paths and structured training to attract entrants to industry.
- All training for this industry occurs on-the-job with the equipment and machinery required for that part of the workplace. It is the responsibility of the RTO to ensure that any shortfall in training delivered on-the-job is supplemented by off-the-job training.

### **Tufting**


- No accredited training is currently provided within the above sector
- Strong tradition of unstructured on-the-job training.
- Industry has identified the upskilling of existing workers as the priority when training commences.
- A statewide shortage of Textile Mechanics has been identified as a major issue.

### **Footwear Manufacturing Sector**

- No accredited training is currently provided.
- Tradition of unstructured on-the-job training.
- Training providers perceived by industry not to have adequate equipment or skills to deliver accredited training.

### **Footwear Repair Sector**

- Accredited training in the form of a Traineeship has recently been accredited.
- Through franchise operations, some introductory short courses are available for new operators.
- Training providers perceived by industry not to have adequate equipment or skills to deliver accredited training.
- Industry in need of new entrants, so pathways must be established to highlight qualifications and encourage participants.
- Equipment and machinery must relate to the unit being delivered and the context in which the training is occurring and needs to safely, efficiently and effectively support and/or carry out the identification of customer requirements, estimating and



costing, replacing heels and soles, dying and recovering operations necessary in footwear repair.

- The types of equipment will include hand and power tools, sewing machines and hand sewing tools, cutting trimming, gluing/adhering and finishing equipment. These may be found in the range of variables under “Workplace Environment”. Some specific examples are:  
HAND TOOLS: Shoe hammer, tack hammer, shoe knife, sharpening stick, peg all, glue gun, pincers, nippers, lasting pliers, shears, drag knife.  
MACHINERY: Finishing machines, securing machines, heat activator, last, heat pliers, sole press, basic sewing machines, sole stitching machines.
- This industry only accesses training through the Traineeship. However, it is vital that the RTOs ensure that the employer is able to expose the trainee to the range of competencies required to achieve this qualification. Otherwise, off-the-job training will have to be carried out.

### **Laundry**

- Traineeships are available, but the industry do not see the need when most tasks are predominantly basic.
- Workplace delivery important to the industry.

### **Dry Cleaning**

- Need for relevant occupational health and safety and environmental short courses.
- Training must be suitable for small business operations, schedules.
- Dry Cleaning Traineeship perceived to be suitable to assist with current skills shortage, and to provide entry to industry.
- Safe work practices and duties of care important in this industry.
- All training for this industry occurs on-the-job with the equipment and machinery required for that part of the workplace. It is the responsibility of the RTO to ensure that any shortfall in training delivered on-the-job is supplemented by off-the-job training.

## **HIGH RISK TRAINING CONCERNS**

- The TCF Industries are undergoing rapid change, and require instructors that are able to keep abreast of Industry trends and work closely with the Industry. Industry experience that is current and relevant is vital for trainers, with Industry seeing this as a major issue.
- The ability of the RTO to deliver training in a work-based context is very important across all TCF Sectors. However, where training is delivered in regional centres, the industry context must be amended based on where they are expecting employment following training. This issue also applies to machinery, which in the TCF Industry can vary depending on the location of the business.
- The LMITC is actively promoting Traineeships and Apprenticeships to industry, especially those that have never had access to these before. RTOs must be flexible enough to allow for lower numbers while the promotion of new traineeships is occurring. For some of these sectors, there is also a need for greater flexibility in the delivery and assessment process, with a greater focus on the workplace as a suitable alternative for both training and assessment.



## WORKSAFE

General safety and duty of care issues important to all light manufacturing sectors. For the Manufacturing sector, Worksafe identifies the following areas to be addressed in staff induction and training:

- Responsibilities of employers and employees
- Hazard identification
- Manual handling
- Hazardous substances
- Noise
- Electricity mechanical equipment
- Slips and trips
- Emergency evacuation procedures
- Resolving health and safety issues
- The right to refuse work

Repeated exposure to excessive noise will eventually lead to permanent damage. For more information, please refer to <http://www.safetyline.wa.gov.au>

The Code of Practice for Prevention of Falls in the Workplace, please refer to <http://www.safetyline.wa.gov.au>

For Codes of Practice – Manual Handling, please refer to <http://www.safetyline.wa.gov.au>

For information on electrical safety, please refer to <http://www.safetyline.wa.gov.au>

For information on general duty of care in WA workplaces, please refer to <http://www.safetyline.wa.gov.au>

## NATIONAL INDUSTRY TRAINING ADVISORY BODIES

- Manufacturing Skills Australia  
<http://www.mskills.com.au>

## STATE INDUSTRY TRAINING ADVISORY BODIES

- Light Manufacturing Training Council (WA) Inc  
<http://www.lmitc.com.au>