

# Certificate IV in Leadership and Management / Certificate IV in Frontline Management



## Background

In 2012, Innovation and Business Skills Australia commenced a project to review the qualifications in the Business Services Training Package to ensure that they met the needs of Australian Managers and Leaders. This project included a review of the BSB40812 Certificate IV in Frontline Management.

As a result of this review, the Certificate IV in Frontline Management has, as of 25 March 2015, been replaced by the BSB42015 Certificate IV in Leadership and Management.

## How do the two qualifications compare?

Broadly speaking, the two qualifications are quite similar, however there have been some changes around the number of units needed to complete the qualification (increased from 10 to 12) and the combination of units that can be used.

The packaging rules for the qualifications can be found at the following links. These rules define the number of units needed to complete each qualification, as well as the combination of core and elective units that must be used.

<http://training.gov.au/Training/Details/BSB40812>

<http://training.gov.au/Training/Details/BSB42015>

## When will Training Services Australia begin offering the Certificate IV in Leadership and Management?

Training Services Australia intends to begin offering the Certificate IV in Leadership and Management in the second half of 2015. Our ability to do this will be subject to:

- Approval from our regulating body to include the qualification in our scope of registration, and
- The development of new courses and supporting materials

## What should I do in the meantime?

Until Training Services Australia begins offering the Certificate IV in Leadership and Management, your options include:

- Enrol in the Certificate IV in Frontline Management and complete this qualification, including all training and assessment, before the cut-off date (25 March 2016), or
- Enrol in the Certificate IV in Frontline Management, then transition your enrolment to the Certificate IV in Leadership and Management when TSA begins offering it, or
- Wait until TSA begins offering the new qualification

## What are the benefits of enrolling in the Certificate IV in Frontline Management?

The benefits of enrolling in the Certificate IV in Frontline Management include:

- You can enrol sooner
- There are less units to complete. This will mean less time attending the course, less assignment work, and reduced cost.
- The Certificate IV in Frontline Management is a well-known brand and, for most employers, is unlikely to be any less desirable than the Certificate IV in Leadership and Management.

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## What are the benefits of enrolling in the Certificate IV in Leadership and Management?

The benefits of enrolling in the Certificate IV in Leadership and Management include:

- It is the most current qualification
- It includes two more units than the Certificate IV in Frontline Management, so you will have the opportunity to learn more

## If I enrol in the Certificate IV in Frontline Management, when must I finish it by?

Training Services Australia is permitted to train, assess and issue certification for the Certificate IV in Frontline Management until 25 March 2016.

If you are unable to complete your qualification by this time, you will need to transition to the Certificate IV in Leadership and Management. This will involve some additional training time, additional assessment and additional expense.

Please note also that Training Services Australia expects to continue delivering Frontline Management training courses until mid-late 2015, so you should aim to complete your attendance by this time.

## What will the transition arrangements be?

Transition arrangements will apply to those who commence the Certificate IV in Frontline Management and then wish to transfer their enrolment to the Certificate IV in Leadership and Management.

The transition arrangements will differ according to each person's circumstances. Wherever possible, Training Services Australia will give credit for units completed as part of the Certificate IV in Frontline Management. However, as a result of changes to the qualification packaging rules, the transition will involve:

- Attendance at additional training
- Additional assessments
- Additional cost

The additional cost will depend on the amount of additional training and assessment you need to complete.

## How can I find out more?

If you would like further advice about how to proceed, please contact a TSA Training Advisor on 08 9422 6444.