Aerospace Industry Reference Committee (IRC)

MEA Aeroskills Training Package

Case for Change

December 2017

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IBSA
Innovation & Business Skills Australia

Prepared on behalf of the Aerospace IRC for the Australian Industry Skills Committee (AISC)

Aerospace Industry Reference Committee

Case for Change December 2017

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MEA Aeroskills

Brief description of how the case for change was developed

This Case for Change was developed by the Aerospace IRC with the support of a sub-committee comprising key stakeholders nominated by the IRC and informed by evidence based research. Feedback was considered from all stakeholders including feedback on the issues register and targeted face to face and phone consultations with key stakeholders. The Case for Change was developed having regard for the Training Package Development and Endorsement Process Policy and provides robust evidence to support AISC's decision making process.

Based on the evidence of need, the MEA Aeroskills Training Package changes listed in Attachment A are proposed for development in this Case for Change and include the following.

1 Qualification

- MEA50215 Diploma of Aeroskills (Mechanical)

3 Units of Competency (to be assessed and added to MEA50215 Diploma of Aeroskills (Mechanical))

- MEA312 Inspect, test and troubleshoot aircraft fixed wing flight control systems and components
- MEA313 Inspect, test and troubleshoot piston engine systems and components
- MEA362 Maintain aircraft vapour cycle air conditioning systems

36 Units of Competency (to be reviewed)

- MEA111 Perform administrative processes to prepare for the certification of civil aircraft maintenance
- MEA112 Plan and implement civil aircraft maintenance activities
- MEA113 Supervise civil aircraft maintenance activities and manage human resources in the workplace
- MEA148 Apply mathematics and physics in aviation maintenance
- MEA201 Remove and install miscellaneous aircraft electrical hardware/components
- MEA203 Remove and install advanced aircraft electrical system components
- MEA208 Remove and install pressurisation control system components
- MEA209 Remove and install aircraft oxygen system components
- MEA219 Inspect, test and troubleshoot pressurisation control systems and components
- MEA222 Inspect, test and troubleshoot aircraft oxygen systems and components
- MEA223 Inspect aircraft electrical systems and components
- MEA227 Test and troubleshoot aircraft electrical systems and components
- MEA246 Fabricate and/or repair aircraft electrical hardware or parts

- MEA301 Perform aircraft flight servicing
- MEA303 Remove and install aircraft pneumatic system components
- MEA304 Remove and install non-pressurised aircraft structural and non-structural components
- MEA305 Remove and install aircraft fixed wing flight control system components
- MEA306 Remove and install engines and engine system components
- MEA307 Remove and install propeller systems and components
- MEA308 Remove and install rotary wing rotor and flight control system components
- MEA309 Inspect, test and troubleshoot aircraft hydro-mechanical and landing gear systems and components
- MEA310 Inspect, test and troubleshoot aircraft pneumatic systems and components
- MEA315 Inspect, test and troubleshoot propeller systems and components
- MEA316 Inspect, test and troubleshoot rotary wing rotor and control systems and components
- MEA317 Remove and install pressurised aircraft structural and non-structural components
- MEA318 Inspect aircraft hydro-mechanical, mechanical, gaseous and landing gear systems and components
- MEA319 Inspect gas turbine engine systems and components
- MEA320 Test and troubleshoot aircraft hydro-mechanical, mechanical, gaseous and landing gear systems and components
- MEA321 Test and troubleshoot aircraft fixed wing flight control systems and components
- MEA322 Test and troubleshoot gas turbine engine systems and components
- MEA323 Perform advanced troubleshooting in aircraft mechanical maintenance
- MEA325 Weigh aircraft and perform aircraft weight and balance calculations as a result of modifications
- MEA328 Maintain and/or repair aircraft mechanical components or parts
- MEA339 Inspect, repair and maintain aircraft structures
- MEA343 Remove and install avionic system components
- MEA365 Assess structural repair/modification requirements and evaluate structural repairs and modifications

The case for change

Drivers for change and evidence

In its 2017 Proposed Schedule of Work the Aerospace IRC recommended urgent training package development work to align MEA50215 Diploma of Aeroskills (Mechanical) to CASA subcategories licences B1.2 and B1.4. The existing MEA50215 Diploma of Aeroskills (Mechanical) qualification does not provide pathway opportunity in gaining the CASA sub licences and aligning where possible with International Civil Aviation Organisation (ICAO) standards.

The ICAO standards are disseminated by the Civil Aviation Safety Authority (CASA) in Australia. As the training package for the industry the MEA Aeroskills Training Package needs align to CASA legislation and licensing requirements for a number of category licences.

Due to a postponement in a joint CASA/industry decision to postpone commencement of the small aircraft licence in July 2016, a disconnect currently exists between the training package, CASA requirements and ICAO standards.

While the sector awaits the outcomes of CASA review, work needs to be undertaken in specific qualification areas to align with national and international standards.

This Case for Change is predicated on the following key drivers which have been identified through evidence based research and stakeholder consultation.

Education driver

- The Civil Aviation Safety Authority (CASA) issues the following four subcategories in the Licence B1 category for an aircraft engineer: B1.1, 1.2, 1.3 and 1.4. With the revision of MEA50211 Diploma of Aeroskills (Mechanical) to MEA50215 Diploma of Aeroskills (Mechanical), explicit reference in the qualification's description about packaging requirements for the award of Licence sub-categories B1.2 and B1.4 was removed as well as units of competency relating to piston engine maintenance and flight control maintenance – leaving explicit reference to only 2 Licence sub-categories: B1.1 and B1.3. CASA's Part 66 Manual of Standards (MOS) lists units of competency which are no longer in use as required for the two licence sub-categories B1.2 and B1.4. This has created a barrier to pathways for those students seeking their award. It also appears to indicate that the MEA Training Package no longer caters for those two sub-categories, despite them still being issued by CASA.

Industry driver

- The Maintenance, Repair and Overhaul sector is predominately made up of micro and small businesses. The general aviation sector has been experiencing a critical shortage of Aircraft Maintenance Engineers (AMEs) and Licensed Aircraft Maintenance Engineers (LAMEs) which is a challenge for an industry experiencing growth in air travel in the Asia Pacific region.
- There is no qualification currently available for a piston engine licence outcome, which is partially due to the CASA Small Aircraft Licence not proceeding. This greatly impacts the industry sector which comprises over 100 certificate of approval holders who only work on piston aircraft. The problem arose due to some regulatory issues which are now able to be resolved, allowing for the enhancement of this much-needed qualification.

Regulatory driver (from Companion Volume and Issues Register)

- The MEA Aeroskills Training Package in all its Releases up to the end of 2016 was structured to interface with the CASA Part 66 MOS that was to come into force with the introduction of a revised small aircraft

licensing system in early July 2016. However, at the beginning of July 2016, CASA decided to defer the small aircraft licensing and conduct a full post implementation review of CASA Part 66 legislation (including the Part 66 MOS), leaving the existing Part 66 MOS in force. Regarding the licensing interface with the MEA Aeroskills Training Package this meant that:

- the MEA20515 Certificate II in Aircraft Line Maintenance remains the pathway to the granting of A category licences;
- the MEA50115 Diploma of Aeroskills (Avionics) and the MEA50215 Diploma of Aeroskills (Mechanical) remain the pathways to the granting of full B2 and B1.1 and B1.3 sub-category licences respectively; and
- there is currently no training package pathway recognised by CASA for candidates seeking to be granted a B1.2 or B1.4 sub-category licence for small aircraft. The sole avenue to these licences remains via use of the CASA Basic Examinations (CASA Basics) and completion of the Schedule of Experience(SOE). However, given the timeframe required to complete the CASA Basics and SOE (which are only available until 3 July 2020), it is unlikely any new candidate opting to use this pathway, would satisfactorily complete the training in the remaining allotted time available.

Australian Government policy directions

Australian Government Training Package Development and Endorsement Policy is guided by the COAG Industry and Skills Council (CISC) principles including:

> That Training Packages must support national (and international) portability of skills and competencies, including reflecting licensing and regulatory requirements.

Licensing and regulations

Training for CASA licensing requirements are met through the MEA Aeroskills Training Package. To achieve this, for the A category licences (A1, A2, A3 and A4), the Certificate II in Aircraft Line Maintenance has been developed. For B1 and B2 category licences two Diplomas have been developed and included in the Aeroskills Training Package, as follows:

- MEA50115 Diploma of Aeroskills (Avionics) for candidates seeking to be granted a B2 category license; and
- MEA50215 Diploma of Aeroskills (Mechanical) for candidates seeking to be granted a B1 category licence in sub-categories B1.1 and B1.3

Given the postponement of commencement of CASA's small aircraft licence occurred in July 2016, recognition of training achieved via the Certificate IV in Aeroskills (Mechatronics) qualification (i.e. developed to satisfy CASA's 'small aircraft' licensing requirements) cannot be recognised by CASA for granting of a licence applicable to small aircraft. Therefore, there is no current qualification that leads to a B1.2 and B1.4 sub-category licence for commercial aviation.

Workforce issues

The current absence of a pathway for piston engine licences B1.2 and B1.4 means existing employees cannot upskill to these licences and there are no new employees coming through the apprenticeship process with piston engine competencies and licences to replace the ageing workforce.

Recommended Changes

The Aerospace IRC recommends the changes listed in Appendix A be approved based on the following evidence:

- That an elective pathway is added to the Diploma of Aeroskills (Mechanical) to suit students seeking a B1.2 and B1.4 for a CASA 'Piston Engine' licence outcome to provide people employed within General Aviation in fixed and rotary wing aircraft sectors a pathway and industry to employ apprentices and provide the opportunity to gain qualifications and a formal licence. This elective pathway in the Diploma is to include MEA312, MEA313 and MEA362, which will need to be transitioned to comply with the new standards for training package development.
- That all native MEA units in this qualification are reviewed to address the CISC reforms and in particular to ensure the range of conditions and assessment requirements in line with international, national regulations and licensing requirements and current industry best practice.

Industry support for change

Stakeholder Consultation

Key individual and group stakeholders identified by the IRC, were consulted and provided information for the Case for Change, during development from August 2017 to October 2017 and are detailed in Attachment B. IRC Sub-committee members provided extensive direction and assistance in the development of the Case for Change. Stakeholders from all key groups were advised and key stakeholders were consulted by phone and email over a 4-week period.

Stakeholder feedback was collected by phone and email including receiving approval from Michael McGill, CASA Aviation Group on the 4th October and Paul Baxter, the AMWU representative on MEA IRC who provided signoff for the project on the 26th October.

IBSA circulated the MEA Case for Change to the State Training Authorities and associated support staff on the 4th October for review and feedback within two weeks. Feedback was received from Western Australian, Tasmania and Victoria with comments that the work intends to better support students in their employment prospects upon completion. No objections were raised by any of the STA's.

Overview of the issues identified by stakeholders

The joint CASA/industry decision to postpone commencement of the small aircraft licence in July 2016, resulted in CASA's decision to conduct a comprehensive review of CASA Part 66 legislation (including the 66 MOS), leaving the existing Part 66 MOS in force for at least a further 2 years until this review is completed. This also left a disconnect between the MEA50215 Diploma of Aeroskills (Mechanical) and the units of competency specified in the Part 66 MOS, as the training package had already been amended in anticipation of the small aircraft licence introduction.

Once the CASA review is completed, further work is expected to be required to ensure alignment with the MEA Aeroskills Training Package and CASA's requirements.

Sensitivities

General comments received during the recent Harmonising Australian Aircraft Training and Licensing Seminar (HAAMTaL) were positive on this initiative being undertaken. The issue of there being no pathway for piston engine licensing was in fact the first question in the initial Q and A session with subsequent discussions following the sharing of information on what was being proposed in this Case for Change well accepted by the participants.

The HAAMTaL Seminar held in September 2017 was well attended by a wide cross section of industry with representatives from several of the major training organisations, MROs, unions and the Civil Aviation Safety Authority. Dissenting views are not expected to result from this Case for Change.

Impact of change

Impact of recommended changes on stakeholders

This proposed pathway removes a barrier and provides access for apprentices to become piston engine aeroplane and helicopter LAMEs. There is currently no pathway to achieve this for employees who have not already commenced this process or gained an Aviation Reference Number. This has a major impact on the general aviation industry across Australia.

The impact on RTOs should be minimal as these units of competency were previously available and will be "electives".

Impacts of Risks of not implementing the changes

The average age of a LAME in General Aviation is approximately 55 and, with no pathway for apprentices, the industry is at risk of not having a skilled workforce available to address current demand or future growth. This also limits industry opportunities to develop new markets in the Asia Pacific.

CASA's extended availability for use of the CASA Basics Examinations and a Schedule of Experience as an alternate pathway for candidates seeking a B1.2 or B1.4 small aircraft licence outcome will expire on 3 July 2020. This alternate training pathway was only made available as a temporary measure, pending any changes required to be made to the Aeroskills Training Package resulting from CASA's review of Part 66 generally. If these changes to reinsert training pathways for the B1.2 and B1.4 licences are not made to the Aeroskills Training Package, there is a real risk of no training pathway being available to industry, as CASA have given no indication to a further extension to the use of the CASA Basics and SOE beyond July 2020.

Estimated timeframes

This proposed change is important to the aerospace industry. The industry is keen to see the changes in place by the middle of 2018 or sooner. It is expected that the work involved in making the proposed changes to the training packages will take four months including one month of consultation from receipt of the work order from the department.

As the qualifications are currently offered by RTOs, it is expected they would offer the new arrangements subject to demand. These are not expected to be impediments to implementation.

Implementing the COAG Industry and Skills Council (CISC) reforms for Training Packages

This Case for Change will implement the CISC reforms to the Training Package System as follows:

- removing obsolete and superfluous qualifications from the training system to make it easier for consumers to find the training relevant to their needs;

  - This Case for Change does not include removing any obsolete of superfluous Training Package products but rather enhances the existing qualification by broadening its applicability to those seeking B1.2 and B1.4 licences and usefulness to the industry.
- making more information available about industry's expectations of training delivery to training providers to improve their delivery and to consumers to enable them to make more informed course choices;
  - Industry's expectations of training delivery will be provided in the Companion Volume including references to career pathways.
- ensuring the training system better supports individuals to move easily from one related occupation to another;
  - CASA licensing requirements while very specific, also share many common units of competency and are aligned with international standards. The students that are moving in this licensed pathway will find it easier to transition from one sub-category to another within the aircraft maintenance industry and from general aviation to commercial aviation. This should also reduce the cost of training for the RTO/MTO and the student as well.
- improving the efficiency of the training system by creating units that can be owned and used by multiple industry sectors and housing these units in a 'work and participation bank';
  - Listed units will need to be transitioned to comply to the current training package standards as part of this Case for Change. These units were not superseded resulting in a gap in the current qualifications. Once the units are transitioned this gap will be addressed. The 'work and participation bank' will be reviewed to determine whether any units held in the bank are of relevance to this qualification and can be used to replace native units and whether any of the units being reviewed as part of this Case for Change are of relevance to other industry sectors and then house them in the 'work and participation bank'.
- fostering greater recognition of skill sets; and
  - This Case for Change while having no impact on greater recognition of skills sets will provide an additional career pathway into licensed occupations.
- ensuring that accredited courses 'fill the gap' in training packages and provide for training courses to be developed as quickly as industry needs them and support niche skill needs:
  - This Case for Change does not relate to accredited courses.

IRC Signoff

This Case for Change was agreed to by the Aerospace IRC

Name of Chair	Russell Burgess
Signature of Chair	
Date	26 October 2017

Attachment A: Training Package components to change

Innovation and Business Skills Australia – Manufacturing

Contact details: IBSA - Manufacturing

Date submitted: October 2017

Training Package Code	Training Package Name	Product Code	Product Name	IRC Name	Review status	Change Required
MEA	Aeroskills	MEA50215	Diploma of Aeroskills (Mechanical)	Aerospace		Inclusion of a pathway for a piston engine licence by adding MEA312, MEA 313 and MEA362.
MEA	Aeroskills	MEA312	Inspect, test and troubleshoot aircraft fixed wing flight control systems and components	Aerospace		Assessment against current job requirements including covering piston aspects as per the CASA Part 66 MOS and review for compliance with the current standards and COAG Industry and Skills Council (CISC) reform requirements.
MEA	Aeroskills	MEA313	Inspect, test and troubleshoot piston engine systems and components	Aerospace		
MEA	Aeroskills	MEA362	Maintain aircraft vapour cycle air conditioning systems	Aerospace		
MEA	Aeroskills	MEA111	Perform administrative processes to prepare for the certification of civil aircraft maintenance	Aerospace		Review to align to current job roles and COAG Industry and Skills Council (CISC) reform requirements.
MEA	Aeroskills	MEA112	Plan and implement civil aircraft maintenance activities	Aerospace		
MEA	Aeroskills	MEA113	Supervise civil aircraft maintenance activities and manage human resources in the workplace	Aerospace		

Training Package Code	Training Package Name	Product Code	Product Name	IRC Name	Review status	Change Required
MEA	Aeroskills	MEA148	Apply mathematics and physics in aviation maintenance	Aerospace		Review to align to current job roles and COAG Industry and Skills Council (CISC) reform requirements.
MEA	Aeroskills	MEA201	Remove and install miscellaneous aircraft electrical hardware/components	Aerospace		
MEA	Aeroskills	MEA203	Remove and install advanced aircraft electrical system components	Aerospace		
MEA	Aeroskills	MEA208	Remove and install pressurisation control system components	Aerospace		
MEA	Aeroskills	MEA209	Remove and install aircraft oxygen system components	Aerospace		
MEA	Aeroskills	MEA219	Inspect, test and troubleshoot pressurisation control systems and components	Aerospace		
MEA	Aeroskills	MEA222	Inspect, test and troubleshoot aircraft oxygen systems and components	Aerospace		
MEA	Aeroskills	MEA223	Inspect aircraft electrical systems and components	Aerospace		
MEA	Aeroskills	MEA227	Test and troubleshoot aircraft electrical systems and components	Aerospace		
MEA	Aeroskills	MEA246	Fabricate and/or repair aircraft electrical hardware or parts	Aerospace		
MEA	Aeroskills	MEA301	Perform aircraft flight servicing	Aerospace		
MEA	Aeroskills	MEA303	Remove and install aircraft pneumatic system components	Aerospace		
MEA	Aeroskills	MEA304	Remove and install non-pressurised aircraft structural and non-structural components	Aerospace		
MEA	Aeroskills	MEA305	Remove and install aircraft fixed wing flight control system components	Aerospace		
MEA	Aeroskills	MEA306	Remove and install engines and engine system components	Aerospace		
MEA	Aeroskills	MEA307	Remove and install propeller systems and components	Aerospace		
MEA	Aeroskills	MEA308	Remove and install rotary wing rotor and flight control system components	Aerospace		

Training Package Code	Training Package Name	Product Code	Product Name	IRC Name	Review status	Change Required
MEA	Aeroskills	MEA309	Inspect, test and troubleshoot aircraft hydro-mechanical and landing gear systems and components	Aerospace		Review to align to current job roles and COAG Industry and Skills Council (CISC) reform requirements.
MEA	Aeroskills	MEA310	Inspect, test and troubleshoot aircraft pneumatic systems and components	Aerospace		
MEA	Aeroskills	MEA315	Inspect, test and troubleshoot propeller systems and components	Aerospace		
MEA	Aeroskills	MEA316	Inspect, test and troubleshoot rotary wing rotor and control systems and components	Aerospace		
MEA	Aeroskills	MEA317	Remove and install pressurised aircraft structural and non-structural components	Aerospace		
MEA	Aeroskills	MEA318	Inspect aircraft hydro-mechanical, mechanical, gaseous and landing gear systems and components	Aerospace		
MEA	Aeroskills	MEA319	Inspect gas turbine engine systems and components	Aerospace		
MEA	Aeroskills	MEA320	Test and troubleshoot aircraft hydro-mechanical, mechanical, gaseous and landing gear systems and components	Aerospace		
MEA	Aeroskills	MEA321	Test and troubleshoot aircraft fixed wing flight control systems and components	Aerospace		
MEA	Aeroskills	MEA322	Test and troubleshoot gas turbine engine systems and components	Aerospace		
MEA	Aeroskills	MEA323	Perform advanced troubleshooting in aircraft mechanical maintenance	Aerospace		
MEA	Aeroskills	MEA325	Weigh aircraft and perform aircraft weight and balance calculations as a result of modifications	Aerospace		
MEA	Aeroskills	MEA328	Maintain and/or repair aircraft mechanical components or parts	Aerospace		
MEA	Aeroskills	MEA339	Inspect, repair and maintain aircraft structures	Aerospace		
MEA	Aeroskills	MEA343	Remove and install avionic system components	Aerospace		

Training Package Code	Training Package Name	Product Code	Product Name	IRC Name	Review status	Change Required
MEA	Aeroskills	MEA365	Assess structural repair/modification requirements and evaluate structural repairs and modifications	Aerospace		

Attachment B: Stakeholder Consultation Method and Scale

Industry Stakeholders

Name of Stakeholder	Title Organisation	Detail method(s) and Scale of Consultation
Mr Russell Burgess	Qantas Airways Limited	Member of IRC formed Sub-committee and key contributor to draft and final Case for Change (August – October 2017)
Mr Ken Cannane	Aviation Maintenance Repair Overhaul Business Association (AMROBA)	Member of IRC formed Sub-committee and key contributor to draft and final Case for Change (August - October 2017)
Mr Mike Higgins	Regional Aviation Association of Australia	Member of IRC formed Sub-committee and key contributor to draft and final Case for Change (August - October 2017)
Mr Stephen Re	Australian Licensed Aircraft Engineers Association	Member of IRC formed Sub-committee and key contributor to draft and final Case for Change (August - October 2017)
Mr Warren Bossie	Hawker Pacific	Member of IRC formed Sub-committee and key contributor to draft and final Case for Change (August - October 2017)
Mr Murray Ireland	CEO Aerospace Enterprise	Reviewed draft Case for Change (September)
Mr Tony Brand	Owner/Chief Engineer Horsham Aviation	Reviewed draft Case for Change (September)
Mr Gordon Davis	WOATV Workforce Manager – Aviation Technician Directorate of Navy Workforce Management (DNWM)	Reviewed draft Case for Change (September)
Mr Stephen Death	Owner/Chief Engineer Hazair Pty Ltd	Reviewed draft Case for Change (September)
Mr Paul Jones	Sales and Business Development Manager Aviation Australia	Reviewed draft Case for Change (September)
Mr Peter Pring-Shambler	Engineering Consultant Director, Self Administration - Australian Warbirds Association Limited	Reviewed draft Case for Change (September)

Capt. Vince Yip on behalf of Niall Ryan	MAJ SO2 RAEME Aeroskills Management Army Aviation Centre	Reviewed draft Case for Change (September)
Mr Mark Thompson	Technical Training Manager Aviation Australia	Reviewed draft Case for Change (September)

Licensing and regulatory bodies

Name of Stakeholder	Title Organisation	Detail method(s) and Scale of Consultation
Mr Michael McGill	Civil Aviation Safety Authority	Member of IRC formed Sub-committee and key contributor to draft and final Case for Change (August - October 2017)

Other stakeholders

Name of Stakeholder	Title Organisation	Detail method(s) and Scale of Consultation
Mr Steven Wright	SM TAFE/Progressive Aviation Solutions	Member of IRC formed Sub-committee and key contributor to draft and final Case for Change (August - October 2017)
Mr Stephen Dawkins	Head Teacher Polymers and Aerospace TAFE NSW Padstow	Reviewed draft Case for Change (September)
Mr Russ Hodgkins	Head Teacher Tamworth TAFE	Reviewed draft Case for Change (October)
Mr Greg Holland	Aviation Instructor TAFE SA Parafield	Reviewed draft Case for Change (September)
Mr Ken Mitchell	Director and Senior Instructor Aviation Training Services Nowra	Reviewed draft Case for Change (September)
Mr John Patten	Pt147 Quality Manager Federation Training Victoria	Reviewed draft Case for Change (September)
Mr Ian Bailey	Senior Education – Projects School of Vocational Engineering, Health and Sciences RMIT University	Reviewed draft Case for Change (September)

Mr Brian Camp	Director/Training Manager/Senior Instructor Aviation Training Services Victoria	Reviewed draft Case for Change (September)
Mr Bruce Rogers	CEO Aviation Training Services Victoria	Reviewed draft Case for Change (September)

Government Stakeholders

Name of Stakeholder	Organisation	Detail method(s) and Scale of Consultation
Jessica Barwood Lee Carter	State Training Authority - VIC	Reviewed draft Case for Change (October)
Son Ly Susan Bearfield	State Training Authority – NSW	Reviewed draft Case for Change (October)
Guy Valentine	State Training Authority - QLD	Reviewed draft Case for Change (October)
Jodie Kafer	State Training Authority - ACT	Reviewed draft Case for Change (October)
Nelson Brown Howard Lai	State Training Authority - NT	Reviewed draft Case for Change (October)
Lisa Barron Fiona Preston	State Training Authority - WA	Reviewed draft Case for Change (October)
Marina Borello	State Training Authority - SA	Reviewed draft Case for Change (October)
Bec Evans Lesley French Linda Seaborn Stuart Hollingsworth	State Training Authority - TAS	Reviewed draft Case for Change (October)