Case for Endorsement

MEA Aeroskills Training Package (Version 2)

Submitted by IBSA Manufacturing on behalf of the Aerospace Industry Reference Committee (December 2017)

IBSA
Innovation & Business Skills Australia

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

Aerospace Industry Reference Committee

MEA Version 2 Case for Endorsement (December 2017)

Contents

Section A: Administrative details

A1 Name of Industry Reference Committee (IRC)

Aerospace Industry Reference Committee (See Appendix 1 for member details).

A2 Name of Skills Service Organisation (SSO)

Innovation and Business Skills Australia (IBSA) Manufacturing.

A3 Title and code training package components submitted for approval

Aeroskills Training Package (Version 2) components submitted for approval are:

- nine revised equivalent qualifications:
  - ◦ MEA41118 Certificate IV in Aeronautical Life Support Equipment
  - ◦ MEA50318 Diploma of Aviation Maintenance Management (Avionics)
  - ◦ MEA50418 Diploma of Aviation Maintenance Management (Mechanical)
  - ◦ MEA50518 Diploma of Aeroskills (Non-Destructive Testing)
  - ◦ MEA50618 Diploma of Aeronautical Engineering
  - ◦ MEA60118 Advanced Diploma of Aviation Maintenance Management (Avionics)
  - ◦ MEA60218 Advanced Diploma of Aviation Maintenance Management (Mechanical)
  - ◦ MEA60418 Advanced Diploma of Aeronautical Engineering
  - ◦ MEA60518 Advanced Diploma of Avionic Engineering
- one new unit of competency: MEA731 Perform aircraft weight control activities
- two revised non-equivalent units of competency:
  - ◦ MEA144 Coordinate change programs in the aviation maintenance environment
  - ◦ MEA153 Communicate aviation technical and maintenance management knowledge.

Note: A range of further revised equivalent MEA components are being included as an IRC upgrade in Version 2 of MEA. This further material has been reviewed, with industry confirming vocational outcomes to be unchanged and the material to be equivalent to previous versions. All material is provided as Attachment 1 to this Case for Endorsement.

A4 Case for Change information

A4. 1 Reference number

This Case for Endorsement (CfE) was prepared by IBSA Manufacturing on behalf of the Aerospace IRC. It builds on work proposed by Manufacturing Skills Australia, in its 30 November 2016 '*MEA Aeroskills Training Package Business Case*' and associated Activity Order reference: IBSA/TPD/2016-2017/001.

A4. 2 Date approved

The Case for Change was approved by the AISC in December 2016.

A4. 3 Requirements set by the AISC

1. Review MEA41115 Certificate IV in Aircraft Life Support and Furnishing to align with the requirements of the principle user (Australian Defence Force [ADF]), to result in a new qualification with the title Certificate IV in Aeronautical Life Support Equipment

2. Develop one new unit of competency to meet licensing requirements: MEA731 *Perform aircraft weight control activities*.

3   Revise four qualifications to include the new unit of competency MEA731:
   - MEA50415 Diploma of Aviation Maintenance Management (Mechanical)
   - MEA50615 Diploma of Aeronautical Engineering
   - MEA60215 Advanced Diploma of Aviation Maintenance Management (Mechanical)
   - MEA60415 Advanced Diploma of Aeronautical Engineering

4   Revise five units of competency to ensure compliance with updated regulatory standards:
   - MEA205 Remove and install advanced aircraft instrument system components
   - MEA207 Remove and install aircraft electronic system components
   - MEA211 Inspect, test and troubleshoot advanced aircraft electrical systems and components
   - MEA289 Maintain basic light aircraft avionic systems and components
   - MEA356 Maintain light piston engine aircraft pressurisation systems

5   Revise one skill set to ensure that it continues to meet the regulatory requirements of the ADF: MEASS00348 MTA001 Aircraft egress system maintenance

6   Review a further 40 MEA units of competency detailed in Attachment A of the Activity Order.

7   Prepare for amendments required on completion of the *Civil Aviation Safety Authority's* (CASA's) comprehensive review of all relevant aircraft maintenance regulatory licensing processions covered by Part 66 of the *Civil Aviation Safety Regulations* 1998.

8   Undertake the consultation required to update the Aeroskills Training Package units of competency MEA362 and MEA320.

9   Provide advice as part of the Case for Endorsement as to how the new/modified components will support implementation of the November 2015 COAG Industry and Skills Council training package reforms.

Section B: Description of work and request for approval

B1 Description of work undertaken and why

B1. 1 Work undertaken on draft endorsed components

This Case for Endorsement seeks AISC approval of changes to the MEA Aeroskills Training Package, now validated by stakeholders, as set out in the approved MEA Activity Order[1] and detailed below.

The work was undertaken to respond to regulatory compliance, industry trends, and workforce needs in the aerospace industry. The Aerospace IRC took the opportunity of this review to implement a range of minor changes to the draft MEA training product so that it better aligned to current training package policy requirements set out in the *Standards for Training Packages 2012* and associated templates and policy documentation.

The draft endorsed components are:

1   Revised MEA41115 *Certificate IV in Aircraft Life Support and Furnishing* and associated aeronautical life support units of competency to address current Defence requirements for Air Force aeronautical life support equipment mustering to meet major Defence systems capability outlined in Air Force strategic documentation.

   The work on MEA41115 *Certificate IV in Aircraft Life Support and Furnishing* addressed current Defence licensing, regulatory and quality system requirements for the Air Force Aeronautical

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[1] The scope of work associated with MEA Version 2 was detailed in Attachment A of the Department's Activity Order relating to MEA Aeroskills Training Package (Order reference: IBSA/TPD/2016-2017/001).

Life Support Equipment mustering to meet major Defence systems capability as outlined in Plan Jericho[2] and Air Force Strategy 2017−27[3].

The reviewed qualification resulted in the revised MEA41118 *Certificate IV in Aeronautical Life Support Equipment*. Industry stakeholders confirmed that the vocational outcomes of the revised qualification were equivalent.

2   Developed one new unit of competency to meet licensing requirements: MEA731 *Perform aircraft weight control activities*.

3   Reviewed two further existing MEA units of competency, which resulted in the units being deemed by stakeholders to be not equivalent:
   - MEA144 Coordinate change programs in the aviation maintenance environment
   - MEA153 Communicate aviation technical and maintenance management knowledge

4   Revised four qualifications to include the new unit of competency MEA731 *Perform aircraft weight control activities*:
   - MEA50415 Diploma of Aviation Maintenance Management (Mechanical)
   - MEA50615 Diploma of Aeronautical Engineering
   - MEA60215 Advanced Diploma of Aviation Maintenance Management (Mechanical)
   - MEA60415 Advanced Diploma of Aeronautical Engineering.

It is noted that as part of routine qualification maintenance of the above four qualifications:
   - superseded core units (MEA144 or MEA153 – see details below) were replaced with their non-equivalent versions
   - superseded imported units of competency were updated to their equivalent current versions
   - changes to MEA unit titles made during this Version 2 MEA review work were applied.

While industry stakeholders confirmed that the vocational outcomes of the above revised four qualifications were equivalent, given the change to one of the core units, the qualifications were recoded as follows:
   - MEA50418 Diploma of Aviation Maintenance Management (Mechanical)
   - MEA50618 Diploma of Aeronautical Engineering
   - MEA60218 Advanced Diploma of Aviation Maintenance Management (Mechanical)
   - MEA60418 Advanced Diploma of Aeronautical Engineering.

5   As a result of the two revised non-equivalent units above (MEA144 and MEA153) being in the core of a further four existing MEA qualifications, those four qualifications were re-coded and included in this Case for Endorsement as equivalent revised versions:
   - MEA50318 Diploma of Aviation Maintenance Management (Avionics)
   - MEA50518 Diploma of Aeroskills (Non-Destructive Testing)
   - MEA60118 Advanced Diploma of Aviation Maintenance Management (Avionics)
   - MEA60518 Advanced Diploma of Avionic Engineering

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[2] Royal Australian Air Force Plan Jericho: http://www.airforce.gov.au/docs/Program%20of%20Work%202016.pdf

[3] Air Force Strategy 2017-27: https://www.airforce.gov.au/docs/Air%20Force%20Strategy%202017-27%20Poster.pdf

B1. 2 Work undertaken on draft IRC upgrade components

In line with recent instructions from the Department of Education and Training, the draft IRC upgrade components being included in Version 2 of MEA Aeroskills Training Package are also briefly detailed in this Case for Endorsement.

The draft IRC upgrade components are:

1 Revised five units of competency to ensure compliance with updated regulatory standards:

- MEA205 Remove and install advanced aircraft instrument system components
- MEA207 Remove and install aircraft electronic system components
- MEA211 Inspect, test and troubleshoot advanced aircraft electrical systems and components
- MEA289 Maintain basic light aircraft avionic systems and components
- MEA356 Maintain light piston engine aircraft pressurisation systems

Industry stakeholders confirmed that the vocational outcomes of the revised five units of competency were equivalent.

2 Revised one skill set to ensure that it continues to meet the regulatory requirements of the ADF: MEASS00348 MTA001 Aircraft egress system maintenance.

Industry stakeholders confirmed that the vocational outcomes of the revised skill set were equivalent.

3 Reviewed a further 40 MEA units of competency detailed in Attachment A of the Activity Order under which this body of MEA work was undertaken (Reference: IBSA/TPD/2016-2017/001), which listed 79 units of competency, 40 of which were to be reviewed.

Changes made to all 40 reviewed units address current industry skill needs and requirements, including:

- ensuring their alignment with the current requirements of the unit and assessment requirements templates in the *Standards for Training Packages 2012*
- reducing, where feasible and safe to do so, prerequisite units cited in the units – in line with vocational education and training (VET) reforms to training packages aimed at supporting individuals to move easily from one related occupation to another. See Section G1 (page 14) for further information.

The changes made during the revision work will have implications for training delivery and assessment (see Section E2, page 11), but in keeping with the equivalence instructions in *Training Package Product Policy* (page 5) these implications do not impact on the determination of equivalence.

Industry has deemed these 40 revised units of competency to be equivalent to their previous versions. To minimise the impact on implementation, codes of the previous version of units were retained but the new release number of each unit was noted in the units' mapping information section as well as in the Companion Volume Implementation Guide unit mapping table.

4 Revised 16 MEA qualifications affected by the changes to the unit work detailed above. Industry stakeholders confirmed that the vocational outcomes of the following revised 16 qualifications were equivalent.

- MEA20415 Certificate II in Aeroskills
- MEA20515 Certificate II in Aircraft Line Maintenance
- MEA20615 Certificate II in Aircraft Surface Finishing

- MEA30115 Certificate III in Aircraft Surface Finishing
- MEA30215 Certificate III in Aeroskills (Mechatronics)
- MEA30315 Certificate III in Aircraft Life Support and Furnishing
- MEA40615 Certificate IV in Aeroskills (Avionics)
- MEA40715 Certificate IV in Aeroskills (Mechanical)
- MEA40915 Certificate IV in Aircraft Surface Finishing
- MEA41015 Certificate IV in Aeroskills (Mechatronics)
- MEA41215 Certificate IV in Aeroskills (Armament)
- MEA41315 Certificate IV in Aeroskills (Structures)
- MEA50115 Diploma of Aeroskills (Avionics)
- MEA50215 Diploma of Aeroskills (Mechanical)
- MEA50715 Diploma of Avionic Engineering
- MEA60315 Advanced Diploma of Aviation Non-Destructive Testing

Given the minor changes to these 16 qualifications, no change to code was required and so they are submitted as an IRC upgrade.

5   Prepared for amendments required on completion of the *Civil Aviation Safety Authority's* comprehensive review of all relevant aircraft maintenance regulatory licensing processions covered by Part 66 of the *Civil Aviation Safety Regulations* 1998.

In the course of development, matters relating to the comprehensive review underway of relevant regulatory licensing provisions by CASA that will impact on MEA as a training package were also noted for future revision work.

6   Undertook consultation required to update the Aeroskills Training Package units of competency MEA362 and MEA320.

In the course of this development work, matters relating to the update of MEA362 and MEA320 were noted for future revision work.

7   Provided advice as part of the Case for Endorsement as to how the new/modified components will support implementation of the November 2015 COAG Industry and Skills Council training package reforms.

See Section E of this Case for Endorsement.

B1. 3 Research and consultation work undertaken in response to Case for Change

1   As outlined in the activity order of this project, IBSA manufacturing has commenced consultation of MEA362 and MEA320s, however this work was not finalised as part of the Case for Endorsement. The Aerospace IRC developed a Case for Change which was submitted in December 2017, to review MEA50215 Diploma of Aerospace (Mechanical) and include MEA362 Maintain aircraft vapour cycle air conditioning systems back into the Diploma and review MEA320 Test and troubleshoot aircraft hydro-mechanical, gaseous and landing gear systems and components. The work outlined in the Case for Change, is expected to be finalised by June 2018. It should be noted that this work does not form part of this Case for Change and can only be finalised on the completion of CASA's comprehensive review of all relevant aircraft maintenance regulatory licensing provisions covered by Part 66 of the Civil Aviation Safety Regulations 1998, which is not complete and not expected for a further twelve months. The MEA Version 2 project work provided the Aerospace IRC and IBSA Manufacturing with an opportunity to work closely with CASA, liaising specifically around future amendments of MEA product indicated by the CASA review underway. Stakeholder engagement around those issues has commenced.

2   The next full review of MEA will also update MEA362 Maintain aircraft vapour cycle air conditioning systems and MEA320 Test and troubleshoot aircraft hydro-mechanical, gaseous and landing gear systems and components. As part of the Version 2 consultation, IBSA Manufacturing sought to engage stakeholders with regard to issues to be addressed when revising these two units.

B2 Decision being sought from AISC

Endorsement of:

- MEA41118 *Certificate IV in Aeronautical Life Support Equipment*
- MEA50318 *Diploma of Aviation Maintenance Management (Avionics)*
- MEA50418 *Diploma of Aviation Maintenance Management (Mechanical)*
- MEA50518 *Diploma of Aeroskills (Non-Destructive Testing)*
- MEA50618 *Diploma of Aeronautical Engineering*
- MEA60118 *Advanced Diploma of Aviation Maintenance Management (Avionics)*
- MEA60218 *Advanced Diploma of Aviation Maintenance Management (Mechanical)*
- MEA60418 *Advanced Diploma of Aeronautical Engineering*
- MEA60518 *Advanced Diploma of Avionic Engineering*
- MEA144 *Coordinate change programs in the aviation maintenance environment*
- MEA153 *Communicate aviation technical and maintenance management knowledge*
- MEA731 *Perform aircraft weight control activities*.

Section C: Evidence of industry support

C1 Written evidence of IRC support

The Aerospace IRC recommends that the above products (Section B2) be endorsed based on the justification detailed in this Case for Endorsement. (See Appendix 2 and Attachment 1)

Aerospace IRC members endorsed the MEA Training Advisory Committee's (TAC) recommendation to submit the draft revised MEA41118 *Certificate IV in Aeronautical Life Support Equipment*, eight revised equivalent MEA qualifications, the draft newly developed MEA731 *Perform aircraft weight control activities*, and two non-equivalent revised MEA units of competency (MEA144 and MEA153) to the Australian Industry Skills Committee (AISC) for endorsement.

In line with training package component quality principle 4 relating to flexibility, the Aerospace IRC agreed to remove a small number of prerequisites from a further reviewed 19 MEA units of

competency. In some cases this resulted in removal of prerequisites, in others reduction. While this removal/reduction of prerequisites supports equitable access, it poses a technical problem with regard to unit coding – technically, if prerequisite requirements are removed from a unit, the unit should be re-coded, but the Aerospace IRC has asked the AISC that this not happen for the following reasons:

- The Civil Aviation Safety Authority (CASA) is currently reviewing all of the qualifications and this review is expected to be completed within the next 12 months. The review will be extensive and potentially incorporate harmonisation with international training standards. Consequently, the full impact of harmonisation in terms of job roles, licensing requirements, and alignment to globally recognised training is expected to make extensive changes to all MEA training package components, and will result in a training package review and code change. The Aerospace IRC is working with CASA to promote national and international portability (in line with training package component quality principle 2). Any code change would require a major remapping program for CASA to update mapped licence pathways to MEA training package. This would create a further delay in delivering the solutions provided in this case for endorsement.

- There will be unnecessary financial impact to registered training organisations (RTOs) and potential confusion to the aviation industry, if codes are changed at this point and changed again due to updates as a result of the current CASA review of qualifications and units.

- In practical terms, the changes to the units are only minor and do not warrant a change of code, as there is no vocational/job outcome impact.

In summary, the Aerospace IRC is of the opinion that the current unit codes should be maintained in this submission to maintain continuity with CASA licence mapping and remove unnecessary duplication associated with the CASA review and costs to RTOs, and that the units be submitted as part of an IRC upgrade.

C2 Evidence of consultation with relevant stakeholders

Aerospace IRC members support the draft MEA qualifications and units of competency and the analysis of the anticipated impact of the change on the industry and on the vocational education and training (VET) sector. IRC members provided extensive direction and assistance in the development of the MEA Version 2 training components. Written evidence of this support is documented in Appendix 2.

Key individual and group stakeholders identified by the Aerospace IRC were consulted in two stages, and provided information on the MEA Aeroskills Version 2 project and the development of the associated training package components.

The consulted key stakeholders are detailed in Appendix 3.

The following diverse consultation strategies with the aviation industry and training organisations were used to ensure that relevant stakeholders were consulted:

- face-to-face and phone meetings and emails to key industry stakeholders
- IRC member communications to their relevant industry networks using various methods
- emails to State and Territory Training Authorities (STAs) and VET regulators
- project progress updates to stakeholders providing information about the progress updates and draft materials posted on the IBSA website throughout the life of the project
- TAC meetings – noting that the TAC was made up of ADF personnel only and for so for security reasons neither the TAC membership nor meeting minutes can be made available in this Case for Endorsement.

Resulting from the above comprehensive consultation program, no further feedback was submitted during the final validation of draft MEA training product.

C3 Evidence of engagement with and advice from States and Territories

Stakeholder feedback was collected by phone and email including sign off from the Aerospace IRC on the 1 December 2017.

State and territory industry stakeholder views were sought via phone meeting on the draft endorsed components and related training and VET policy matters, and all feedback presented to both Defence and the IRC during the transition, review and development of the draft endorsed material.

All key stakeholder feedback was considered during the consultation periods, and access to draft material was made available to industry stakeholders on the IBSA Manufacturing website project page for industry sector-wide consultation.

No MEA training package component is being proposed for deletion from the National Register in this Case for Endorsement being submitted to the AISC.

Following two comprehensive rounds of industry and RTO consultation, IBSA circulated the MEA, Case for Endorsement to all State and Territory Training Authorities and associated support staff on the 1 December 2017 for review and feedback within two weeks.

Feedback and Case for Endorsement approval was received from NSW, Northern Territory, Western Australian, Tasmania and Victoria, no objections were raised by any of the STA's.

C4 Competing views

There is a limited number of stakeholders delivering the draft MEA components. Those delivering are aware of the minimum standard arrangements to which the Aerospace IRC and CASA requirements adhere. No alternative view or alternative arrangements in relation to the draft endorsed material were proposed to Aerospace IRC members by external stakeholders or the Defence industry that would have better suited the needs of skilling requirements.

C5 Report by exception

There is no report by exception for the MEA Training Package Version 2 being submitted to the AISC. There were no divergent stakeholder views on the final draft product.

C6 Evidence of key stakeholder awareness of expected impact of changes

Key stakeholder views were sought in regard to the expected impact of changes. For security reasons, the extensive number of internal Defence stakeholders consulted cannot be provided. Stakeholders external to Defence are listed in Appendix 3.

As part of the ongoing project communication strategy, all public, government and Defence stakeholders were regularly informed of the expected impact during the consultation periods by email.

All stakeholder feedback was provided to the Aerospace IRC for consideration and any IRC decisions on the applicability of the feedback were reflected in draft product. See Issues Register included as Appendix 4.

Section D: Industry expectations about training delivery

D1 Advice about industry's expectations of training delivery

The draft endorsed components impact directly on the personal safety and protection of the aviation industry, and in the case of MEA41118 *Certificate IV in Aeronautical Life Support Equipment*, of Defence personnel in Australia or deployed overseas in the area of operations. Consequently, the timely implementation of any new material is crucial. Particularly critical are those qualifications and units of competency developed in response to broader Defence and Australian Government strategic reviews. Implementation will be completed according to government policy intent and timelines.

MEA41118 *Certificate IV in Aeronautical Life Support Equipment* applies to members of the ADF and to employees of civil aviation maintenance organisations (AMOs) who work on the maintenance of aircraft and personal life support equipment, and on the fabrication and maintenance of aircraft furnishings. Training delivery will need to comply with the airworthiness regulatory systems of the ADF and of CASA. The proposed revised Certificate IV qualification and revised aeronautical life support units of competency[4] address current Defence requirements for the Air Force aeronautical life support equipment mustering to meet major Defence systems capability as outlined in Plan Jericho[5] and Air Force Strategy 2017−27[6].

The components reflect the requirements of the *Standards for Training Packages 2012*.

Timelines for implementation of the components

Air Force requires the delivery of training for this qualification to commence by the end of January 2018. As such, the implementation of the MEA Training Package Version 2, is required as a matter of priority, consistent with national policies for the transition and teach out of superseded Training Package components.

Industry's imperatives and timelines for implementation of Version 2 components

MEA training providers will focus on providing quality training and assessment that are consistent and meet the outcomes identified in the units of competency.

The timeline for implementing the Air Force aeronautical life support equipment units of competency will align with Defence industry expectation to operate effectively and efficiently in the area of operations.

Reflection of contemporary work organisation and job profiles

The close involvement of the Aerospace IRC and nominated key stakeholders during the development of Version 2 MEA training product ensures that the material reflects contemporary work organisation and job profiles.

With regard to MEA41118 *Certificate IV in Aeronautical Life Support Equipment* and its units of competency: Defence's main role is to deter or defeat attacks on its territory, contribute to the stability and security of its immediate region, and help meet Australia's international obligations. The Air Force technical trade/mustering of aeronautical life support equipment is a fundamental input to Defence's aviation capability. It is essential to meeting the requirements of identified future Air Force technical capability.

Supporting movement of skills within and across organisations and sectors

The Air Force aeronautical life support equipment will complete cross-trade training, which enables aviation trade multi-employment tasking. All Air Force technical trades complete the same prerequisite units of competency before commencing specialist training. This is a minimum standard within Air Force aviation trade recruits, which enables all technical trade mustering's to be innovative allowing multi-tasking/employment on the flight line/runway or within the designated area of operations.

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[4] These draft revised units have been deemed to be equivalent by stakeholders. They are listed in the MEA Version 2 Modification History table and are being submitted as an IRC update.

[5] Royal Australian Air Force Plan Jericho: http://www.airforce.gov.au/docs/Program%20of%20Work%202016.pdf

[6] Air Force Strategy 2017-27: https://www.airforce.gov.au/docs/Air%20Force%20Strategy%202017-27%20Poster.pdf

Credit arrangements existing between Training Package qualifications and higher education qualifications

Three standard prerequisite technical trade units of competency allow for credit arrangements for cross-trade employment or a change of mustering within the Navy, Army or Air Force aviation technical trades.

There are currently no defined pathways from the nine qualifications being submitted for endorsement to higher education.

Volume of learning

The revised qualifications have been developed with strong industry consultation and support that recommends the volume of learning typical for the AQF levels to which they align.

D2 Traineeship or apprenticeship advice

The units of competency in the draft endorsed MEA41118 *Certificate IV in Aeronautical Life Support Equipment* would be suitable for a traineeship or an apprenticeship, should these units be selected as an elective in a qualification that is used as a traineeship or apprenticeship.

Section E: Implementation of MEA Version 2 components

E1 Occupational and licensing requirements

Aviation maintenance is highly regulated by both the ADF and CASA. In the case of CASA, regulations are often based on International Civil Aviation Organisation (ICAO) requirements and are aligned with those of the European Aviation Safety Agency (EASA). For this reason, comprehensive advice is provided in the MEA Companion Volume Implementation Guide on occupational and licensing requirements, with users advised to contact CASA for authoritative information on licensing requirements.

Licensing and regulatory requirements are also embedded in MEA units of competency. Where knowledge of legal and legislative requirements is needed to carry out a function it is specified in the unit of competency. These requirements, as well as other licensing and regulatory requirements, will not impede the implementation of the MEA Training Package Version 2.

With regard to the draft endorsed components:

- *MEA41118 Certificate IV in Aeronautical Life Support Equipment* has been revised to support a specific job role within Defence to enable the Air Force to meet their future aeronautical requirements. The qualification applies to workplaces that operate under the airworthiness regulatory systems of the ADF and the Civil Aviation Safety Authority. The qualification enables the new job profile for junior Defence members to complete their role at the non-supervisory level and allows for innovative employment across the aviation technical trades.
- The newly developed MEA731 unit and the two revised non-equivalent units (MEA144 and MEA153) form part of the CASA requirement for maintenance certification licences under Civil Aviation Safety Regulation (CASR) Part 66. Where unit users seek CASA licensing outcome, they are advised in the unit to refer to the licensing provisions in the MEA Aeroskills Companion Volume Implementation Guide.

E2 Implementation issues

Meeting the diversity of individual and enterprise needs

The draft endorsed comments detailed in this submission have been developed in consultation with Defence, the Aerospace IRC, and appropriate industry sector specialists.

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MEA41118 Certificate IV in Aeronautical Life Support Equipment is intended for Defence use only and meets the diversity of the individual and enterprise needs of Defence's capability requirements. The qualification will elevate trade mustering into being more innovative within the area of operations and the aviation technical trades.

The Equity Report completed by an independent Training Package Quality Assurance member states that the draft endorsed material is flexible and enables application in different contexts.

Supporting equitable access and progression of learners

The equity review further confirmed that the proposed draft endorsed material does not impose barriers to completion and meet the agreed requirements for access and equity, including the requirements of flexibility and functionality. Access to training and mobility within and between Defence aviation technical trades is supported by industry.

Supporting learner transition between education sectors

There are no formal transition arrangements between the VET sector and the higher education sector for the qualifications and units of competency being submitted to the AISC. Learner transition to the higher education sector will build on the core qualifications obtained in the VET sector.

Defence units of competency and qualifications are specialist in nature and as such, have not previously been available in other education sectors. However, the attainment of MEA qualifications may support access to further work and/or qualification pathways.

Supporting movement of skills within and across organisations and sectors

MEA41118 Certificate IV in Aeronautical Life Support Equipment

Defence is currently the sole user of *MEA41118 Certificate IV in Aeronautical Life Support Equipment*. However, the qualification may be used to support similar job roles in civilian organisations. Agreement on competency standards was sought from all stakeholders across Defence and is inclusive of other interested stakeholders within the Aerospace IRC. *MEA41118 Certificate IV in Aeronautical Life Support Equipment* and associated units of competency are recognised across Defence and in a variety of work contexts. This framework has resulted in more accurate skills recognition, reducing the duplication of training and supporting the movement of personnel across different organisations within and outside Defence. Additionally, Defence has a large annual recruitment and separation rate and therefore makes a considerable contribution to the up-skilling of the Australian workforce.

Remaining eight MEA qualifications

While the remaining eight revised qualifications are specific to the aviation industry, they include units of competency that are intended to build skills in such areas as self-management and communication that support movement of skills within and across organisations and sectors.

Supporting implementation across a range of settings

The draft endorsed units of competency can be delivered and assessed in the workplace or in a simulated environment. The units can be modified for distance-based learners and cultural appropriateness, and are suitable for the level of communication, language, literacy and numeracy capabilities of the work being performed.

The qualifications and associated units of competency support implementation across a range of settings by providing guidance on assessment, which encourages assessment in a variety of contexts and applications.

STAs, registration and accrediting bodies, and training providers will need to ensure that processes implemented are valid and in line with government policy.

Supporting sound assessment practice

The development work underpinning the draft endorsed material reflects sound assessment practice, which ensures assessment is fair, reliable and evidenced by knowledge, skills and the work performance that meet the agreed industry standards. This is reinforced by the need to respond to technological change, the needs of government, and to provide solutions to an evolving workforce and economy-wide issues.

Evidence must demonstrate that the learner has successfully met the requirements of the elements and performance criteria of each unit of competency. As a minimum, assessors and assessment must satisfy applicable regulatory requirements, which include the *Standards for Registered Training Organisations*, which are current at the time of assessment.

The revision work of the assessment requirements associated with the draft IRC upgrade units of competency will provide assessors with clearer, more detailed information on each unit's evidence requirements, thereby supporting consistent, valid and reliable assessment outcomes.

Supporting implementation across a range of settings

The thoroughness of development, consultation, validation processes underpinning this Case for Endorsement, and the resource requirements specified in the draft endorsed units of competency, ensure that units can be delivered and assessed in a wide variety of contexts and can be implemented nationally.

The material has been written in such a way to support delivery in a range of settings, including distance-based learners. Additionally, training and assessment will be modified to reflect the context, i.e. differences between operational environments across Navy, Army and Air Force may require different types of training. Common training and development are contextualised to reflect the specific workplace requirements.

The assessment requirements associated with draft endorsed units of competency specify delivery and assessment in the workplace and in a simulated workplace-operational environment, according to the demands of the work involved.

The agencies directly involved in the development process are acutely aware of the need to ensure that training can be implemented across a range of settings. This awareness also extends to the high-risk nature of work in Defence and the need to ensure the safety of participants in training and assessment environments.

The draft endorsed components meet the requirements for the *Standards for Training Packages 2012* and the National Register and therefore present no structural barriers at the system implementation level. By incorporating *MEA41118 Certificate IV in Aeronautical Life Support Equipment* and associated units of competency into the MEA Training Package Version 2, Defence will recruit and have access to personnel with high level, transferable skills across the aviation technical trades industry.

Section F: Quality assurance reports

F1 Independent Quality Report

In line with the *Training Package Development and Endorsement Process Policy* (AISC, 2016), the draft material being submitted for endorsement was reviewed by two different members of the *Training Package Quality Assuran*ce panel, one of whom provided an Editorial and Equity Report advising of the product's compliance, the second panel member providing a Quality Report advising of the product's compliance.

The Quality Report is provided in Appendix 5.

F2 SSO declaration

IBSA Manufacturing declares that the proposed training package component(s) meet the requirements of the *Standards for Training Packages 2012, Training Package Products Policy,* and

Training Package Development and Endorsement Process Policy.

F3 MEA Version 2 Companion Volume Implementation Guide confirmation

It is confirmed that the MEA Version 2 Companion Volume Implementation Guide is available and has been quality assured by members of the *Training Package Quality Assura*nce panel.

F4 Statement of evidence against the Training Package Quality Principles

It is hereby stated that evidence demonstrating compliance with the Training Package Quality Principles was collected during the development, validation and endorsement process and confirmed by the *Training Package Quality Assura*nce panel member who provided the Quality Report, who was independent of all development activity.

Section G: Implementation of COAG ISC training package reforms

G1 Support of COAG ISC reforms to training packages

The COAG Industry and Skills Council reforms to training packages[7] were implemented as follows.

1 Remove obsolete and superfluous qualifications from the system.

   In line with the approved Case for Change, this CfE does not include removing any obsolete of superfluous MEA Training Package products.

2 Information available about industry's expectations of training delivery to improve training providers' delivery and enable more informed consumer course choices.

   Consultation during the development phase of this draft training product focused on capturing information to improve delivery. The units and their assessment requirements have been revised to clarify content.

3 Training system that better supports individuals to move easily from one related occupation to another.

   The MEA units are predominantly used in aviation workplaces that operate under the airworthiness regulatory systems of the Australian Defence Force (ADF) and the Civil Aviation Safety Authority (CASA) movement beyond this context is not expected.

   Stakeholders did however identify that the extensive use of prerequisite units could represent an impediment to individuals moving from one related occupation to another. As a result, the prerequisite requirements of the 46 MEA units of competency reviewed in this body of work were analysed and significantly reduced from a combined total of 53 prerequisite units across the 46 reviewed units, to 21. Industry stakeholders confirmed that the removal of these prerequisite units did not affect the vocational outcome of each affected unit.

4 Improved training system efficiency by creating units that can be owned and used by multiple industry sectors.

   The aerospace sector is a highly specialised and regulated sector which as a result tends to preclude the use of MEA units by other industry sectors. Where feasible, units of competency from outside the MEA Training Package were packaged into the qualifications.

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[7] Reforms to training packages outlined in the COAG Industry and Skills Council communiqué 20 November 2015.

5   Foster greater recognition of skill sets.

Skill sets are a feature of the MEA Aeroskills Training Package contains; there being 213 MEA skill sets available on TGA. Other than revising one skill set to ensure it continues to meet the regulatory requirements of the ADF, no new skill sets were developed under this Case for Endorsement.

6   Develop new training courses as quickly as industry needs them and make them available to support niche skill needs.

All Version 2 MEA material is revised material, already available to industry, with the exception of the new unit MEA731 *Perform aircraft weight control activities*. This unit has been developed in a timely manner in response to stakeholder feedback.

G2 Evidence of completion of work assigned

The Aerospace IRC has confirmed that the work assigned by the AISC in Activity Order: IBSA/TPD/2016-2017/001 is now complete.

See Aerospace IRC Chair sign-off below.

Name of Chair	Russell Burgess (Chair)
Signature of Chair	*RBurgen*
Date	1 December 2017

G3 Publication-ready training package components

The draft endorsed components meet the requirements for the *Standards for Training Packages 2012* as well as those of the National Register (www.training.gov.au).

The Aerospace IRC has confirmed the training package component(s) detailed in Section of this Case for Endorsement are prepared for publication.

The Aerospace IRC has confirmed that the work assigned by the AISC in Activity Order: IBSA/TPD/2016-2017/001 is now complete.

See Aerospace IRC Chair sign-off below.

Name of Chair	Russell Burgess (Chair)
Signature of Chair	*RBurgen*
Date	1 December 2017

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Section H: Full content of proposed MEA (V2) components

Attachment 1 to this CfE includes all draft MEA Version 2 endorsed material:

- 9 revised equivalent qualifications:
  - MEA41118 Certificate IV in Aeronautical Life Support Equipment
  - MEA50318 Diploma of Aviation Maintenance Management (Avionics)
  - MEA50418 Diploma of Aviation Maintenance Management (Mechanical)
  - MEA50518 Diploma of Aeroskills (Non-Destructive Testing)
  - MEA50618 Diploma of Aeronautical Engineering
  - MEA60118 Advanced Diploma of Aviation Maintenance Management (Avionics)
  - MEA60218 Advanced Diploma of Aviation Maintenance Management (Mechanical)
  - MEA60418 Advanced Diploma of Aeronautical Engineering
  - MEA60518 Advanced Diploma of Avionic Engineering
- 3 units of competency:
  - MEA144 Coordinate change programs in the aviation maintenance environment
  - MEA153 Communicate aviation technical and maintenance management knowledge
  - MEA731 Perform aircraft weight control activities

Attachment 2 to this CfE includes all draft MEA Version 2 IRC upgrade material:

- 16 revised equivalent qualifications:
  - MEA20415 Certificate II in Aeroskills
  - MEA20515 Certificate II in Aircraft Line Maintenance
  - MEA20615 Certificate II in Aircraft Surface Finishing
  - MEA30115 Certificate III in Aircraft Surface Finishing
  - MEA30215 Certificate III in Aeroskills (Mechatronics)
  - MEA30315 Certificate III in Aircraft Life Support and Furnishing
  - MEA40615 Certificate IV in Aeroskills (Avionics)
  - MEA40715 Certificate IV in Aeroskills (Mechanical)
  - MEA40915 Certificate IV in Aircraft Surface Finishing
  - MEA41015 Certificate IV in Aeroskills (Mechatronics)
  - MEA41215 Certificate IV in Aeroskills (Armament)
  - MEA41315 Certificate IV in Aeroskills (Structures)
  - MEA50115 Diploma of Aeroskills (Avionics)
  - MEA50215 Diploma of Aeroskills (Mechanical)
  - MEA50715 Diploma of Avionic Engineering
  - MEA60315 Advanced Diploma of Aviation Non-Destructive Testing
- 1 revised equivalent skill set:
  - MEASS00348 MTA001 Aircraft egress system maintenance
- 43 revised units of competency:
  - MEA101 Apply work health and safety practices in aviation maintenance
  - MEA103 Plan and organise aviation maintenance work activities
  - MEA105 Apply quality standards during aviation maintenance activities

- ◦ MEA107 Interpret and use aviation maintenance industry manuals and specifications
- ◦ MEA108 Complete aviation maintenance industry documentation
- ◦ MEA109 Perform basic hand skills, standard trade practices and fundamentals in aviation maintenance
- ◦ MEA115 Plan and implement aeronautical product maintenance activities
- ◦ MEA116 Apply work health and safety procedures at supervisor level in aviation maintenance
- ◦ MEA118 Conduct self in the aviation maintenance environment
- ◦ MEA120 Manage an aviation maintenance quality system
- ◦ MEA121 Manage aircraft and aeronautical product configuration
- ◦ MEA122 Manage aircraft and equipment system performance testing
- ◦ MEA123 Manage aviation maintenance work environment policy and practices
- ◦ MEA125 Develop aviation maintenance personnel
- ◦ MEA126 Manage aircraft maintenance activities
- ◦ MEA127 Provide technical advice in the maintenance and management of aircraft and aeronautical product
- ◦ MEA128 Provide engineering advice in the modification, maintenance and management of aircraft systems
- ◦ MEA129 Investigate technical aspects of aviation occurrences
- ◦ MEA130 Manage deployed/detached aviation maintenance activities
- ◦ MEA131 Manage the custody, transfer and disposal of aircraft, aeronautical product and support equipment
- ◦ MEA132 Manage budgetary resources in the aviation maintenance environment
- ◦ MEA134 Establish, maintain and evaluate the organisation's work health and safety system
- ◦ MEA135 Use computers in aviation maintenance-related integrated logistic support activities
- ◦ MEA136 Assess aviation maintenance spares and manage repairable items
- ◦ MEA137 Write aviation technical publications
- ◦ MEA138 Perform aviation technical publication management activities
- ◦ MEA139 Perform aviation maintenance-related integrated logistic support management activities
- ◦ MEA140 Supervise aviation maintenance teams and perform maintenance quality inspections
- ◦ MEA141 Manage risk in aviation maintenance
- ◦ MEA142 Manage self in the aviation maintenance environment
- ◦ MEA143 Develop and manage maintenance error management programs
- ◦ MEA146 Prepare and manage aviation maintenance organisation budgets and financial plans
- ◦ MEA147 Perform airworthiness management and maintenance program tasks
- ◦ MEA205 Remove and install advanced aircraft instrument system components
- ◦ MEA207 Remove and install aircraft electronic system components
- ◦ MEA211 Inspect, test and troubleshoot advanced aircraft electrical systems and components
- ◦ MEA240 Use electrical test equipment to perform basic electrical tests on aircraft and components

- MEA260 Use electrical test equipment in aviation maintenance activities
- MEA289 Maintain basic avionic systems and components
- MEA302 Remove and install aircraft hydro-mechanical and landing gear system components
- MEA340 Lay out and set up aircraft systems
- MEA356 Maintain small piston engine aircraft pressurisation systems
- MEA419 Inspect, repair and modify non-primary structure components in aircraft cabins and cockpits

Appendix 1: Aerospace IRC membership

The table below provides information on individual members of the AISC-approved Aerospace Industry Reference Committee.

Organisation type/ category	Organisation/ area of expertise	Representative	Coverage
Employer/ Peak organisation/ Association	Qantas Airways Limited	Russell Burgess (Chair)	National
	Aviation Maintenance Repair Overhaul Business Association	Ken Cannane	National
	Regional Aviation Association of Australia	Mike Higgins	National
	Department of Defence	Lynda Douglas	National
Small or regional airline operator	Chartair	Douglas Hendry	NT
Union	Australian Licensed Aircraft Engineers Association	Stephen Re	National
	Australian Manufacturing Workers' Union	Paul Baxter	National
	Communication Electrical & Plumbing Union – Electrical Trades Division	Matt Murphy	National
	Australian Workers' Union	Mark Fagan	National
Government regulator	Civil Aviation Safety Authority	Michael McGill	National
Industry expertise	Enterprises engaged in military aircraft repair and maintenance, including Defence contract work	Michael Evans (Deputy Chair)	National
		Warren Bossie	National
	Aviation maintenance repair enterprise	Mary Brown	QLD
	Aviation maintenance repair enterprise - from SA or WA	Steven Wright	National

Appendix 2: Letters of support

28th November 2017

To: Vince Pannozo
        IBSA manufacturing
        Level 11, 176 Wellington Parade
        East Melbourne VIC 3002

Dear Vince

RE: MEA Review

As the Chair of the Aerospace Industry Reference Committee (IRC), I write on behalf of the IRC to support the endorsement of the reviewed Aerospace Training Package components, as completed under Activity Order reference: IBSA/TPD/2016-2017/001.

The training package components have been significantly strengthened and closely reflect current industry practice.

A fully constituted IRC was present to approve the draft components for submission to the Australian Industry and Skills Committee for endorsement.

Regards

Yours sincerely

Russell Burgess
Qantas Engineering
10 Bourke Road
Mascot, NSW, 2020
Tel: (02) 96918801
Mob: 0414797312
Email: rburgess@qantas.com.au

Australian Government

Department of Defence

File Reference: AB33586769
DGLOG-AF/OUT/2017/209

Ms Patricia Needham
Chief Executive Officer
IBSA Manufacturing
MLC Centre, 19-29 Martin Place
Sydney NSW 2000.

LETTER OF SUPPORT FOR THE REVISED CERTIFICATE IV IN AERONAUTICAL LIFE SUPPORT EQUIPMENT

Dear Ms Needham,

1.   Air Force, as the custodian of Defence's initial technical training school, is required to provide a skilled workforce in Aeronautical Life Support Equipment for whole of Defence. As such, Air Force must ensure the training of Defence's Aeronautical Life Support Fitters meets current and future workforce skill needs.

2.   In early 2017, Air Force identified a gap in the Aeroskills Training Package, Aeronautical Life Support Fitter Qualifications. Accordingly, the Defence National Skills Framework team engaged extensively with stakeholders through a Training Advisory Committee to develop a new Certificate IV in Aeronautical Life Support Equipment Qualifications Package (MEA41417). Air Force supports the extensive consultation process that has been undertaken.

3.   Air Force acknowledges that the revised MEA41417 Qualification Package has been developed to contemporise technical terminology and skill requirements. Air Force is currently the sole user of this qualification meaning no other registered training organisations will be impacted.

4.   Air Force has reviewed the revised MEA41417 Qualification Package at Enclosure 1 and provides full support for its implementation. Air Force intends to implement the revised Package from early 2018.

Yours sincerely,

nicholas.moyl
e

Digitally signed by
nicholas.moyle
Date: 2017.11.28 12:22:24
+11'00'

Nic Moyle
Wing Commander
Acting Director Technical Capability
Logistics Branch – Air Force
PO Box 7909
CANBERRA BC ACT 2610
02 6265 5465
nicholas.moyle@defence.gov.au

Appendix 3: Stakeholder consultation

The table below provides information on those specialist stakeholders consulted during the development of MEA41118 Certificate IV in Aeronautical Life Support Equipment beyond the Aerospace IRC.

Organisation type/category	Organisation/ area of expertise	Representative	Coverage
Employer/ Peak organisation/ Association	Department of Defence	WOFF Stew Rawlinson	National
	Department of Defence	FSGT Sebastian Crombie	National
	Department of Defence	WOFF Brett Carter	National
	Department of Defence	FLTLT Andrew Wright	National
Aeroskills specialist	Contractor	Les Watts	
SSO	Training Package Manager	Antoinette Hewitt	National
	Industry Manager	Vincent Panozzo	National
	Project Coordinator	Emma Brown	National
	(Former) Project Coordinator	Robert Cambell	National
	(Former) Training packages in manufacturing	Dorothy Rao	National
	Training packages in manufacturing	Fraser Nelson	National

The table below provides information on those stakeholders consulted during the 2017 MEA Version 2 development project.

First name	Surname	Title	Organisation	Type of organisation	Location	Method of consultation		
						Email	Telephone	Face to face
Lucy	Arundell	Chief Executive Officer	Technical and Further Education Commission	RTO	NSW	☑		
Ian	Bailey	Senior Educator (Projects) School of Engineering (TAFE)	RMIT University	RTO	VIC	☑	☑	☑
Catherine	Baxter	Chief Executive Officer	TAFE NSW - New England Institute	RTO	NSW	☑		
Paul	Baxter	Member of Aerospace Industry Reference Committee (IRC)	Australian Manufacturing Workers' Union	Union	QLD	☑	☑	☑
Warren	Bossie	Member of Aerospace Industry Reference Committee (IRC)	Hawker Pacific	Industry	NSW	☑	☑	☑
Tony	Brand	Owner/ Chief Engineer	Horsham Aviation	Industry	VIC	☑	☑	
Mary	Brown	Member of Aerospace Industry Reference Committee (IRC)	Nth Qld Aviation Services/ Family Group Companies	Industry	QLD	☑	☑	☑
Russell	Burgess	Chair of Aerospace Industry Reference Committee (IRC)	Qantas Airways Limited	Industry	NSW	☑	☑	☑
Brian	Camp	Director/ Training Manager	Aviation Training Services Victoria	RTO	VIC	☑	☑	☑

First name	Surname	Title	Organisation	Type of organisation	Location	Method of consultation		
						Email	Telephone	Face to face
Elza	Camp	Administration and Accounts Manager	Aviation Training Services Victoria	RTO	VIC	☑	☑	☑
Mary	Campbell	Chief Executive Officer	TAFE Queensland	RTO	QLD	☑		
Ken	Cannane	Member of Aerospace Industry Reference Committee (IRC)	Aviation Maintenance Repair Overhaul Business Association (AMROBA)	Association	NSW	☑	☑	☑
Stephen	Coates	National Skills Framework Project Officer	Department of Defence	Federal Government	ACT	☑		
Homer	Constantinides	Managing Director	Airflite Pty Ltd	RTO	WA	☑		
Michael	Cullen	Chief Executive Officer	TAFE NSW - South Western Sydney Institute	RTO	NSW	☑		
Gordon	Davis	WOATV Workforce Manager - Aviation Technician	Directorate of Navy Workforce Management (DNWM)	Industry	ACT	☐		
Jonathan	Davis	CEO	Federation Training	RTO	VIC	☐		
Stephen	Dawkins	Head Teacher Polymers and Aerospace	TAFE NSW Padstow	RTO	NSW	☐	☐	
Stephen	Death	Owner/ Chief Engineer	Hazair Pty Ltd	Industry	NSW	☐		

First name	Surname	Title	Organisation	Type of organisation	Location	Method of consultation		
						Email	Telephone	Face to face
Lynda	Douglas	Member of Aerospace Industry Reference Committee (IRC)	Department of Defence	Federal Government	ACT	☐	☐	☐
Steven	Drury	Director Aerospace	BAE Systems Australia Ltd	RTO	SA	☐		
Terry	Durant	Managing Director	South Metropolitan TAFE	RTO	WA	☐		
Michael	Evans	Deputy Chair of Aerospace Industry Reference Committee (IRC)	BAE Systems	Industry	NSW	☐	☐	☐
Mark	Fagan	Member of Aerospace Industry Reference Committee (IRC)	Australian Workers' Union	Union	NSW	☑	☑	☑
Elizabeth	Hellenpach	TAFE NSW Industry Advisor - Manufacturing Industry Manufacturing Industry Liaison Unit (MILU)	TAFE NSW	RTO	NSW	☑		
Douglas	Hendry	Member of Aerospace Industry Reference Committee (IRC)	Chartair	Small or Regional Airline Operator	NT	☑	☑	☑
Mike	Higgins	Member of Aerospace Industry Reference Committee (IRC)	Regional Aviation Association of Australia	Association	ACT	☑	☑	☑
Geoff	Hill	Engineering Training Manager	Jetstar	Industry	VIC	☑	☑	☑

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First name	Surname	Title	Organisation	Type of organisation	Location	Method of consultation		
						Email	Telephone	Face to face
Russ	Hodgkins	Head Teacher Aeroskills	TAFE NSW Tamworth	RTO	NSW	☑	☑	
Greg	Holland	Aviation Engineering Lecturer (Mechanical/ Structures) Aviation/ Mining, Engineering and Transport	TAFE SA Parafield	RTO	SA	☑	☑	
William	Horrocks	Chief Executive Officer	Aviation Australia	RTO	QLD	☑		
Chris	Hudson	Business Development Manager School of Vocational Engineering, Health & Sciences	RMIT University	RTO	VIC	☑		
Murray	Ireland	CEO	Aero Enterprise	Industry	QLD	☑	☑	
Amita	Iyer	Dr Program Manager (Civil, Mechanical & Aeronautical) School of Vocational Engineering, Health and Sciences	RMIT University	RTO	VIC	☑		☑
Paul	Jones	Sales & Business Development Manager	Aviation Australia	Industry	QLD	☑		☑

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First name	Surname	Title	Organisation	Type of organisation	Location	Method of consultation		
						Email	Telephone	Face to face
William	Lau	Associate Dean - Diplomas and Adv. Diplomas – Engineering and Tech School of Vocational Engineering, Health and Sciences	RMIT University	RTO	VIC	☑		☑
Michael	McGill	Member of Aerospace Industry Reference Committee (IRC)	Civil Aviation Safety Authority (CASA)	Government Regulator	ACT	☑	☑	☑
Ken	Mitchell	Director and Senior Instructor	Aviation Training Services Nowra	RTO	NSW	☑	☑	
Kenneth	Mitchell	Director	Aerospace Training Services	RTO	NSW	☑		
Matt	Murphy	Member of Aerospace Industry Reference Committee (IRC)	Communication, Electrical & Plumbing Union - Electrical Trades Division	Union	NSW	☑	☑	☑
Robin	Murt	Chief Executive	TAFE SA	RTO	SA	☑		
John	Patten	Pt147 Quality Manager	Federation Training Victoria	RTO	VIC	☑	☑	
Gina	Pearl	Chief Executive Officer	Skills Compliance Pty Ltd	RTO	QLD	☑		
Kerry	Penton	Chief Executive Officer	TAFE NSW - Riverina Institute	RTO	NSW	☑		

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First name	Surname	Title	Organisation	Type of organisation	Location	Method of consultation		
						Email	Telephone	Face to face
Peter	Pring-Shambler	Engineering Consultant Director, Self Administration - Australian Warbirds Association Limited Was the Chief Engineer of Temora Aviation Museum	Australian Warbirds Association Temora Aviation Museum https://aviationmuseum.com.au	Industry	NSW	☑		
Stephen	Re	Member of Aerospace Industry Reference Committee (IRC)	Australian Licensed Aircraft Engineers Association	Union	NSW	☑	☑	☑
Steven	Roberton	Air Vice-Marshal Air Commander	Royal Australian Air Force	RTO	NSW	☑		
Bruce	Rogers	Chief Executive Officer	Aviation Training Services Victoria	RTO	VIC	☑	☑	☑
Niall	Ryan	MAJ SO2 RAEME Aeroskills Management AAvnTC Army Aviation Centre	Australian Defence Organisation/ Department of Defence	Government	QLD	☑	☑	
Trevor	Schwenke	CEO	Bendigo Kangan Institute	RTO	VIC	☑		
Arvind	Sharma	Dr Deputy Dean, Learning & Teaching (Engineering & Tech) School of Vocational	RMIT University	RTO	VIC	☑		☑

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First name	Surname	Title	Organisation	Type of organisation	Location	Method of consultation		
						Email	Telephone	Face to face
		Engineering, Health and Sciences						
Sarab	Singh	Chief Executive Officer	Illuminate Group	RTO	WA	☑		
Mark	Thompson	Technical Training Manager	Aviation Australia	Industry	QLD	☑		☑
Rebecca	Whitney	Member of Aircraft Electronics Association (AEA)	South Metropolitan TAFE WA	RTO	WA	☑	☑	
Stephen	Wright	Member of Aerospace Industry Reference Committee (IRC)	SM TAFE WA/ Progressive Aviation Solutions	Industry	WA	☑	☑	☑

The Department of Defence was widely consulted during the MEA Version 2 project however, due to privacy issues, IBSA Manufacturing is not able to provide the names of all those consulted.

Appendix 4: Project Issues Register

Stakeholder feedback	SSO response	Action
Publish a glossary of terms for the TP	IBSA considered and found that glossary of aviation terms is available on CASA and other aviation publications	This is already available via CASA and other industry sources Bruce Rogers, Aviation Training services Victoria (ATSV)
Use simplified international English, he was focused on 'Blooms Taxonomy'	Simplified English was applied during revision, as was Bloom's taxonomy.	No change required, simplified English and Bloom's taxonomy already applied in revision. Bruce Rogers, Aviation Training services Victoria (ATSV)
Consider replacing **'Identify'** with another word in the PC's	IBSA is happy with term 'Identify', and provided response	No change required Bruce Rogers, Aviation Training services Victoria (ATSV)
Consider replacing **'organisational'** with 'enterprise'	Enterprise can have a commercial connotation that does not cover all bodies that use the unit (e.g. non-commercial users)	Keep organisational throughout Bruce Rogers, Aviation Training services Victoria (ATSV)
Consider replacing **'adhere'** with another word	IBSA response was that the word 'adhere' will be considered on a case by case basis	To review and consider on a case by case basis Bruce Rogers, Aviation Training services Victoria (ATSV)
Not happy with **'under routine supervision'** consider changing	IBSA seek IRC advice and **'under routine supervision'** was accepted and to remain	No change required Bruce Rogers, Aviation Training services Victoria (ATSV)
Consider changing **'source'** with another word	IBSA seek IRC advice and **'source'** is commonly used, however will be considered on a case by case basis	To review and consider on a case by case basis Bruce Rogers, Aviation Training services Victoria (ATSV)
Remove the word **'tarmac'**	Stakeholder engagement agreed and the word 'tarmac' remain and 'apron' be added, as both terms are acknowledged in the industry	Jetstar recommended leaving 'tarmac' and would like to add 'apron'…both areas are deemed as aviation work areas. Geoff Hill - Jetstar Bruce Rogers, Aviation Training services Victoria (ATSV)

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Stakeholder feedback	SSO response	Action
Prerequisite units listed the name has changed, example: mea101 was **'interpret' now is 'apply'**…. need to change unit titles in prerequisite's	All unit codes and titles will be checked once DET advice about code changes confirmed COB 2/11/17	Unit codes and titles checked and updated where required Bruce Rogers, Aviation Training services Victoria (ATSV)
Why have all the MEA skill sets been removed from the TP?	IBSA checked and MEA skill sets are available on TGA, IBSA to respond with findings	Skill sets are now in MEA Skill Set Companion Volume, as well as being available on TGA Graeme SmithTeaching and Learning FacultyTAFE NSW
Prerequisites discrepancy between the competency on training.gov.au (and implementation guide) compared to the MEA Log of Industrial experience.	IRC recommendation was that MEA units and prerequisites will be addressed when a full MEA training package review was undertaken. The IRC also noted that the current CASA review will also influence the training package when completed. IBSA to respond and explain the IRC decision.	IRC agreed that listed issues be addressed during future full review of training package, which will also rectify prerequisites. IRC also discussed MEA log of industrial experience and agreed that it should be part of assessment conditions and for providers to develop their own log of industrial experience. Paul Young, Aircraft Technical Instructor BDA – RAMS
On the 22/8/2016 I sent an email to MSA regarding a discrepancy in the assessment tasks for MEA223 (Inspect aircraft electrical systems and components). I believe up to now this discrepancy has not been addressed.	IBSA to contact both parties and attain more detail and identify if issue was resolved by MSA, but didn't log a response	IRC agreed for IBSA to re-address issue, noting the issue date, it may have been resolved and not logged, as this was before IBSA involvement with MEA. MEA223 not revised in current suite of Version 2 units. Erol Paoletti, Avionics Teacher TAFE NSW

Stakeholder feedback	SSO response	Action
IBSA identified errors in the titles: MEASSS00418 - Raing 2 should read Rating 2 MEA119 - Perform administrative processes to prepare for certification of civil aircraft A level line mainten – Title is too long and the last word in title is incomplete. Title must be no more than 100 characters. MEA214 - Inspect, test and Troubleshoot aircraft basic communication and radio navigation systems and comonen - Title is too long and the last word in title is incomplete. Title must be no more than 100 characters	IBSA to note for rectification in next review of MEA, and ensure titles are less than 100 characters	Identified typos were discussed at the IRC meeting 9th November 2017. The IRC agreed that coding and title characters will be resolved when the training package is reviewed following the CASA review. The three units listed were not part of the suite of units reviewed in Version 2. IBSA manufacturing
Request for a change or addition to B1.1 exclusion removals competencies LME001 (MEASS00271) Electrical - B1.1 Licence Exclusions E1 and E4 Removal and LME019 (MEASS00289) Instrument - B1.1 Licence Exclusions E5 and E7 Removal	IBSA contacted TAFE NSW and discussed reasons for exclusion removals and informed IRC.	Issue discussed at IRC 9/11/17 meeting. IRC agreed that this will be considered for future cases for change. Erol Paoletti, Avionics Teacher, TAFE NSW

Appendix 5: Quality Report

Section 1 – Details of draft training package components

Information required	Detail
Training Package title and code	MEA Aeroskills Training Package, Version Release 3.0
Name of panel member completing Quality Report	Anna Henderson, Business Skill Viability
Statement that the panel member • is independent of development and/or validation activities associated with the Case for Endorsement • has not undertaken the Equity and/or Editorial Report • is independent of the Training Package or Training Package components being reviewed.	Anna Henderson is independent of development and/or validation activities associated with the MEA Training Package.
Collaboration with quality services	IBSA Manufacturing have undertaken to address the minor edits noted during the quality review.
Date completed	1/12/2017

Information required	Detail
Number of new or revised qualifications	**9 revised equivalent qualifications for which AISC endorsement is sought:** ☐ MEA41118 Certificate IV in Aeronautical Life Support Equipment ☐ MEA50318 Diploma of Aviation Maintenance Management (Avionics) ☐ MEA50418 Diploma of Aviation Maintenance Management (Mechanical) ☐ MEA50518 Diploma of Aeroskills (Non-Destructive Testing) ☐ MEA50618 Diploma of Aeronautical Engineering ☐ MEA60118 Advanced Diploma of Aviation Maintenance Management (Avionics) ☐ MEA60218 Advanced Diploma of Aviation Maintenance Management (Mechanical) ☐ MEA60418 Advanced Diploma of Aeronautical Engineering ☐ MEA60518 Advanced Diploma of Avionic Engineering **16 revised equivalent qualifications which IBSA Manufacturing submits as an IRC upgrade:** ☐ MEA20415 Certificate II in Aeroskills ☐ MEA20515 Certificate II in Aircraft Line Maintenance ☐ MEA20615 Certificate II in Aircraft Surface Finishing ☐ MEA30115 Certificate III in Aircraft Surface Finishing ☐ MEA30215 Certificate III in Aeroskills (Mechatronics) ☐ MEA30315 Certificate III in Aircraft Life Support and Furnishing ☐ MEA40615 Certificate IV in Aeroskills (Avionics) ☐ MEA40715 Certificate IV in Aeroskills (Mechanical) ☐ MEA40915 Certificate IV in Aircraft Surface Finishing ☐ MEA41015 Certificate IV in Aeroskills (Mechatronics) ☐ MEA41215 Certificate IV in Aeroskills (Armament) ☐ MEA41315 Certificate IV in Aeroskills (Structures) MEA50115 Diploma of Aeroskills (Avionics) ☐ MEA50215 Diploma of Aeroskills (Mechanical) ☐ MEA50715 Diploma of Avionic Engineering ☐ MEA60315 Advanced Diploma of Aviation Non-Destructive Testing **1 revised equivalent skill set:** ☐ MEASS00348 MTA001 Aircraft egress system maintenance

Number of new or revised units	**3 units of competency for which AISC endorsement is sought:**
	Two revised non-equivalent units:
	○ MEA144 Coordinate change programs in the aviation maintenance environment
	○ MEA153 Communicate aviation technical and maintenance management knowledge
	One new unit:
	○ MEA731 Perform aircraft weight control activities
	43 revised units of competency which IBSA Manufacturing submits as an IRC upgrade:
	○ MEA101 Apply work health and safety practices in aviation maintenance
	○ MEA103 Plan and organise aviation maintenance work activities
	○ MEA105 Apply quality standards during aviation maintenance activities
	○ MEA107 Interpret and use aviation maintenance industry manuals and specifications
	○ MEA108 Complete aviation maintenance industry documentation
	○ MEA109 Perform basic hand skills, standard trade practices and fundamentals in aviation maintenance
	○ MEA115 Plan and implement aeronautical product maintenance activities
	○ MEA116 Apply work health and safety procedures at supervisor level in aviation maintenance
	○ MEA118 Conduct self in the aviation maintenance environment
	○ MEA120 Manage an aviation maintenance quality system
	○ MEA121 Manage aircraft and aeronautical product configuration
	○ MEA122 Manage aircraft and equipment system performance testing
	○ MEA123 Manage aviation maintenance work environment policy and practices
	○ MEA125 Develop aviation maintenance personnel
	○ MEA126 Manage aircraft maintenance activities
	○ MEA127 Provide technical advice in the maintenance and management of aircraft and aeronautical product
	○ MEA128 Provide engineering advice in the modification, maintenance and management of aircraft systems
	○ MEA129 Investigate technical aspects of aviation occurrences
	○ MEA130 Manage deployed/detached aviation maintenance activities
	○ MEA131 Manage the custody, transfer and disposal of aircraft, aeronautical product and support equipment
	○ MEA132 Manage budgetary resources in the aviation maintenance environment
	○ MEA134 Establish, maintain and evaluate the organisation's work health and safety system
	○ MEA135 Use computers in aviation maintenance-related integrated logistic support activities
	○ MEA136 Assess aviation maintenance spares and manage repairable items
	○ MEA137 Write aviation technical publications
	○ MEA138 Perform aviation technical publication management activities
	○ MEA139 Perform aviation maintenance-related integrated logistic support management activities

Information required	Detail
	◦ MEA140 Supervise aviation maintenance teams and perform maintenance quality inspections ◦ MEA141 Manage risk in aviation maintenance ◦ MEA142 Manage self in the aviation maintenance environment ◦ MEA143 Develop and manage maintenance error management programs ◦ MEA146 Prepare and manage aviation maintenance organisation budgets and financial plans ◦ MEA147 Perform airworthiness management and maintenance program tasks ◦ MEA205 Remove and install advanced aircraft instrument system components ◦ MEA207 Remove and install aircraft electronic system components ◦ MEA211 Inspect, test and troubleshoot advanced aircraft electrical systems and components ◦ MEA240 Use electrical test equipment to perform basic electrical tests on aircraft and components ◦ MEA260 Use electrical test equipment in aviation maintenance activities ◦ MEA289 Maintain basic avionic systems and components ◦ MEA302 Remove and install aircraft hydro-mechanical and landing gear system components ◦ MEA340 Lay out and set up aircraft systems ◦ MEA356 Maintain small piston engine aircraft pressurisation systems ◦ MEA419 Inspect, repair and modify non-primary structure components in aircraft cabins and cockpits
Confirmation that the draft endorsed components meet the *Standards for Training Packages 2012*	Yes

Section 2 – Compliance with the standards for training packages

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)

Standard 1 Training Packages consist of the following:
 	
1. AISC endorsed components:
 	
  • units of competency
 	
  • assessment requirements (associated with each unit of competency)
 	
  • qualifications
 	
  • credit arrangements.
 	
2. One or more quality assured companion volumes.
	Yes	Draft Training Package components submitted for review include:
		
		• 46 units of competency and associated assessment requirements
		
		• 25 qualifications
		
		• 1 skill set
		
		• MEA Companion Volume Implementation Guide
		
		• Credit arrangements, which have been specified in the MEA Companion Volume Implementation Guide. Currently no credit arrangements exist between the MEA qualifications and higher education qualifications.

Standard 2 Training Package developers comply with the AISC *Training Package Products Policy*.	Yes With the exception of 'Coding' but the panelist is of the opinion that IBSA should be exempt from the Coding policy *See comments*	The Draft Training Package components comply with the following:
		Titling: the MEA training package, qualifications and units of competency comply with the coding and titling policy. **Foundation Skills**: the statement in the Units of Competency is: "*all foundation skills are explicitly expressed in the Units of Competency*". This panellist is of the opinion that there could be an improvement in this field and IBSA Manufacturing has agreed to re-look at this issue during the next review*. *See Quality Principle 6 for more information.* **Mapping:** the mapping tables found in the Companion Volume Implementation Guide for the MEA qualifications and units of competency include equivalence status of the endorsed components. **Qualifications:** packaging rules and prerequisite unit requirements are clearly articulated**.** **Packaging rules** are clear and practical and allow for packaging for a range of job roles relating to work within the MEA qualifications. Prerequisite units are listed in the qualification. **Pathway advice** is included in the Companion Volume Implementation Guide. **Skill set:** one skill set is included with MEA components submitted for review. **Coding** In producing MEA V2, it is the opinion of this QA panellist that the Training Package developers complied with all but one requirement set out in the *Training Package Products Policy*. It is noted that the policy requirement to change a unit code and seek AISC endorsement when removing a prerequisite unit, as has been the case with 19 of the 43 revised MEA units, has not been applied for sound reasons. *See below* The Case for Endorsement mounts a strong case in relation to this matter, advising: "*In line with training package component quality principle 4 relating to flexibility, the Aerospace IRC has agreed to remove a small number of prerequisites from reviewed units. While this supports equitable access, it poses a technical problem with regard to unit coding – technically, if prerequisite requirements are removed a unit should be re-coded but the Aerospace IRC has asked the AISC that this not happen for the following reasons:*

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
		• *The Civil Aviation Safety Authority (CASA) is currently reviewing all of the qualifications and this review is expected to be completed within the next 12 months. The review will be extensive and potentially incorporate harmonisation with international training standards. Consequently the full impact of harmonisation in terms of job roles, licensing requirements, and alignment to globally recognised training is expected to make extensive changes to all MEA training package components, and will result in a training package review and code change. The Aerospace IRC is working with CASA to promote national and international portability (in line with training package component quality principle 2). Any code change would require a major remapping program for CASA to update mapped licence pathways to MEA training package. This would create a further delay in delivering the solutions provided in this case for endorsement.* • *There will be unnecessary financial impact to registered training organisations (RTOs) and potential confusion to the aviation industry, if codes are **changed at this point** and **changed again** due to updates as a result of the current CASA review of qualifications and units.* • *In practical terms, the changes to the units are only minor and do not warrant a change of code, as there is no vocational/job outcome impact.* *In summary, the Aerospace IRC is of the opinion that the current unit codes should be maintained in this submission to remove unnecessary duplication associated with the CASA review and costs to RTOs."*
Standard 3 Training Package developers comply with the AISC *Training Package Development and Endorsement Process Policy*.	Yes	The MEA Version 2 Case for Endorsement (CfE) details how the developers have complied with the Training Package Development and Endorsement Process Policy: • The work was undertaken to respond to regulatory compliance, industry trends, and workforce needs in the aerospace industry. The Aerospace IRC took the opportunity of this review to implement a range of minor changes to the draft MEA training product so that it better aligned to current Training Package policy requirements set out in the *Standards for Training Packages 2012* and associated templates and policy documentation.

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
Standard 4 Units of competency specify the standards of performance required in the workplace.	Yes	The proposed units of competency specify the standards of performance required in the workplace.
Standard 5 The structure of units of competency complies with the unit of competency template.	Yes	The structure of the 46 new and revised MEA V2 units comply with the unit of competency template.
Standard 6 Assessment requirements specify the evidence and required conditions for assessment.	Yes	Evidence is supported by: • **The assessment requirements** which specify the performance evidence (including references to volume and frequency) and knowledge evidence to be demonstrated for assessment, along with required conditions for assessment as per the appropriate template. • **The assessment conditions** which are clearly specified in all 46 units
Standard 7 Every unit of competency has associated assessment requirements. The structure of assessment requirements complies with the assessment requirements template.	Yes	All 46 proposed units of competency have associated assessment requirements, which comply with the assessment requirements template and the Standards for Training Packages 2012.
Standard 8 Qualifications comply with the Australian Qualifications Framework specification for that qualification type.	Yes	IBSA Manufacturing provided an Appendix (Appendix C) to the MEA Version 2 Companion Volume Implementation Guide that provides an overview of the MEA qualifications' alignment to the Australian Qualifications Framework (AQF). This is considered it to be sufficient evidence that the draft endorsed qualifications comply with the AQF specifications for their respective levels.

Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
Standard 9 The structure of the information for the Australian Qualifications Framework qualification complies with the qualification template.	Yes	The 25 qualifications comply with the template from the Standards for Training Packages 2012: • The packaging rules specify the total number of units of competency required to achieve the qualifications, as well as the number of required core and elective units. • An accurate list of core and elective unit codes and titles is included in each qualification. • Prerequisite units apply to some listed units and are evidenced clearly in a titled 'Prerequisite unit' column and listed in each qualification. • Each qualification contains licensing and/or regulatory information in the Qualification Description field. This information was approved as part of previous quality assurance processes and was subsequently endorsed under previous equivalent releases.
Standard 10 Credit arrangements existing between Training Package qualifications and Higher Education qualifications are listed in a format that complies with the credit arrangements template.	Yes	This submission includes a listing of credit arrangements in the appropriate format. As noted against Standard 1, currently no credit arrangements exist between the 25 MEA V2 qualifications and higher education qualifications. The Companion Volume Implementation Guide also provides this information.
Standard 11 A quality assured Companion Volume Implementation Guide produced by the Training Package developer is available at the time of endorsement and complies with the Companion Volume Implementation Guide template.	Yes	The Training Package components in this submission are accompanied by the MEA Companion Volume Implementation Guide. The Guide complies with the companion volume implementation guide template included in the 2012 Standards. IBSA Manufacturing advised that it will be made available at the time of endorsement.

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Standards for Training Packages	Standard met – yes or no	Comments (including any relevant comments from the Equity and Editorial Reports)
Standard 12 Training Package developers produce other quality assured companion volumes to meet the needs of their stakeholders as required.	Yes	There is additional information about the MEA Training Package in further MEA Companion Volumes, which IBSA Manufacturing has advised will be available at the time of endorsement.

Section 3 – Comments on how the draft training package components meet the quality principles

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Compliant and respond to government broad policy initiatives	• Training package components are compliant with the Standards for Training Packages 2012, the Training Package Products Policy and the Training Package Development and Endorsement Process Policy • Evidence that the training package components respond to Ministers' policy initiatives, in particular the 2015 training package reforms	Yes	The draft components reviewed comply with the Training Package Products Policy and the Ministers' TP reform initiatives (apart from Coding). Evidence of compliance: • **Titling**: the MEA training package, qualifications and units of competency comply with the coding and titling policy. • **Foundation Skills**: explicitly expressed in the Units of Competency. • **Mapping:** the mapping tables found in the Companion Volume Implementation Guide for the MEA qualifications and units of competency include equivalence status of the endorsed components. • **Qualifications:** packaging rules and prerequisite unit requirements are clearly articulated. • **Packaging rules** are clear and practical and allow for packaging for a range of job roles relating to work within the MEA qualifications. Prerequisite units are listed in the qualification. • **Pathway advice** is included in the Companion Volume Implementation Guide. • **Skill set:** one skill set is included with MEA components submitted for review.

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| Reflect contemporary work organisation and job profiles incorporating a future orientation | • Open and inclusive consultation and validation commensurate with scope and impact has been conducted | Yes | The MEA V3 Training Package reflects contemporary work organisation and job profiles. National consultation is discussed in The Case for Endorsement, which describes the following:

• Aerospace IRC member communications to their relevant industry networks using various methods
• project focus
• face to face and phone meetings and emails to key industry stakeholders
• emails to regulators and State and Territory Training Authorities (STTAs)
• website project updates
• Technical Advisory Committee (TAC) meetings

There is a limited number of stakeholders delivering the draft MEA components. Those delivering are aware of the minimum standard arrangements to which the Aerospace IRC and CASA requirements adhere.
No alternative view or alternative arrangements in relation to the draft endorsed material were proposed to Aerospace IRC members by external stakeholders or the Defence industry that would have better suited the needs of skilling requirements.

IBSA Manufacturing sought stakeholder views in regard to the expected impact of changes. For security reasons, the extensive number of internal Defence stakeholders consulted cannot be provided. Stakeholders external to Defence are listed in Appendix 3 of the CfE.

As part of the ongoing project communication strategy, all public, government and Defence stakeholders were regularly informed of the expected impact during the consultation periods by email.

All stakeholder feedback was provided to the **Aerospace** IRC for consideration and any IRC decisions on the applicability of the feedback are reflected in draft product. The Issues Register is included in Appendix 4 of the CfE. |

2. Support portability of skills and competencies including reflecting licensing and regulatory requirements

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support movement of skills within and across organisations and sectors	Packaging rules, qualifications framework, and pathways support movement within and across sectors Identification of skill sets that respond to client needs	Yes	The CfE outlines how IBSA Manufacturing have implemented the COAG Industry and Skills Council reforms to Training Packages *(COAG Industry and Skills Council Communique 20th November 2015)*: • Consultation during the development phase of this draft training product focused on capturing information to improve delivery. The units and their assessment requirements have been revised to clarify content. The draft product supports a training system that better supports individuals to move easily from one related occupation to another. The MEA units are predominantly used in aviation workplaces that operate under the airworthiness regulatory systems of the Australian Defence Force (ADF) and the Civil Aviation Safety Authority (CASA) movement beyond this context is not expected. Stakeholders did however identify that the extensive use of prerequisite units could represent an impediment to individuals moving from one related occupation to another. As a result, the prerequisite requirements of the 46 MEA units of competency reviewed in this body of work were analysed and significantly reduced from a combined total of 53 prerequisite units across the 46 reviewed units, to 21. Industry stakeholders confirmed that the removal of these prerequisite units did not affect the vocational outcome of each affected unit. While the aerospace sector is a highly specialised and regulated sector which as a result tends to preclude the use of MEA units by other industry sectors, where feasible, units of competency from outside the MEA Training Package have been packaged into the qualifications.
Promote national and international portability	Other national and international standards for skills are considered	Yes	The MEA Aeroskills Training Package CfE outlines that the draft components respond to regulatory compliance, industry trends, and workforce needs in the aerospace industry. National and international regulatory requirements and standards are integrated in the draft components.

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Reflect regulatory requirements and licensing	Solutions to incorporate licensing and regulatory requirements are brokered and there is clear evidence of support from licensing and industry regulatory bodies	Yes	Aviation maintenance is highly regulated by both the ADF and CASA. In the case of CASA, regulations are often based on International Civil Aviation Organisation (ICAO) requirements and are aligned with those of the European Aviation Safety Agency (EASA). For this reason, comprehensive advice is provided in the MEA Companion Volume Implementation Guide on occupational and licensing requirements, with users advised to contact CASA for authoritative information on licensing requirements. Licensing and regulatory requirements are also embedded in MEA units of competency. Where knowledge of legal and legislative requirements is required to carry out a function it is specified in the unit of competency. These requirements, as well as other licensing and regulatory requirements, will not impede the implementation of the MEA Training Package Version 2. With regard to the draft endorsed components: • *MEA41118 Certificate IV in Aeronautical Life Support Equipment* has been revised to support a specific job role within Defence to enable the Air Force to meet Air Force future aeronautical requirements. The qualification applies to workplaces that operate under the airworthiness regulatory systems of the ADF and the Civil Aviation Safety Authority. The qualification enables the new job profile for junior Defence members to complete their role at the non-supervisory level and allows for innovative employment across the aviation technical trades. • The newly developed MEA731 unit and the two revised non-equivalent units (MEA144 and MEA153) form part of the CASA requirement for maintenance certification licences under Civil Aviation Safety Regulation (CASR) Part 66. Where unit users seek CASA licensing outcome, they are advised in the unit to refer to the licensing provisions in the MEA Aeroskills Companion Volume Implementation Guide.

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3. Reflect national agreement about the core transferable skills and core job- specific skills required for job roles as identified by industry

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Reflect national consensus	• Active engagement across industry has sought to achieve a national consensus about the advice being provided to the AISC.	Yes	IBSA Manufacturing conducted thorough industry consultation. Being a specialised industry, those delivering are aware of the minimum standard arrangements to which the Aerospace IRC and CASA requirements adhere. No alternative view or alternative arrangements in relation to the draft endorsed material were proposed to Aerospace IRC members by external stakeholders or the Defence industry that would have better suited the needs of skilling requirements.
Recognise convergence and connectivity of skills	• Best use is made of cross-industry and work and participation bank units	Yes	Cross industry issues are supported via the units that address the use of Air Force aeronautical life support equipment. This allows for cross-trade training, which enables aviation trade multi-employment tasking. All Air Force technical trades complete the same prerequisite units of competency before commencing specialist training.

4. Be flexible to meet the diversity of individual and employer needs, including the capacity to adapt to changing job roles and workplaces

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Meet the diversity of individual and employer needs	• Provide flexible qualifications that enable application in different contexts	Yes	The draft components provide sufficiently flexible qualifications, given the regulatory framework and defined industry context within which they are applied. As discussed in Standard 2, the Aerospace IRC agreed to remove a small number of prerequisites (where feasible and safe) from reviewed units to support flexibility and equitable access. Appendix 4 of the MEA V2 CfE indicates that development and validation work involved consultation with a suitable range of stakeholders given the nature of this material. Consultation detailed in Appendix 4 included with: • the Aerospace Industry Reference Committee • representatives from the ADF • representatives from the CASA • the Air Force (see letter of support) • members of a project-specific Training Advisory Committee • broader MEA stakeholders. Participation of organisations directly representing equity groups was not evident in project documentation, however the involvement of ADF and CASA representatives is considered sufficient to represent the needs of a range of potential MEA learners. Skill sets are a feature of the MEA Aeroskills Training Package contains; there being 213 MEA skill sets available on TGA. Other than revising one skill set to ensure it continues to meet the regulatory requirements of the ADF, no new skill sets were developed under this CfE.

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support equitable access and progression of learners	• Provide multiple entry and exit points • Pre-requisite units of competency are used only when required	Yes	Twenty of the 25 MEA V2 qualifications have no entry requirements. Of the remaining five qualifications: ☐ MEA41215 *Certificate IV in Aeroskills (Armament)* requires learners to be ADF Armament trainees ☐ MEA50318 Diploma of Aviation Maintenance Management *(Avionics)* and MEA50418 *Diploma of Aviation Maintenance Management (Mechanical)* both stipulate five years aviation work experience, a relevant CASA-issued licence, and a related lower level (Certificate IV) qualification as required for entry ☐ MEA60118 *Advanced Diploma of Aviation Maintenance Management (Avionics)* and MEA60218 *Advanced Diploma of Aviation Maintenance Management (Mechanical)* stipulate similar requirements to the two Diploma qualifications above in terms of requisite work experience and relevant CASA-issued licence, but the Advanced Diploma required two qualifications (the Certificate IV and Diploma qualifications). ☐ Given the safety and regulatory imperatives applicable to the above qualifications the above entry requirements to represent an unnecessary barrier. The draft components provide flexible qualifications and that the Aerospace IRC has sought to minimise the use of prerequisite units of competency. ☐ At equity review outset, 21 of the 46 units of competency had prerequisite requirements; the 21 units having 53 prerequisite units between them. This matter was tabled with the IRC which, following consultation, significantly reduced the number of units with prerequisites from 21 to 11. More significantly however, of those 11 units with prerequisites, 7 had only one and 3 had 2. This reduction from 53 to 13 is a very pleasing outcome in terms of building flexibility.

5. Facilitate recognition of an individual's skills and knowledge and support movement between the school, vocational education and higher education sectors

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support learner transition between education sectors	• Provide pathways from entry and preparatory level as appropriate to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications	Yes	The draft components provide pathways from entry and preparatory level to facilitate movement between schools and VET, from entry level into work, and between VET and higher education qualifications. Despite the specific Aerospace context that of necessity limits the breadth of potential pathways, the unit composition of the Certificate II and III qualifications in particular provides graduates with a pathway to more technical employment streams as well as to higher level Aeroskills qualifications. The qualifications provide significant credit towards other Aeroskills qualifications. The MEA units comprising the qualifications are mostly used in workplaces that operate under the airworthiness regulatory systems of the ADF and CASA and so application beyond those contexts would not be expected.

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6. Support interpretation by training providers and others through the use of simple, concise language and clear articulation of assessment requirements

Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support implementation across a range of settings	• Industry advice about delivery is provided via a Companion Volume Implementation Guide ready for publication at the same time as the Training Package	Yes	• The MEA Companion Volume Implementation Guide (CVIG) includes advice about pathways, access and equity. • The Training Package components are compliant with the TGA/National Register requirements for publication. It is understood that IBSA manufacturing will make the CVIG available at the time of publication to support implementation.
Support sound assessment practice	• Units of competency and their associated assessment requirements are clearly written and have consistent breadth and depth	Yes	• The units of competency are clearly written with concise language and qualitative statements, where appropriate. • The assessment requirements associated with each unit clearly articulate the evidence requirements. • The units of competency encompass the necessary regulatory information.

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Key features	Examples of evidence	Met: Yes / No	Comments/ other evidence demonstrated Provide brief commentary on how the draft endorsed components meet the Quality Principles with specific reference to the evidence provided, including any evidence provided by the Equity and Editorial Reports
Support implementation	• Compliance with the TGA/National Register requirements for publication • Implementation advice is provided in a Companion Volume Implementation Guide that is ready for publication at the same time as the Training Package	Yes	The MEA Companion Volume Implementation Guide includes advice about pathways, access and equity, and foundation skills. The digit component of each unit code starts with the nominal AQF level of the qualification that the unit first appears in – a useful support feature for implementation. The assessment requirements associated with each unit clearly and comprehensively articulate the evidence requirements. It is noted that the MEA units do not include foundation skill information, but rather a statement '*Foundation skills essential to performance are explicit in the performance criteria of this unit of competency*.' Discussion took place with the SSO during this equity review and the quality assurance review regarding the benefits of including unit-specific foundation skill information at this point in a unit. The SSO advised that, as noted earlier in this report, the Aerospace IRC intends to revisit all units, and particularly this component of the units, when it responds in full to the outcomes of the CASA review underway. This panellist supports the Aerospace IRC's consideration of the Foundation Skills section content in future MEA revision work, and also supports deferring this work in order to minimise the administrative burden on users. Three standard prerequisite technical trade units of competency allow for credit arrangements for cross-trade employment or a change of mustering within the Navy, Army or Air Force aviation technical trades. There are currently no defined pathways from the nine qualifications being submitted for endorsement to higher education. e Training Package components are compliant with the TGA/National Register requirements for publication.