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# *Case for Endorsement*

Automotive

*Update to AUR20218 Certificate II in  
Automotive Air Conditioning  
Technology, with attention to  
AURETU005*

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*PwC's Skills for  
Australia*

*Project 1c*

*December 2017*

*Case for Endorsement  
Version 2.0*

# *Executive summary*

## Introduction

This Case for Endorsement outlines the rationale, evidence and industry support for a structural modification to AUR20216 Certificate II in Automotive Air Conditioning Technology. It builds on the work undertaken by the previous Industry Skills Council, Auto Skills Australia, in the Case for Change submitted in December 2016 and approved on 15 December 2016. This Case articulates the issues associated with the delivery of AURETU005 Retrofit and modify air conditioning and HVAC systems to learners and situates those issues within the broader context of trends within the automotive industry, specifically, current skills needs.

This Case for Endorsement leads to the following requests of the AISC:

- AURETU005 Retrofit and modify air conditioning and HVAC systems to be moved from the core to the elective bank of AUR20216 Certificate II in Automotive Air Conditioning Technology;
- AURETU005 not to be replaced in the core of the qualification; and
- The packaging rules of AUR20216, recoded to AUR20218, modified to reflect this change: the number of required elective units increased from 6 to 7, and core units is reduced from 7 to 6.

As the Skills Service Organisation for the automotive industry, we are satisfied that there is strong industry support for these changes and that the modification will ensure that the Automotive Retail, Service and Repair Training Package meets the needs of learners and workers within the automotive industry.

## Structure of the report

This report has been developed as part of our training product development work on behalf of, and directed by, the Automotive Allied and Automotive Light Vehicle Industry Reference Committees.

We have structured this report around the required elements of the Case for Endorsement template. These key elements are:

- 1 Administrative details of the Case for Endorsement
- 2 Description of the work and request for approval
- 3 Evidence of industry support
- 4 Industry expectations about training delivery
- 5 Implementation of the new qualification
- 6 Quality assurance reports
- 7 Implementation of the COAG Industry Skills Council reforms to Training Packages
- 8 A copy of the full content of the proposed Training Package component(s)

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# 1 Administrative details

## Name of allocated IRC(s)

Automotive Light Vehicle IRC

Automotive Allied IRC

## Name of SSO

PwC's Skills for Australia

## Training Package components submitted for approval

See Table 1.

**Table 1** Training Package material

Code	Title
AUR20216 – recoded to AUR20218 to reflect updates	Certificate II in Automotive Air Conditioning Technology

## Case for Change details

A Case for Change – previously referred to as a Business Case – was submitted on behalf of the previous automotive Industry Skills Council, Auto Skills Australia, in December 2016 and approved on 15 December 2016. As outlined in that document, this project had been added to the Case for Change at the request of the Department of Education and Training with advice to review AURETU005 Retrofit and modify air conditioning and HVAC systems to ensure consistency with industry regulation.

## Information included in the Case for Change

The information below provides an outline of the key points in the Case for Change, which have ultimately been addressed and further explored in the Case for Endorsement. However, as discussed further in section 2, this project has been separated into two stages, due to the inability to legally fulfil the training requirements of the Certificate II in Automotive Air Conditioning Technology and need to expedite the resolution of this issue. Therefore, some elements of the case for change – notably, modifications to the unit – are not addressed in this Case for Endorsement, but will be in a subsequent submission.

**Table 2** Case for Change detail

Section	Content
Proposed work	Revision of AURETU005 Retrofit and modify air conditioning and HVAC systems, to ensure consistency with industry regulation.
Drivers for change	1. Regulatory and/or licensing changes; 2. Changed work practices due to OEM requirements.
Training product issues	Current Unit of Competency may not reflect regulatory and licensing requirements of some jurisdictions.
Occupational mapping issues identified	Industry stakeholders have identified that explicit reference to changing to hydrocarbon based refrigerants

Section	Content
	poses a safety issue and is not consistent with state regulations.
Changes recommended to training product	Review and modify unit.

PwC's Skills for Australia took over the role as Skills Service Organisation (SSO) for the automotive industry in January 2017 and commenced work on ascertaining the parameters of the project and initiating stakeholder consultation.

#### Activity order details

Reference number: PwC/TPD/2016-17-006.

Date executed: 25 May 2017.

Scope of activity order: A review of AURETU005 Retrofit and modify air conditioning and HVAC systems to ensure consistency with industry regulation, a Unit of Competency which sits within the core bank of AUR20216 Certificate II in Automotive Air Conditioning Technology. Note: The scope did not include a full review of this qualification.

## ***2 Description of work and request for approval***

PwC's Skills for Australia became the Skills Service Organisation (SSO) for the automotive industry in January 2017. A Case for Change had already been submitted by Auto Skills Australia regarding this piece of work. In order to facilitate continuity for industry, the SSO commenced industry consultation on this Unit of Competency, AURETU005 Retrofit and modify air conditioning and HVAC systems, and progressed the project towards a Case for Endorsement.

During these consultations, it became clear that urgent attention must be paid to the situation regarding AURETU005 being a core unit in AUR20216. Specifically:

- The performance evidence in the unit AURETU005 requires learners to “Retrofit and modify the air conditioning and HVAC systems of two different vehicles or machinery, in which the work must include changing the type of refrigerant”.
- As there are few vehicles that still operate on R12 gas and require retrofitting to R134a, in order to undertake the retrofitting process for the purposes of the Training Package, Hydrocarbon based refrigerants are used.
- The use of hydrocarbons in vehicles is illegal in Queensland and is against OEM specifications. As such, there are issues delivering the Unit of Competency in a manner that is safe, legal and consistent with industry standards. This presents a significant barrier to the delivery of the Certificate II in Automotive Air Conditioning Technology.
- In Queensland in particular, the unit, and subsequently the qualification, cannot be taught whilst meeting the requirements of the Department of Natural Resources and Mines, as well as the Training Package standards.

As a result of these concerns, we requested the Department make a minor change to the Training Package to ensure learners could legally and safely undertake AUR20216. The proposed changes were for:

- AURETU005 to be moved from the core to the elective bank of AUR20216;
- AURETU005 not to be replaced in the core of the qualification; and
- The packaging rules of AUR20216 to be modified to reflect this change: the number of required elective units increased from 6 to 7, and core units reduced from 7 to 6.

It was the view of the SSO, IRCs and stakeholders that this was sufficient evidence to warrant a minor change. However, as a change to the core of the qualification is proposed, based on the Policy, the full Case for Endorsement process was required to be undertaken.

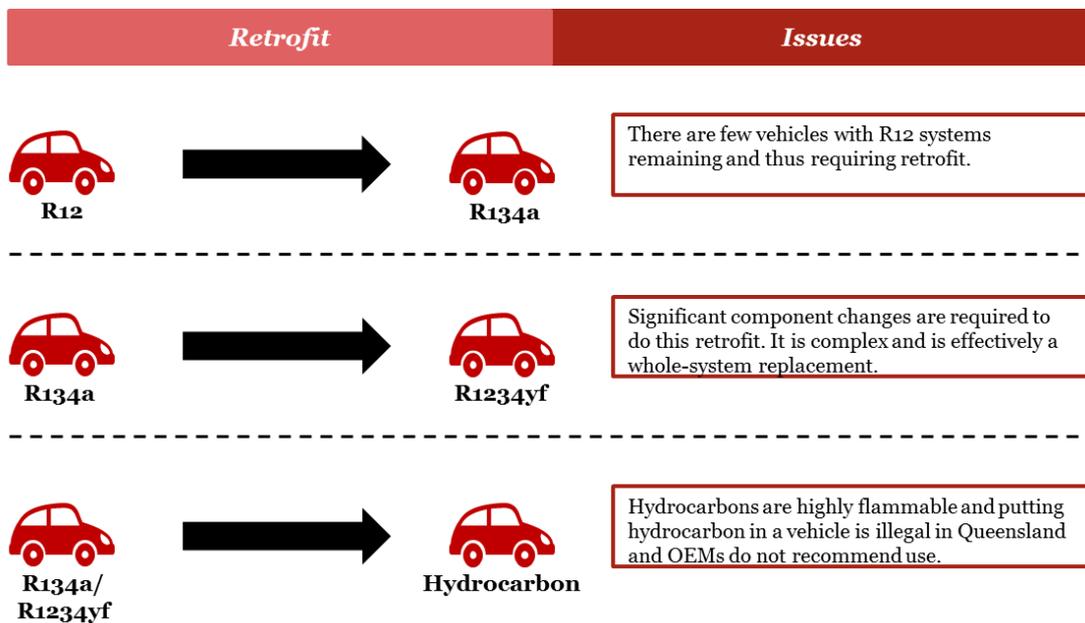
### ***2.1 Views from consultation***

#### ***2.1.1 Retrofit skills are not commonly in use in the automotive industry***

During consultation, stakeholders commented that retrofit skills are largely irrelevant in the current automotive industry environment. Stakeholders confirmed that:

- Retrofit capabilities were required to transition vehicles from R12 to R134a gas systems in the 1990s and 2000s after R12 gas was transitioned out of use due to ozone depletion. Vehicles that required this conversion have been completed and there are few, if any, R12 vehicles remaining – new vehicles have R134a or R1234yf systems. Given the lack of available R12 vehicles today, learners commonly use R1234yf gas or Hydrocarbons in order to undertake the training specified in the performance and knowledge evidence of AURETU005.<sup>1</sup> However, as outlined above and in Figure 1, this is not a satisfactory outcome and presents significant issues for training delivery.
- Retrofitting is no longer commonly undertaken in industry and so it is unlikely a learner would be disadvantaged if they had not learnt this skill. Learners that are seeking to work in a niche area in which retrofitting may be undertaken, such as vintage cars, could assume the unit as an elective. It should not be a mandatory competency for learners.
- It is unlikely there would be another scenario like that which occurred in the 1990s whereby a mass retrofit of cars is undertaken and widespread use of the skill is required.
- Some industry participants may need an awareness of the differences between systems, for example, R12 gas systems as compared to others. In this circumstance, retrofit knowledge would be valuable and the learner could undertake the unit as an elective.
- Some stakeholders commented that whilst the retrofit aspect of the unit of competency is not relevant, the 'modify' element is. It provides learners with an understanding of air conditioning systems and the theory associated with changing these systems. It has been noted the 'modify' element should be included in the future iteration of the unit when the review is undertaken.

**Figure 1** Learner options to demonstrate AURETU005 performance criteria



<sup>1</sup> See: < <https://training.gov.au/Training/Details/AURETU005> >

Note: see Queensland Government, Department of Natural Resources and Mines, *Illegal hydrocarbon refrigerant usage*, June 2013, at < <https://www.dnrm.qld.gov.au/mining/safety-and-health/alerts-bulletins-search1/alerts-bulletins/petroleum-gas/illegal-hc-refrigerant-usage>>.

### 2.1.2 Completion of retrofit training is problematic

The limitations and difficulties in delivering the training (see Figure 1) present a particular issue for learners undertaking AUR20216 Certificate II in Automotive Air Conditioning Technology. Whilst the unit of competency AURETU005 Retrofit and modify air conditioning and HVAC systems is a unit included in 10 qualifications and 1 skill set – see Table 3 – it is a core unit requirement of only the Certificate II air conditioning qualification. As such, any learner seeking to gain the Certificate must successfully undertake and complete the training and assessment requirements of the unit. Given the discussion above outlining why this training should not occur in most jurisdictions and cannot legally occur in Queensland, the packaging rules of AUR20216 present a significant issue.

This issue in relation to AUR20216 Certificate II in Automotive Air Conditioning Technology was evident throughout consultation. In addition, a number of queries came through our industry contact-line with stakeholders questioning how they should deliver the unit when the only mechanism by which to do so would put them in breach of state law if Queensland based, or at odds with OEM specifications. Indeed, one stakeholder noted that no training provider in Queensland should be enrolling learners in the qualification as it cannot be taught in a manner that is consistent with state law and VET stipulations. As such, throughout consultation the dominating view was that a change to the packaging rules in the qualification should be expedited.

This feedback led us to the position that consultation should focus on the question of how to resolve the issues with AUR20216 and to put forward a Case for Endorsement on this point as soon as possible to ensure that learners are not deprived of the opportunity to pursue this qualification. AURETU005 will then be reviewed in its entirety to assess if and how retrofit skills should remain in the Automotive Retail, Service and Repair Training Package. For example, the retrofit element of the unit could be removed entirely, or the performance evidence modified so as to support a theoretical, rather than practical demonstration. Given the extensive consultation and research already undertaken on this topic and stakeholder agreement that the unit should be reviewed, we are confident the Case for Endorsement process will progress accordingly.

**Table 3** AURETU005 Training Package use

Code	Title	Usage
AUR40616	Certificate IV in Automotive Electrical Technology	Elective
AUR31716-	Certificate III in Forklift Technology	Elective
AUR31216	Certificate III in Mobile Plant Technology	Elective
AUR31116	Certificate III in Heavy Commercial Vehicle Mechanical Technology	Elective
AUR30616	Certificate III in Light Vehicle Mechanical Technology	Elective
AUR30416	Certificate III in Agricultural Mechanical Technology	Elective

Code	Title	Usage
AUR30316	Certificate III in Automotive Electrical Technology	Elective
AUR21416	Certificate II in Automotive Cooling System Technology	Elective
AUR20416	Certificate II in Automotive Electrical Technology	Elective
AUR20216	Certificate II in Automotive Air Conditioning Technology	Core
AURSS00044	Vehicle Air Conditioning Service, Retrofit and Repair Skill Set	Required

Source: training.gov.au

### 2.1.3 Modifying the qualification to reflect training needs

In light of the need to expedite a solution to the issue caused in AUR20216 Certificate II in Automotive Air Conditioning Technology by the retrofit unit of competency, we asked stakeholders to consider how the qualification could be modified so as to address the retrofit issues, whilst continuing to meet industry needs. Stakeholder feedback is presented below.

#### A substitute unit of competency does not need to be found for the core bank of units

There was broad stakeholder consensus that an appropriate solution to the AUR20216 Training Package issue is to remove AURETU005 from the core unit bank of the qualification and add it to the elective bank. This posed a subsequent question of whether the unit should be replaced by another unit in the core and, if so, which one.

As consultations progressed, stakeholders were asked to identify potential units of competency that could replace AURETU005 in the core and to consider whether there were other core skills that should be mandatory for the job role. Table 4 identifies those which were most commonly raised.

**Table 4** Proposed substitute core units of competency

Unit code	Unit title
AURETU002	Recover vehicle refrigerants
AURETU006	Diagnose complex faults in air conditioning and HVAC systems
AURETU007	Overhaul air conditioning and HVAC system compressors

Whilst there was some stakeholder support for replacing AURETU005 in the core of the Certificate II with another unit of competency, and thereby maintaining the current packaging rules of 7 core and 6 electives, it was raised and subsequently supported in the 23<sup>rd</sup> June teleconference that a replacement should not be made without a strong basis.

Participants in the teleconference discussed whether any of the proposed units of competency would add any significant value to the qualification and if the integrity of the qualification would be adversely impacted by reducing the core units in the packaging rules. Participants unanimously agreed that the value of the qualification would not be impacted and that there was no unit that was ideally suited to, nor necessary for, the core bank of units. As such, the following was agreed:

- AURETU005 should be moved from the core to the elective bank of AUR20216;

- AURETU005 should not be replaced in the core of the qualification; and
- The packaging rules of AUR20216 should be modified to reflect this removal and required elective units increased in the packaging rules from 6 to 7.

These findings were supported by stakeholder agreement that this modification would not adversely affect the integrity of the qualification. Whilst the packaging rules would change due to the removal of AURETU005 from the core, the increase of the required electives ensures that the total number of units required for successful completion of the qualification remains consistent at 13.

### 2.1.4 *Equivalency status of modified qualification*

The revised qualification is not deemed equivalent to AUR20216 Certificate II in Automotive Air Conditioning Technology. Although only a small change is proposed to the qualification, it is normally the case that when the core bank of units is altered, the qualification is deemed non-equivalent. The Light Vehicle IRC was clear in the finding that industry does not consider the two qualifications to be equivalent; thus it is important that this is reflected in the training products. The non-equivalence is based on the fact that a learner that has completed the new AUR20218 qualification will not have the equivalent skills and knowledge of a learner that had undertaken AUR20216. This is because they will not have the retrofit/modify skills and knowledge unless they select AURETU005 as an elective. The IRC also expressed concerns that deeming the qualification equivalent would create confusion in industry in relation to licensing. Currently, employers tend to assume that any learner with the Certificate II in Automotive Air Conditioning Technology will have an AACo2 – Refrigerant Handling license. The IRC stated that deeming the qualification non-equivalent will assist to bring the change to the attention of employers, and reduce the risk that employers will assume that learners with the modified qualification have the licence. Allied IRC representatives were involved in equivalency discussions and agreed that the Case for Endorsement would be pursued with the qualification deemed not equivalent.

## 2.2 *Request for approval*

The requests in Table 5 are based on analysis of the feedback received throughout consultation with IRC members and industry stakeholders. These requests are based on unanimous stakeholder opinion, indicating consistent and strong stakeholder support for these positions.

**Table 5** Recommendations to address issues with the retrofit Unit of Competency in AUR20216

#	Recommendation	Rationale
1a	Move AURETU005 from the core to the elective bank of AUR20216.	This will enable the qualification to be delivered without breaching State laws and OEM specifications.
1b	Do not replace AURETU005 in the core of AUR20216. Change packaging rules to 6 core units and 7 elective units and update the qualification code to AUR20218.	The integrity of the Certificate II in Automotive Air Conditioning Technology will not be compromised by removing the unit and changing the packaging rules. AUR20218 will not be equivalent to AUR20216.
1c	Review the AURETU005 unit in its entirety in 2017-18.	The unit should not be deleted from the Training Package in its entirety, but reviewed for industry and technical alignment. The modify element is still relevant to industry, as is retrofit (undertaken in a lawful manner) for car enthusiasts within the industry.

## 3 *Evidence of industry support*

The Automotive Light Vehicle IRC and Automotive Allied IRCs support the submission of the training package components detailed in this Case for Endorsement.

Automotive Light Vehicle IRC Chair:

Nigel Muller  
Executive Manager Training, VACC

Signature:

Date:

Automotive Allied IRC Chair:

Bruce Chellingworth,  
Manager – Service Training, Toyota

Signature:

Date:

### 3.1 *Industry engagement*

There has been strong industry support throughout the entirety of this project for the proposed modification. This was evidenced by the proposal to have the movement of AURETU005 within AUR20216 put through as a “minor change” and the dissatisfaction of the stakeholder base when this was not approved.

Two principles guided the consultation approach for this piece of work:

- **Geography:** Given the state-based legislation in Queensland, it was essential to ensure a broad geographic distribution of stakeholders. This is a national training system and it would be inappropriate to make an adverse change to the Training Package based on a single state.
- **Organisation variety:** The nuances of this piece of work necessitated consultation with a range of industry participants, specifically, Registered Training Organisations (RTOs) and industry employers. Whilst RTOs are the bodies identifying the issues associated with delivering the training for AURETU005, industry employers had to be drawn upon to provide context on the usage of retrofit skills. It was essential to confirm that industry no longer required retrofit skills before a recommendation that the unit of competency be removed from the core of AUR20216.

#### 3.1.1 *Targeted consultation*

Throughout the project, targeted consultations were held with key stakeholders who were identified by automotive IRC members, contacted the SSO via the website and contact-line, and through PwC's network of contacts. Consultations were generally held in the form of one-on-one phone or face-to-face interviews. Stakeholders that were consulted through targeted consultations are listed below.

**Table 6** One-on-one consultations

<b>Body</b>	<b>Name</b>	<b>Organisation</b>	<b>State</b>
Industry	Jason Moses	Audi	NSW
Industry	Pat O'Connell	Audi	NSW
Industry	Brad Bowerman	Audi	NSW
RTO	Gary Atherton	Kangan Institute	VIC
RTO	John Dicarluccio	Kangan Institute	VIC
Industry	David Mitchell	IAME	NSW
Industry	Bruce Chellingworth	Toyota	NSW
RTO	Chris Roberts	TAFE NSW	NSW
RTO	Don Fenby	TAFE Queensland South West	Queensland
RTO	Jeff Morris	TAFE Queensland	Queensland
Peak Body	Nigel Muller	VACC	VIC
RTO	Peter Denison	TAFE NSW	NSW
Industry	Rick Parker	Hyundai	NSW
Peak Body	Rod Cumming	ARC	VIC
Peak Body	Rod Williams	IAME	Queensland
Peak Body	Greg Picker	Refrigerants Australia	Queensland

### 3.1.2 Teleconference

A teleconference was held on Friday 23 June with key industry stakeholders engaged throughout the one-on-one consultation phase to discuss feedback and workshop solutions. A spectrum of stakeholders including IRC Members and industry participants were invited – see Table 7. The teleconference was designed to facilitate open conversation amongst participants with a geographical spread of representation to ensure that the state-specific issues in Queensland would not be the sole focus of any Training Package updates.

**Table 7** Teleconference participants

<b>Body</b>	<b>Name</b>	<b>Organisation</b>	<b>State</b>
RTO	Jeff Morris	TAFE Queensland	Queensland
Peak Body	Nigel Muller	VACC	Victoria
Industry	Rick Parker	Hyundai	New South Wales
Peak Body	Rod Williams	IAME	Queensland
Peak body	Rod Cumming	ARC	Victoria
Peak Body	Peter Blanshard	IAME	New South Wales
RTO	Peter Denison	TAFE NSW	New South Wales

Body	Name	Organisation	State
RTO	Chris Roberts	TAFE NSW	New South Wales
Industry	Jason Moses	Audi	New South Wales
Industry	Brad Bowerman	Audi	New South Wales

Following this teleconference there was strong agreement on the appropriate path forward. The recommendations from this meeting were presented and discussed with all five IRCs, and support was provided to pursue the change by the Automotive Light Vehicle IRC on 28 June 2017 and Automotive Allied IRC on 28 September 2017.

### 3.1.3 *Engagement with State and Territory Training Authorities*

This project is unique in that there was specific engagement with the State Training Authorities (STAs) prior to the submission of the Case for Endorsement for their review. As part of the process to gain support for the minor change, the STAs were engaged and presented with the rationale for change outlined in this Case for Endorsement. Six were supportive of the content of this Case for Endorsement, as well as the proposition to resolve it as a minor change. The remaining two primarily objected on the grounds of the minor change, rather than the content of the change itself. Thus, there was evidence that the STAs recognised the need for a modification to the qualification from the outset.

The STAs were again engaged for review of the Case for Endorsement. They were supportive of the modification to the qualification, however some were concerned with the non-equivalent status. Victoria did not strongly object to the non-equivalent status, however requested that concerns be noted about the impact of the non-equivalence on training providers and learners. Victoria further expressed a concern that the Training Package Products Policy does not provide a clear basis for objective decision making on the equivalence status of qualifications.

#### **Reports by exception**

The South Australia and Western Australia STAs are supportive of the modification to the qualification, however, both outlined their concerns with the proposed non-equivalence status of the qualification. The STAs from Western Australia and South Australia argued that the commensurate burden on RTOs being required to place the new qualification on scope was disproportionate to the minor qualification restructure. The industry contacts of these STAs indicated that they don't consider the occupational outcome to have altered and, therefore, AUR20218 should be deemed equivalent.

The SSO engaged with both STAs to try and resolve the issue. This included a number of discussions with the STAs, via email and telephone, to seek clarification of their position and reiterate the basis for the non-equivalence status. Relevant IRC Members in both States also made contact with the STAs to highlight the position of industry and the IRC. This information was communicated to the IRCs and a teleconference with the Chairs and Deputy Chairs of the Allied and Light Vehicle IRCs was held on 17 November to discuss the position of the STAs. In this forum it was confirmed that industry does not consider the qualification to be equivalent and that it would be inappropriate for it to be deemed otherwise.

The SSO is guided by industry and, ultimately, the IRC. On this basis, this Case for Endorsement as well as the accompanying draft AUR20218 qualification have been proposed with the non-equivalent status. This decision was communicated to the Western Australia and South Australian STAs, however, they were not willing to alter their position on the equivalency status. As no resolution was possible, both STAs subsequently requested that

reports by exception be included in the Case for Endorsement due to the non-equivalence of the qualification.

Please refer to the appendix for the reports by exception.

### *3.1.4 Engagement with licensing bodies*

As discussed in greater detail in Section 5, the proposed Training Package change will have a flow on effect on the AACo2 – Refrigerant Handling Licence. The SSO was aware of this throughout the consultation phase of work and sought input from the Australian Refrigeration Council (ARC). Our primary contact at ARC was Rod Cumming, General Manager, Compliance and Training at the Australian Refrigeration Council. ARC was supportive of the change and indicated that the licence requirements would be modified accordingly to reflect the Training Package update.

### *3.1.5 Continued communications*

Stakeholders have continued to be informed of progress and have been drawn upon for further consultation where necessary. This was particularly relevant when the SSO was in discussions with the Department to have the modification to AUR20216 put through as a minor change. Stakeholders were keen to receive updates as this is an issue that affects everyday training. This communication primarily occurred via email and continued as the Case for Endorsement progressed.

## 4 Industry expectations about training delivery

Throughout consultation it was evident that industry expects this structural change to AUR20216 (to be recoded to AUR20218) to be made to ensure that the qualification can be successfully delivered. The Certificate II in Automotive Air Conditioning Technology is an integral qualification for the automotive industry as it is the key entry point into air conditioning servicing. This is reflected in the steady enrolment figures from 2014-16, see Table 8, particularly in Queensland, see Table 9.

**Table 8** Certificate II in Automotive Air Conditioning Technology Enrolments, 2014-2016

Code	Title	2014	2015	2016
AUR20212	Certificate II in Automotive Air Conditioning Technology	2122	2333	2312
AUR20216	Certificate II in Automotive Air Conditioning Technology	0	0	153

Source: NCVER, *TVA programs enrolments, 2014-2016*.

**Table 9** 2016 Enrolments in the Certificate II in Automotive Air Conditioning by state

Code	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	Other*
AUR20212	523	438	656	72	427	35	66	22	75
AUR20216	7	5	11	0	61	0	0	0	61

\* Includes "other Australian Territories or Dependencies", "overseas", and "not known" categories.  
Source: NCVER, *TVA programs enrolments, 2014-2016*.

# 5 *Implementation of the new qualification*

## Timing of implementation

Given the significant delivery issues associated with AURETU005 and the subsequent problem with AUR20216, it is imperative that this change to the Training Package is expedited. The current Training Package structure hinders learner completion of the Certificate II in Automotive Air Conditioning Technology, thus, undermining the integrity of the training system and the automotive industry more broadly.

## Implementation management strategy

The communication of this change in the Training Package rules to RTOs will be a time critical factor as they will no longer be required to teach a core AUR20216 (to be recoded to AUR20218) unit of competency. A strategy for the communication of this message has been developed in the event of AISC approval. This includes:

- Communications to all RTOs nationally with AUR20216 on their scope explaining the change.
- Updates on the Skills for Australia website, including news post on the automotive page and pop-up notification for all users viewing the website.
- Emails sent directly to all Skills for Australia automotive subscribers to inform them of the change.
- Email communications with all organisations and individuals previously engaged throughout this consultation process, including employers, RTOs and peak bodies.
- Development of a summary document providing an explanation of the changes. This document will be shared with all networks and broader distribution encouraged.
- Skills for Australia team to be present at relevant industry conferences and events to communicate the changes and encourage industry-wide awareness.

## Licensing requirements

AUR20216 is one of the prescribed qualifications for the attainment of AACo2 – Refrigerant Handling licence.<sup>2</sup> As the requirements for the licence are based on the Training Package, as a result of the AUR20216 modification, the AACo2 Refrigerant Handling Licence will be similarly altered.

Throughout the consultation process we engaged stakeholders from the Australian Refrigeration Council (ARC) – the peak body for the Australian refrigeration and air conditioning industry – to ensure that licensing regulations would not be adversely affected by Training Package modifications and to ensure that, as far as possible, any Training Package activity reflected the concerns of the licensing bodies. This consultation confirmed that ARC was supportive of the proposed change and intended to modify the licence accordingly.

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<sup>2</sup> <https://www.arctick.org/licensing/licence-types/>

Following the modification to AUR20216, the Refrigerant Handling Licence will include a caveat that retrofit is not an element encompassed within the licence. This style of caveat is already present in the AACo2 – Refrigerant Handling Licence, thus, this change will not be unique nor significant. The licence currently states that with an AUR20216 qualification, individuals will be eligible to obtain an Automotive Air Conditioning licence excluding installing and/or overhauling air conditioning system components. If an individual wants to carry out such functions, they will need to undertake AURETU001 Install air conditioning systems and AURETU007 Overhaul air conditioning and HVAC system compressors.

#### International regulatory considerations

The Montreal Protocol on Substances that Deplete the Ozone Layer targets the reduction of major ozone depleting substances.<sup>3</sup> 196 countries are parties to the Protocol, including Australia. As such, there is likely to be commonality between regulatory and licensing requirements between jurisdictions, which will support learner and worker transferability of skills. Further, it indicates that Australian practices and requirements will likely be in accordance with those internationally.

#### Funding arrangements

Whilst the proposed modification will change the packaging rules for AUR20216 (to be recoded AUR20218), the total number of units of competency required to complete the qualification remain consistent at 13. As such, state and territory funding arrangements should not be significantly affected.

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<sup>3</sup> Australian Government, Department of Environment and Energy, *Montreal Protocol on Substances that Deplete the Ozone Layer*, 2017 <<http://www.environment.gov.au/protection/ozone/montreal-protocol>>

# **6 *Quality assurance reports***

See appendix.

# 7 Implementation of the COAG Industry and Skills Council reforms to training packages

## COAG reform principles

The proposed change in this Case for Endorsement clearly aligns with the principles espoused by the COAG Industry and Skills Council regarding Training Package reform. See Table 10 for specific details.

**Table 10** Application of COAG Industry and Skills Council reforms

COAG reform principle	Project alignment
Remove obsolete, superfluous and duplicative qualifications and units from the system.	As discussed in section 2, retrofit skills are rarely used in the automotive industry. Whilst the retrofit of vehicles from R12 to R134a systems was common throughout the 1990s as older systems were retrofitted to a new gas with lower ozone depleting potential, there is little need for this transition to be undertaken now. Therefore, retrofit skills are obsolete in the automotive industry and inclusion in the Training Package as a core competency is superfluous.
Include information about industry's expectations of training delivery.	The specification of industry expectations regarding training ensures that training is delivered in a manner consistent with industry needs. This project does not specifically involve the development of training expectations, however, it does comment on the broader theme of industry-led training. Industry has communicated that this skill is no longer relevant and should not be expected of learners.
Improve qualification design to enable individuals to upskill and move easily from one related occupation to another.	The movement of AURETU005 to the elective bank of AUR20218 Certificate II in Automotive Air Conditioning Technology will significantly improve the design of the qualification. It will enable individuals to undertake and complete the qualification in all states, thus providing access to skills and occupations.
Improve the efficiency of the training system through the creation of Units of Competency that can be owned and used by multiple industry sectors.	Whilst this project does not specifically create new units that traverse multiple industries, it fosters greater efficiencies in the training system. The project removes the barriers to training in the air conditioning qualification and will support learners to develop the skills that are necessary in a current and future-looking industry.
Foster greater recognition of skill sets.	The development of skill sets is critical to ensuring the fluidity of learners and workers throughout the automotive industry and the Australian economy more broadly. The proposed structural modification will facilitate greater learner accessibility to the qualification, which will subsequently support greater uptake and

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**COAG reform principle**

**Project alignment**

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recognition of the skill sets that can be undertaken as part of this qualification.

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**Completion of Case for Change work**

See attachment with revised training content.

**Training Package components for publication**

The changes proposed in this Case for Endorsement have been translated into Training Package content in preparation for publication on training.gov.au. The draft version of the Certificate II in Automotive Air conditioning Technology was circulated with IRC Members with the Case for Endorsement. See attachment for evidence that the revised Training Package material is ready for publication.

# ***8 Proposed Training Package content***

See attached qualification for a copy of the new AUR20216 (recoded AUR20218) Certificate II in Automotive Air Conditioning Technology to be approved under this Case for Endorsement.

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