

AUM12 Version 1 HOLISTIC QUALITY REPORT FROM JANA SCOMAZZON

SECTION 1: DETAILS OF DRAFT TRAINING PACKAGE COMPONENTS

INFORMATION REQUIRED	DETAIL
Training Package title and code	AUM12 Automotive Manufacturing Training Package (Version 1)
Number of new or revised qualifications or total number if a whole Training Package review	There are 7 qualifications in AUM12 (Version 1). Bus, Truck and Trailer sector 1 new qualification: • AUM40112 Certificate IV in Automotive Manufacturing 3 revised qualifications: • AUM20212 Certificate II in Automotive Manufacturing Production – Bus, Truck and Trailer • AUM30212 Certificate III in Automotive Manufacturing Technical Operations – Bus, Truck and Trailer • AUM50112 Diploma of Automotive Manufacturing Passenger Motor Vehicle sector 3 revised qualifications: • AUM10112 Certificate I in Automotive Manufacturing • AUM20112 Certificate II in Automotive Manufacturing Production - Passenger Motor Vehicle • AUM30112 Certificate III in Automotive Manufacturing Technical Operations - Passenger Motor Vehicle
Number of new or revised units or total number if a whole Training Package review	Bus, Truck and Trailer sector • 1 new AUM12 unit of competency developed: AUMGLM3001 Comply with heavy vehicle modification standards • 81 unit codes updated to meet policy requirements; unit content otherwise unchanged apart from very minor editorial changes and so considered equivalent Passenger Motor Vehicle sector • 21 unit codes updated to meet policy requirements; unit content otherwise unchanged apart from very minor editorial changes and so considered equivalent
Sampling size of units and qualifications	All 7 qualifications (100%) were reviewed as part of this report. DIISRTE sampling criteria require a minimum of 10 (10%) of the 103 units to be sampled. This reviewer sampled 14 units (14%): The one new unit and a further 13 of the pool of recoded equivalent AUM units.

Summary of comments including a definitive statement on whether the draft endorsed components meet the Training Package Quality Principles in Section 2 and the policy requirements in the Training Package Development Handbook

Auto Skills Australia (ASA) positions the body of work associated with AUM12 Version 1 as responding to industry, regulatory and key stakeholder needs.

AUM12 is a restructure of the Automotive Manufacturing Training Package through two separate, but related, review and restructure projects relating to qualifications and units of competency in the following sectors:

- bus, truck and trailer
- passenger motor vehicle.

In briefing this quality assurance panellist, ASA advised that while AUM12 represents a reviewed version of AUM08 (V1.1), the review was restricted to those issues identified by industry as essential in the short term. Namely:

- recoding the AUM units to better reflect current policy requirements and protocols, particularly regarding the inclusion of the nominal AQF level in the code digit sequence
- developing a new qualification for the Bus, Truck and Trailer sector (AUM40112 Certificate IV in Automotive Manufacturing)
- revising qualification packaging rules to more clearly define the occupational outcomes, at the same time updating the units cited therein (AUM unit codes to reflect the coding change; imported units to reflect current versions).

Of note, other than minor editorial corrections to the units and the above-mentioned unit code changes, the actual content of the revised AUM12 units of competency remains the same as that of units in the previous version (AUM08 V1.1). In discussion with ASA on this matter, ASA advised that the Office of the NSSC supports this approach as reasonable.

There were a number of issues discussed with ASA during this review mostly with regard to the sampled units of competency, including that:

- there could be more comprehensive coverage of sustainability issues in the units of competency
- the ASA streamlining work ahead with regard to this Training Package consider rationalising generic cross-industry units, replacing them where possible with imported units (a point also noted by the editorial reviewer)
- content of the units could be reviewed so that the units are more succinct (also noted in the editorial and equity reports).

This Training Package and the comments below in this report need to be considered within the context of ASA's stated intention to confine the nature and scope of changes in this AUM12 V1 revision to those considered essential to meet immediate needs, as more extensive changes would have required far broader consultation and validation which ASA was in a position to do in view of:

- imminent streamlining work, with the further significant restructuring and associated content changes it will require
- ASA's relatively recently-assumed role as a national training advisory body and the available timeframe to engage

industry around the changes in this material.

In essence, ASA has advised that it has noted the range of issues raised during the quality assurance process of AUM12 V1 – both from this reviewer and the editorial and equity reviewer – and will address them, along with technical industry issues, in the streamlining work ahead.

This reviewer supports ASA's rationalisation of effort, considering its strategy necessarily pragmatic. The breadth and depth of change to AUM that streamlining will involve, coupled with the range of policy and industry issues to be considered at that time, will require extensive and robust industry engagement. Given that streamlining is about to occur, ASA has been judicious in the changes made to AUM08, containing stakeholder consultation at this point so as not to compromise engagement in the changes required ahead for streamlining.

It would be in the interests of supporting similar rationalisation of effort for ASA's stakeholders if ASA were to advise RTOs that while a change of scope for the new unit codes and qualifications in AUM12 V1 will be required, extensive changes to delivery and assessment resources, equipment and infrastructure would best be considered in the context of the release of the soon-to-follow streamlined AUM.

In completing this report, this panellist has reviewed:

1. The draft *Case for Endorsement*
2. Minutes of the committee meetings for the two sectors
3. The project Issues Register
4. Draft endorsed components, including sampled units of competency, qualifications and qualification advice, and Assessment Guidelines as they appear in Volume 1 of the Training Package
5. The editorial and equity reports provided by Ms Tina Berghella, a DIISRT panel member

The editorial and equity reports indicated a range of matters raised regarding the recoded units, which ASA has undertaken to address during the continuous improvement process and streamlining. Matters of relevance relating to the editorial and equity reports:

- The equity report found with regard to the recoded units that there were 'a number of concerns including unnecessary wordiness of performance criteria, inconsistency of terminology, very generic required skills and knowledge lists and highly descriptive range statements. These units could be written more clearly', and that ASA had committed to reviewing these concerns through the continuous improvement process and the streamlining of the Training Packages
- The editorial report also noted 'a number of concerns including unnecessary wordiness of performance criteria, inconsistency of terminology, style inconsistencies, repeated information in the required knowledge and skills and highly descriptive range statements', and that ASA had committed to reviewing these concerns through the

	continuous improvement process and the streamlining of Training Packages. It is the opinion of this reviewer that, subject to the developer making the agreed changes discussed during this holistic review, the draft endorsed components sufficiently meet the Training Package Quality Principles in Section 2 and the policy requirements in the Training Package Development Handbook. This reviewer supports ASA's intention to undertake the imminent streamlining of AUM12 with consideration of the issues raised in this quality assurance process and noted by ASA on the AUM continuous improvement register.
Panel member completing Quality Report	 Jana Scmazzon, The LTG Unit Trust
Statement confirming Panel member has not been involved in the development or validation activities associated with this Training Package	I confirm that I have not been involved in development or validation activities associated with AUM12 Automotive Manufacturing Training Package Version 1.
Date completed	9 April 2012

SECTION 2: COMMENTS ON HOW THE DRAFT TRAINING PACKAGE COMPONENTS MEET THE QUALITY PRINCIPLES

QUALITY PRINCIPLES	KEY FEATURES <i>The endorsed components of a Training Package must ...</i>	EVIDENCE <i>How do the endorsed components of a Training Package achieve this?</i>	COMMENTS <i>Provide brief commentary on the whether the draft endorsed components meet the Quality Principles with specific reference to the evidence provided</i>
RESPONSIVENESS <i>Ensures to the needs of contemporary industry and its workforce</i>	1. Reflect contemporary work organisation and job profiles incorporating a futures orientation	1.1 Open and inclusive consultation and validation commensurate with scope and impact are conducted	Enterprises, regulators, unions, associations, registered training organisations, DIISRTE Project Manager, State Training Authorities and Industry Training Authority Bodies were consulted during this review. Consultation methodology was sufficient for the scope of the review changes, and included: • face to face, telephone and email briefings of the ASA Work Plan • a range of meetings and workshops, including sector advisory committee meetings, stakeholder meetings, RTO forums and Training Package reference group workshops. In addition: • information was distributed through the ASA e-newsletter and website, with proposed items for endorsement posted on the ASA website • the project Issues Register demonstrates responsiveness to stakeholder feedback provided. The equity report noted that ‘there is no evidence that under-represented groups were identified’, adding ‘Consultation with equity groups would ensure inclusion of the views and needs of a more diverse range of stakeholder’.
		1.2 Other national and international standards for skills are considered	This Version 1 of AUM12 represents a limited revision of material which, while reflecting national standards, did not appear to include consideration of current international standards.

	2. Be driven by industry's needs	2.1 Clever, sustainable approaches to incorporate feedback from stakeholders	The use of industry-based sector advisory committees to provide input into and review of revised material is an effective way of capturing real time industry intelligence. ASA advised that the methodology to capture stakeholder views included phone interviews, workshops, emails, newsletters and web consultation and so allowed feedback from smaller or more remote stakeholders to be captured.
	3. Respond to government broad policy initiatives	3.1 Innovative responses to government policy initiatives	Generally, recent government policy initiatives are not necessarily consistently evident in the material (e.g. sustainability), but as discussed above have been noted to be addressed in the streamlining work ahead. A further recent renewed focus on making foundation skill demands explicit should also be considered in streamlining, particularly in view of ASA advising in its Case for Endorsement 'RTOs will need to ensure that measures are in place to assist learners who may have difficulty in reaching appropriate English language competence required for the recognition and interpretation of automotive literature in the workplace.' The revised AUM12 is positioned as being of use in all states and territories in Australia, subsequently reducing the duplication of state-based courses.
<i>Enables ...</i> RECOGNITION <i>... of an individual's competence across industries and occupations</i>	4. Recognise convergence and connectivity of skills	4.1 Incorporation of cross industry units and qualifications	Imported units of competency are used in all seven qualifications, thereby improving the potential for a candidate's existing competencies to be recognised, at the same time increasing the connectivity of career pathways.
	5. Support movement of skills within and across organisations and sectors	5.1 Clear and consistent packaging rules for qualifications	The packaging rules are clear and consistent.
		5.2 Qualification framework and pathways are effectively designed	The suite of qualifications, which range from AQF levels 1 to 5, provides a choice of units that allow transferability. ASA considers the restructure of the AUM12 qualifications enhances: • career progression within and between the Bus, Truck and Trailer sector and the Passenger Motor Vehicle sector • flexibility to enable enterprises to choose the relevant units appropriate to the specific workplace context or particular job role.
		5.3 Incorporation of Skill	There are no skill sets in AUM12.

	6. Promote national and international portability	Sets	
		6.1 Qualification outcomes are aligned with the Australian Qualifications Framework	Qualification outcomes are aligned with the Australian Qualifications Framework.
		6.2 Other national and international standards for skills are considered	This Version 1 of AUM12 allows national portability of qualifications.
	7. Reflect licensing and regulatory requirements	7.1 Solutions to incorporate licensing and regulatory requirements are brokered	Licensing requirements for particular job functions relevant to AUM vary between States and Territories, and also between individual enterprises, depending on the equipment and processes being used. ASA has advised that skills and knowledge required to ensure compliance with licensing requirements have been embedded in units of competency. In addition and where required, individual units of competency outline any licensing and/or regulatory implications. Units advise organisations delivering AUM12 training to determine the applicable licensing requirements associated with the equipment being used in the relevant States and Territories.
<i>Provides ...</i> FLEXIBILITY <i>... to meet individual enterprise and learner needs</i>	8. Meet the diversity of individual and enterprise needs	8.1 Clear and consistent packaging rules for qualifications	The packaging rules are clear and consistent.
		8.2 Provide flexible qualifications that enable application in different contexts	This reviewer suggested that the elective unit lists of qualifications provide candidates with options of units above and below the AQF level of the qualification (e.g. AUM20112 Certificate II in Automotive Manufacturing Production – Passenger Motor Vehicle). ASA considers that AUM qualifications reflect occupational outcomes, and that in complying with flexibility policy a candidate's choice of units outside the qualification provides this broader option of AQF levels. This reviewer accepts this reasoning.
	9. Support equitable access and	9.1 Provide multiple entry and exit points	The AUM12 qualifications provide equitable access and progression. Most have no entry requirements; with entry to training possible via relevant industry

	progression of learners		experience and the recognition of prior learning (RPL) process. Where entry requirements exist (e.g. AUM40112 Certificate IV in Automotive Manufacturing, AUM50112 Diploma of Automotive Manufacturing), candidates have the option of demonstrating equivalent competency to the requirement. Information on Australian Apprenticeships and Traineeship is included where relevant in qualifications, and the Training Package provides users with information on VET in Schools.
		9.2 Pre and co-requisite units of competency are minimised	A positive feature of AUM12 is that none of the sampled units had prerequisite or co-requisite unit requirements. ASA advised that it has ensured that any prerequisite units associated with imported units cited in AUM12 qualifications are listed in the packaging rules.
		9.3 Units of competency are clearly written and have consistent breadth and depth	The required skills and knowledge sections would benefit from review to ensure direct relevance with unit content (e.g. 'speak clearly and directly' in a unit about installing engine and drive train [AUMFTQ3001 Install engine and drive train]). ASA advised that this feedback would be put on the continuous improvement register to be dealt with in the next round of continuous improvement.
	10. Support learner transition between education sectors	10.1 Advice is provided on implementation/ pathways	Advice is provided in qualification notes as well as in an AUM12 pathways diagram.
<i>Ensures ...</i> FUNCTIONALITY <i>... through ease of understanding, clever design and consistency with policy and publication requirements</i>	11. Support implementation across a range of settings	11.1 Advice is provided on implementation/ pathways	Advice is provided on implementation and pathways.
	12. Support sound assessment practice	12.1 Units of competency are clearly written and have consistent breadth and depth	This reviewer noted a number of instances in the recoded units where clarity could be improved. It was also noted in the editorial report that while the new unit and the new and revised qualifications are clearly written and compliant with editorial requirements, 'in the sample of the recoded units the developer was made aware of a number of concerns including unnecessary wordiness of performance criteria, inconsistency of terminology, style inconsistencies, repeated information in the

			required knowledge and skills and highly descriptive range statements. The developer acknowledged that the units need to be reviewed and has committed to reviewing these concerns through the continuous improvement process and the streamlining of Training Packages.'
13	Not impose structural barriers to implementation	13.1 Clear and consistent packaging rules for qualifications	The qualification packaging rules are clear and consistent.
		13.2 Compliance with the National Training Information System (NTIS)/National Register standard for loading and publication	The Training Package material sighted by this reviewer has been prepared in line with NSSC and TGA requirements. It is noted that there are references to sources or organisations that are now defunct (e.g. TVET and NTIS), however they are part of the mandatory text and it is this reviewer's understanding that the Office of the NSSC has advised developers to maintain mandatory text as is, pending the soon to be released reviewed Training Package Development Handbook. ASA has agreed to remove all slashes from all unit titles prior to submitting for endorsement (e.g. Prepare and use/operate equipment, tools and/or machinery) to aid user TGA searches, because at present TGA converts slashes to underscore (i.e. Prepare and use_operate equipment, tools and_or machinery). There was a range of formatting issues raised during the sampling exercise, which ASA advised will be put on the continuous improvement register to be dealt with in the next round of continuous improvement. The material in general complies with the standards for loading and publication on the national register.
		13.3 Compliance with Training Package policy	In line with Training Package Development Handbook, the version identifier in all the now-reviewed AUM08 qualifications reflects the year of the review (2012); while the rest of the code sequence and qualification titles have remained the same. The Training Package Development Handbook requires the critical aspects cited in a unit's evidence guide to represent those required to demonstrate competency in the unit. Unit sampling as part of this QA review revealed that the critical aspects for assessment could more closely reflect this requirement. The lists of critical aspects in those units sampled often revealed over-long lists of tasks not

			apparently critical to successful completion of the unit (e.g. 'working and communicating effectively and positively with others involved in the work' – a critical aspect in the unit AUMGTM2003 Install or replace mechanical units/assemblies). Apart from not necessarily reflecting the spirit of the TPDH, long lists of critical aspects do not provide strong support to an assessor in making a judgement of competence. ASA advised that the review of critical aspects in the AUM units will be put on the continuous improvement register to be dealt with in the next round of continuous improvement.
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