

<b>Date Published</b> 30/6/2022	<b>NEWSLETTER</b>	<b>Volume 19 – Issue 6</b> June – 2022
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## Career Pathways

The only way any trade can attract school leavers is to provide training courses, academic qualifications and pathways. NZ aviation career pathways, supported by State training courses, is what we should copy. It is ridiculous not to have Australasian skilled standards as expected under the Tran-Tasman Agreement.

The structured theoretical component of apprenticeships for school leavers can be studied through TAFE, most States, and you may even have your course fees funded by the State Government! Here are NSW [20 most popular apprenticeships](#). Remember there are also [pre-apprenticeship options](#) too to give you a taste of the trade and a great foundation in some of the skills. Aviation is not used as examples anymore except in Queensland.

A career path is a sequence of jobs that leads to your short- and long-term career goals. Some follow a linear career path within one field, while others change fields periodically to achieve career or personal goals.

Ultimately, your career path depends on your career values and personal goals. You might change industries as you pursue a higher income, better benefits, and/or increased job satisfaction.

Aviation should be one of those industries that careers are sought after. Sadly, aviation is being advised against.

Why? Because there are no longer VET pathways through the engineering fields of aircraft maintenance to management. A disconnect between licencing authorities and education.

### 1 New Government support for trade training?

Maybe a change of government is what this industry needed as a number of new Ministers are making the right noises, therefore AMROBA will make a petition to them to get back on track with a trade base system underpinning a licencing system specified by CASA. The new government states on its website: [\(cont\)](#)

### 2 Fast Track Foreign LAMEs to support Commercial MRO

There is no way our trade training system will provide the number of LAMEs required in the near future. What CASA offers is a self-study pass examinations pathway. The VET system has not provided training pathways for the B1.2, 1.3, 1.4 or a B2L needed for GA, since the introduction of CASA Part 66/147. What courses have CASA approved under Part 147? [\(cont\)](#)

### 3 New Technology – Standard Day to Day Aviation

Anyone working in aviation understands that new technology is part of working in this fascinating industry. Without looking at the continually changing technology in aircraft, the new maintenance tooling technology is also quite high technology. [\(cont\)](#)

### 4 Annex 8 – Personnel Standards

6.6.4 The maintenance organization shall establish the competence of maintenance personnel in accordance with procedures and **to a level acceptable to the Contracting State granting the approval.** [\(cont\)](#)

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## 1. New Government support for trade training?

Maybe a change of government is what this industry needed as a number of new Ministers are making to right noises therefore AMROBA will make a petition to them to get back on track with a trade base system underpinning a licencing system specified by CASA. The new government states on its website:

*“Hundreds of thousands of Australians will be able to earn a qualification or upskill with [Labor’s fee free TAFE plan](#). Labor’s 465,000 fee free TAFE places – including 45,000 new places – will help people find decent jobs and help businesses find employees, by making fee free places available to students studying for industries with skills shortages.*

*Labor will make sure at least 70% of all public funding for vocational education goes to TAFE to strengthen our public education system. And we’ll deliver \$50 million to boost technology on campuses, creating world-leading TAFE training centers.*

*This will help fix areas of skills shortages and fill future skills needs by training Australians in jobs including engineering, nursing, tech, and teaching.”*

We will be submitting a proposal to the government to correct the current deskilling of the non-airline sectors of civil aviation. Government leaders to consult with:

Minister for Employment and Workplace Relations:	<i>Mr Tony Burke</i>
Minister for Skills and Training:	<i>Mr Brendon O’Connor</i>
Minister for Education:	<i>Mr Jason Clare</i>
Minister for Infrastructure, Transport, etc.	<i>Mrs Catherine King</i>
Minister for Trade and Tourism:	<i>Mr Don Farrell</i>

Collectively, they may see the devastation that the regulatory system, introduced over the last ten years, has created. Hopefully, they will support a return to being ICAO compliant and support training pathways that we need. In addition, recognition of foreign qualifications by other than CASA.

This government has the opportunity to make the Education Department responsible for AME & LAME skills and qualifications compliant with global training standards under the Convention.

Safety is dependent on having AMEs & LAMEs qualified to the minimum ICAO promulgated training standards that are no longer required. Lower the skills, lower safety standards.

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## 2. Fast Track Foreign LAMEs to support Commercial MRO

There is no way our trade training system will provide the number of LAMEs required in the near future. What CASA offers is a self-study pass examinations pathway. The VET system has not provided training pathways for the B1.2, 1.3, 1.4 or a B2L needed for GA, since the introduction of CASA Part 66/147. What courses have CASA approved under Part 147?

The following letter has been sent to CASA’s CEO.

**“Subject: Critical Shortage of Licenced Aircraft Maintenance Engineers outside the airline sector.**

The critical shortage of LAMEs is restricting the recovery of these sectors post the pandemic.

We must accept that within Australia there is no foreseeable solution to overcome this shortage of trained and qualified trades based AMEs that would be able to sit for CASA examinations.

The inability of Australia’s national trade training system to provide training pathways to support recovery has resulted in a shortage of trained and qualified AMEs and LAMEs to support the B1.2, B1.3, B1.4 licences and the desperate need for a B2 Light that is available in Europe.

This shortage is so severe it will not recover until 4-5 years post the National Vocation Education Training system provide NVET training pathways to support these licence pathways.

In the meantime, experienced LAMEs continue to retire or leave the industry adding to the shortage caused by no VET training pathways for these LAMEs.

All employer based associations agree that there is a requirement for a fast track short-term solution to be implemented if these sectors are to survive and prosper.

**Solution:** Fast track acceptance of foreign trained LAME's, however called, qualifications and the provision of an Air Law examination prior to issuing a CASA Part 66 licence.

- LAMEs from most countries that adopted the EASA Part 66/147 have implemented the formally trained EASA promulgated standards. Some also have EASA approval.
- EASA issued licences means these personnel technical qualifications also meet CASA's Part 66/147 promulgated standards that are a copy of the EASA system.
- LAMEs from other countries have qualifications that must be equivalent or, in our experience, higher than the current CASA standard of self-study and pass CASA knowledge examinations to obtain a licence in the above categories.
- Experienced foreign LAMEs need to be encouraged to come to Australia to fill the critical shortage of LAMEs that these sectors are experiencing.
- CASA, has in the past, fast tracked foreign LAMEs through the CASA processes so all aviation sectors can quickly recover from the pandemic.

Employers are looking for experienced LAMEs to fill the gap until the Australian NVET system can provide training pathways, if ever.

Pip, can you urgently set up a task based working group consisting of the 4 employer groups and CASA specialists with a task to identify a fast track process so our members can employ experienced foreign LAMEs to overcome the declining number of experienced LAMEs in Australia.”

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This is really important to many AMOs short of LAMEs. There are many highly experienced foreign LAMEs in this country that CASA simply won't accept their foreign qualifications and experience. In many cases, they exceed what we have in Australia.

CASA predecessors used to evaluate and accept foreign qualifications/experience to the greatest extent possible, especially for mature LAMEs, and provide, if necessary, a composite examination to cover any deficiency.

Every other mature NAA worldwide provides that service.

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### *3. New Technology – Standard Day to Day Aviation*

Anyone working in aviation understands that new technology is part of working in this fascinating industry. Without looking at the continually changing technology in aircraft, the new maintenance tooling technology is also quite high technology.

Robotics is very hard to replace manual labour in aircraft maintenance but many tools reduce manhours when doing rectification of aircraft or aircraft components.

For example, when borescopes were introduced, it changed the methodology of inspecting items internally. Now we use these tools as a normal tool when doing maintenance, rectification maintenance and repair. Now they link to a monitor that expands the view.

Even mobile phones are being used to snap a shot of an item in a tight location and expanding the picture for an in-depth view or sending to a more experienced technician for advice.

Look at the difference in helicopter track and balance technology that once used static balance equipment and tracking flags. Now helicopters are fitted with vibration sensors, tacho signal sources, tracking devices and associated connecting cables and mounts.

New technology is simply a normal part of maintaining aircraft that all manage extremely well.

#### 4. Annex 8 – Personnel Standards

##### 6.6 Personnel

6.6.1 The maintenance organization shall nominate an accountable executive who, irrespective of other functions, is accountable on behalf of the organization.

*Note.*— *Guidance material on the responsibilities of an accountable executive is contained in Doc 9760 and the Safety Management Manual (SMM) (Doc 9859).*

6.6.2 The maintenance organization's accountable executive shall nominate a person or group of persons whose responsibilities include ensuring that the maintenance organization is in compliance with the requirements of 6.2.1 and 6.2.2.

6.6.3 The maintenance organization shall employ the necessary personnel to plan, perform, supervise, inspect and release the maintenance work to be performed.

6.6.4 The maintenance organization shall establish the competence of maintenance personnel in accordance with procedures and **to a level acceptable to the Contracting State granting the approval**. If the person signing the maintenance release is a non-licensed person, the person shall meet the qualification requirements specified in Annex 1 – *Personnel Licensing* to sign a maintenance release.

6.6.5 The maintenance organization shall ensure that all maintenance personnel receive initial and continuation training appropriate to their assigned tasks and responsibilities. The training programme established by the maintenance organization shall include training in knowledge and skills related to human performance, including coordination with other maintenance personnel and flight crew.

*Note.*— *Guidance material to design training programmes to develop knowledge and skills in human performance can be found in the Human Factors Training Manual (Doc 9683).*

Annex 1, Chapter 4 also state:

##### 4.2.1.4 Training

**Recommendation** – *the applicant should have completed a course of training appropriate to the privileges to be granted.*

*Note.* *The Manual on Training of Aircraft Maintenance Personnel (Doc 10098) contains material on the design and development of a training programme for aircraft maintenance personnel*

**Though this aviation treaty requirement has been in Annexes to the Convention for decades, no previous government has ever made the Federal Education Department responsible for meeting this obligation in the treaty.**

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