



22 September 2020

NSW Government
Commissioner for Productivity

Letter to the Commissioner of Productivity
NSW Productivity Commission Green Paper

RACCA thanks the Commission for the opportunity to comment on some areas of the Green Paper. We have not followed the expected format, but given thoughts that we feel are essential for a change in pathway for our trade.

RACCA is an association of refrigeration and air conditioning contractors, many of whom employ apprentices. RACCA sees that if new pathways were created for our industry we would need to lift the standard of apprenticeship applicants. The refrigeration and air conditioning (RAC) trade is an invisible trade to the public; we need to lift the awareness of our trade to parents, general public and potential apprentices.

The majority of current apprentices are struggling with the theory component of our trade and many have difficulty completing the apprenticeship within the present 4 years. I agree that if we attracted apprentices of a higher educational level then it would be possible to introduce a true competency based training program that would shorten the length of apprenticeships.

The pathway where full time education is undertaken before having a job in the industry does not hold for refrigeration and air conditioning due again to the fact that the nature of the work attracts a student that performs better through kinaesthetic learning.

This trade is one that is very technical. The trade requires the apprentice to be able to complete many complex diagnostic skills which a fair percentage of current apprentices are struggling with.



The RAC trade needs to be licensed because:

- (a) Works with controlled substances CFCs, HCFC's and HFC's (refrigerants)
- (b) Works with equipment that is high pressure and very dangerous to unknowledgeable repairers
- (c) Works on electrical components
- (d) Has to abide by many codes and standards for a safe installation

RACCA wholeheartedly agrees with the need to overhaul the image of the refrigeration and air conditioning trade. This would improve the attractiveness of our trade to the interested public. While trades are traditionally viewed as masculine, RACCA welcomes women to join our industry but acknowledges that to reduce the gender disparity a public campaign is needed to change the public view of the RAC industry as a career.

Yours sincerely,

