

New NQC policy for AQTF trainer and assessor competencies

New benchmarks for AQTF trainer and assessor competencies

Following the May 2010 endorsement of the TAE10 Training and Education Training Package the NQC has reviewed and updated its policy on the competencies to be held by trainers and assessors under the AQTF.

At its June 2010 meeting the Council agreed to amend its policy on AQTF trainer and assessor competencies by:

- i. replacing references to the TAA04 Certificate IV and assessor competencies with references to the revised TAE10 Certificate IV and assessor competencies; and
- ii. requiring all trainers and assessors to have these qualifications/competencies or be able to demonstrate equivalent competencies (i.e. delete all references to BSZ98 Certificate IV/competencies).

It is important to note that the new policy includes provision for trainers and assessors to 'demonstrate equivalent competencies'. In other words, it is not the NQC's intention to require trainers and assessors to upgrade their formal qualifications if they are able to demonstrate they have gained the required competencies through continued professional practice. Note also that the new policy retains the provision for direct supervision of trainers who do not have the required competencies by someone who does.

Implementation of the new requirements

The Council has agreed to a transition period of two years to allow providers time to adopt a planned approach to ensuring all their trainers/assessors meet the new requirements. Registering bodies will be responsible for implementing the new requirements and providers and their trainers and assessors should contact their registering body in the first instance if they have queries about the new policy or how it will be implemented.

Publication of policy

The new policy has been published as Appendix 2 to the *Users' Guide to the AQTF Essential Conditions and Standards for Initial Registration* and the *Users' Guide to the AQTF Essential Conditions and Standards for Continuing Registration* and will be communicated to stakeholders as part of the communication strategy to support implementation of the strengthened AQTF.

Given the long transition period, the superseded policy (as agreed by the NQC on 18 December 2009) will also be published, as Appendix 3 to the *Users' Guide to the AQTF Essential Conditions and Standards for Initial Registration* and the *Users' Guide to the AQTF Essential Conditions and Standards for Continuing Registration*.

Copies of the Users Guides, including Appendix 2 and 3 are available from www.training.com.au.

The detailed policy is provided below for stakeholder information.

NQC Policy on AQTF trainer and assessor competencies- 17 June determination

The NQC policy on the training and assessment competencies to be held by trainers and assessors under the AQTF Standard 1.4(a), as agreed by the NQC on 17 June 2010, is shown below. Providers have until 17 June 2012 to be fully compliant against the new policy.

Trainers must:

- (i) hold the TAE40110 Certificate IV in Training and Assessment from the TAE10 Training and Education Training Package
- or
- (ii) be able to demonstrate equivalent competencies to the TAE40110 Certificate IV in Training and Assessment from the TAE10 Training and Education Training Package
- or
- (iii) work under the direct supervision of a person who has the competencies specified in (i) or (ii) above*

and

be able to demonstrate vocational competencies at least to the level of those being delivered**.

Notes: *Direct supervision is achieved when a person delivering training on behalf of the RTO has regular guidance, support and direction from a person designated by the RTO who has the trainer competencies in (i) or (ii) above and who monitors and is accountable for the training delivery. It is not necessary for the supervising person to be present during all training delivery.

** Vocational competency is defined as broad industry knowledge and experience, usually combined with a relevant industry qualification. A person who has vocational competency will be familiar with the content of the vocation and will have relevant current experience in the industry. Vocational competency must be considered on an industry-by-industry basis and with reference to the guidance provided in the Assessment Guidelines of the relevant Training Package.

Training Packages include advice specific to the industry related to the vocational competencies of assessors. This may include advice on relevant industry qualifications and experience required for assessing against the Training Package or for specific qualifications within the package. The Training Package will also provide specific industry advice outlining what it sees as acceptable forms of evidence to demonstrate the maintenance of currency of vocational competency.

Assessors must:

- (i) hold the following three competencies from the TAE10 Training and Education Training Package:
 - (a) TAEASS401A Plan assessment activities and processes
 - (b) TAEASS402A Assess competence
 - (c) TAEASS403A Participate in assessment validation

or

(ii) be able to demonstrate equivalent competencies to all three units of competency listed in (i).

Note: If a person does not have the assessment competencies as defined in (i) or (ii) above *and* the relevant vocational competencies at least to the level being assessed, one person with all the assessment competencies listed in (i) or (ii) above and one or more persons who have the relevant vocational competencies at least to the level being assessed may work together to conduct the assessments.