

Innovation & Business Skills Australia (IBSA)

Training and Education Training Package TAE10

Incorporating the review of Certificate IV in Training and
Assessment

Training and Education

- A Training Package for the VET professional
- Career pathways based upon an entry level at Certificate IV:
 - the Diploma in Training and Assessment,
 - career development into learning management or international education, and
 - specialisation within the Language, Literacy and Numeracy suite.

The new package to include:

- The revised Certificate IV in Training and Assessment
- The recently developed Vocational Graduate Certificate in Adult Language, Literacy and Numeracy Practice
- The recently developed Vocational Graduate Diploma of Adult Language, Literacy and Numeracy Leadership

Diploma TAA50104

- TAA04 Training and Assessment Training Package will remain in place for interim period
- Requested by States and Territories
- Administrative burden to RTOs in recoding TAA50104 to TAE50110 unacceptable
- Cease to exist when the Diploma has undergone review
- Clear linkage indicated in all documentation

Training and Education qualification list

- TAE40110 Certificate IV in Training and Assessment
- TAE70110 Vocational Graduate Certificate in Adult Language, Literacy and Numeracy Practice
- TAE80110 Vocational Graduate Diploma in Adult Language, Literacy and Numeracy Leadership
- TAE50310 Diploma of International Education Services
- TAE70310 Vocational Graduate Certificate of International Education Services
- TAE70210 Vocational Graduate Certificate in Management (Learning)
- TAE80210 Vocational Graduate Diploma of Management (Learning)

Certificate IV in Training and Assessment

Moving from 12 core plus 2 elective units to 7 core plus 3 elective units.

- Core units consist of:
 - 2 Learning design
 - 2 delivery and facilitation
 - 3 assessment

Merged Delivery units

- TAADEL401B *Plan and organise group-based delivery*
- TAADEL402B *Facilitate group based learning*
- TAADEL404B *Facilitate work-based learning*
- TAADEL403B *Facilitate individual learning*

TAEDEL401A *Plan, organise and deliver group based learning*

TAEDEL402A *Plan, organise and facilitate learning in the workplace*

Assessment Units

- TAEASS401A Plan assessment activities and processes (*Enhance, includes developing simple assessment tools*)
- TAEASS402A Assess competence
- TAEASS403A Participate in assessment validation

Changes to the assessment units

TAA04	TAE10
TAAASS401C <i>Plan and organise assessment</i>	TAEASS401A <i>Plan assessment activities and processes</i>
TAAASS403B <i>Develop assessment tools</i>	TAEASS502A <i>Design and develop assessment tools (Diploma)</i>

Key elements – Certificate IV

- Certificate IV in Training and Assessment
 - more precisely positioned this qualification as the entry point into a VET professional career
 - content has been targeted to be more precise
 - the core structure of the qualification remains unchanged, focusing on learning design, delivery and assessment.
 - 5 skill sets have been developed

Skill Sets

- **Assessor skill set**

- TAEASS401A Plan assessment activities and processes
- TAEASS402A Assess competence
- TAEASS403A Participate in assessment validation

Skills Sets

- **Enterprise trainer skill set**
 - TAEDEL301A Provide work skill instruction
 - BSBCMM401A Make a presentation

Skill Sets

- **Enterprise trainer and assessor skill set**

- TAEASS401A Plan assessment activities and processes
- TAEASS402A Assess competence
- TAEASS403A Participate in assessment validation
- TAADEL301A Provide work skill instruction

Skill Sets

- **Sustainable practice skill set (new)**
 - TAESUS501A Analyse and apply sustainability skills to learning programs

Skill Sets

- **Workplace supervisor skill set (new)**
 - TAEASS301A Contribute to assessment
 - TAADEL301A Provide work skill instruction
 - TAEDEL401A Mentor in the Workplace

Key elements - LLN

- Language, Literacy and Numeracy
 - developed to assist in broadening and strengthening the adult literacy and numeracy workforce
 - support implementation of COAG Skills and Workforce Development targets
 - consistent with the requirements of the Australian Quality Training Framework

Policy issues

- Sustainability and green skills
 - Training and Assessment for sustainability
 - Elective unit in the Diploma
 - Skill Set underpinning PD for the VET workforce
- Training Packages for the 21st century
 - Flexibility rules
 - Clarity, focus and streamlined units
- Apprenticeship task force recommendations
 - Mentoring unit as an elective in the Certificate IV
 - Workplace supervisor skill set

AQTF2010 requirements*

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.

* http://www.nqc.tvetaustralia.com.au/_data/assets/pdf_file/0020/53750/NQC_Special_Bulletin_-_New_Requirements_for_AQTF_Trainers_and_Assessors.pdf

AQTF2010 requirements explained

- RTOs and VET practitioners should note in particular that the NQC guidance outlines that “*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*”.

This means that organisations and individuals should feel no immediate need to change practice to meet amended AQTF2010 requirements.

- *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.*

(IBSA emphasis)

The promotion of requirements for current holders of a Certificate IV in Training and Assessment to ‘upgrade’ or ‘update’ qualifications is firstly not a requirement of the NQC determination and secondly not in the interest of either the VET sector at large or individual VET practitioners. It is IBSA’s position that such activity is contrary to the nature and intent of competence based qualifications.

Review of Diploma TAA50104

- Discussion paper on website
- NPRG to be established
- Focus groups to be conducted
- Major issue: orientation of qualification
- Advanced trainer and assessor?
- Management?

Future work

- Improve the skills of the VET workforce in dealing with language, literacy and numeracy issues
- Develop a national approach to general education courses in VET
- Review and refresh the suite of Skill Sets in TAE10
- Consider the need for higher level trainer and assessor qualifications, including articulation from a revised Diploma