



Requirements for VET trainers and assessors:

Determination for trainer and assessor competencies

The NSSC is responsible for setting the competency standards required by VET trainers and assessors who deliver nationally recognised training and assessment services. At its meeting of 17 June 2013, the NSSC endorsed an amendment to the *Determination for Training and Assessment Competencies to be held by Trainers and Assessors* to reflect the superseded TAE10 Enterprise Trainer Skill Set and new coding of the TAE Assessor Skill Set. This determination specifies the minimum qualifications or competencies that must be held by trainers, people delivering nationally recognised training under supervision and assessors in the VET sector.

Determination of the National Skills Standards Council – 17 June 2013

This Determination replaces the Determination of the NSSC dated 8 December 2011 to reflect changes made to the TAE10 Training and Education Training Package's Enterprise Trainer Skill Sets and is effective as of 1 July 2013.

Standards for Registered Training Organisations (RTOs)

The National Skills Standard Council (NSSC) is responsible for determining the training and assessment competencies to be held by trainers and assessors in accordance with Standard 1.4a of the AQTF Essential Conditions and Standards for Initial and Continuing Registration and SNR 4.4 and 15.4 of the Standards for NVR Registered Training Organisations as set out below.

AQTF Standard 1: The RTO provides quality training and assessment across all of its operations.

Element 1.4: Training and assessment are delivered by trainers and assessors who:

- a. have the necessary training and assessment competencies determined by the National Quality Council or its successors; and
- b. have the relevant vocational competencies at least to the level being delivered or assessed, and
- c. can demonstrate current industry skills directly relevant to the training / assessment being undertaken, and
- d. continue to develop their Vocational Education and Training (VET) knowledge and skills as well as their industry currency and trainer/ assessor competence.

Standards for NVR Registered Training Organisations 2012 of the VET Quality Framework

SNR 4.4 / SNR 15.4 Training and assessment are delivered by trainers and assessors who:

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- b. have the relevant vocational competencies at least to the level being delivered or assessed, and
- c. can demonstrate current industry skills directly relevant to the training/ assessment being undertaken, and
- d. continue to develop their Vocational Education and Training (VET) knowledge and skills as well as their industry currency and trainer/ assessor competence.

The National Skills Standards Council has determined that from 1 July 2013:

A - TRAINERS MUST:

- i. hold the *TAE40110 Certificate IV in Training and Assessment* from the TAE10 Training and Education Training Package as a minimum qualification or be able to demonstrate equivalence of competencies; and
- ii. be able to demonstrate vocational competencies at least to the level being delivered and assessed; and
- iii. be able to demonstrate how they are continuing to develop their VET knowledge and skills as well as maintaining their industry currency and trainer/ assessor competence.

B - PERSONS DELIVERING TRAINING UNDER THE SUPERVISION OF A TRAINER MUST:

- i. work under the supervision of a trainer with the *TAE40110 Certificate IV in Training and Assessment* or of a person who has demonstrated equivalence of competencies; and
- ii. holds either the *TAESS00007 Enterprise Trainer – Presenting Skill Set* or be able to demonstrate equivalence of competencies, or the *TAESS00008 Enterprise Trainer – Mentoring Skill Set* or be able to demonstrate equivalence of competencies within two years of commencing to deliver training while under supervision; and
- iii. be able to demonstrate vocational competencies at least to the level being delivered and assessed as well as maintaining their industry currency.

Notes:

1. Evidence used to demonstrate equivalence of competencies may include consideration of relevant past training, including consideration of superseded and pre-existing teaching qualifications, experience, and professional development.
2. Supervision is the provision of regular and ongoing guidance, direction and leadership from a person holding the *TAE40110 Certificate IV in Training and Assessment* or from a person who has demonstrated equivalence of competencies. The supervising person monitors and is accountable for the training delivery.

C - ASSESSORS MUST:

- i. hold the *TAESS00001 Assessor Skill Set* or be able to demonstrate equivalence of competencies; and
- ii. be able to demonstrate vocational competencies at least to the level being assessed; and
- iii. be able to demonstrate how they are continuing to develop their VET knowledge and skills as well as maintaining their industry currency and assessor competence.

Note:

If a person does not have all the assessment competencies as defined in (i) ,(ii) and (iii) then one or more persons with the combined expertise in (i), (ii) and (iii) may work together to conduct the assessment.

Vocational competency

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 any guidance provided in the relevant Training Package or Accredited Course.

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