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Continued Professional Development, the Glitter and Gold
Angela McGregor

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ABOUT: Angela McGregor

Angela McGregor has first hand experience in the vocational education and training (VET) sector, having worked as a registered training organisation (RTO) consultant since 1999 as well as owning her own RTO for 9 years. She has provided consulting services to new and existing RTOs and her extensive experience includes RTO set up, assistance with compliance, auditing, professional development and accredited course development and assessment design, validation and review.

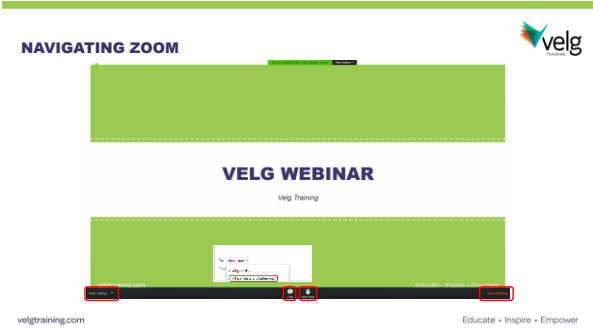


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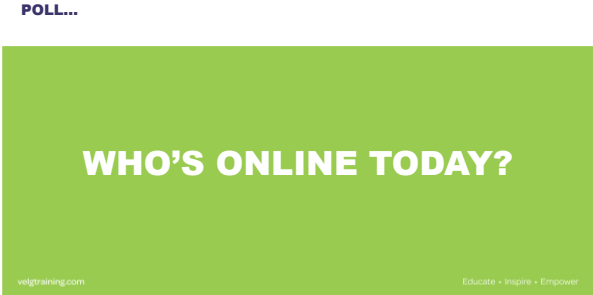
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WEBINAR OVERVIEW



NB: This webinar will NOT be covering the requirements of maintaining Current Industry Skills

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Standards for RTOs 2015 require:

Trainers and Assessors **have**:

- Vocational competencies at least to the level being delivered and assessed (1.13a)
- Current industry skills directly relevant to the training and assessment being provided (1.13b), and
- Current knowledge and skills in vocational training and learning that informs their training and assessment (1.13c)
- Certificate IV in Training and Assessment, or
- A diploma or higher-level qualification in adult education (1.14)

Trainers and Assessors **must**:

- Undertake professional development in VET, including competency-based training and assessment (1.16)

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Trainers and Assessors undertake professional development in the fields of:

- Knowledge and practice of vocational training, and
- Learning and assessment, including competency-based training and assessment.



Source: <https://www.qcpa.gov.au/news-publications/publications/fact-sheets/meeting-trainer-and-assessor-requirements>

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What is:
Vocational competency?
Currency?
VET PD?
Industry PD?



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VET PD requirements

- Trainers and Assessors are required to have current knowledge and skills in vocational training and learning
- VET PD activities need to relate to providing competency-based training and assessment
- The purpose is to ensure ongoing development as Trainers and Assessors

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Industry PD requirements

- Supports currency activities
- Enables Trainers to keep up to date with industry developments
- The purpose is to keep up to date with industry

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Planning professional development activities



- Identify your professional development needs
- Identify learning opportunities relevant to your needs
- Plan your PD activities annually
- Ensure that you cover a range of competency-based training and assessment areas
- Remember that delivering training is not considered professional development



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RTO obligations



- Maintain a professional development plan for all Trainers and Assessors
- Retain evidence of participation in PD activities



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Evidence of PD

- Attendance lists
- Certificates (nationally recognised and non-accredited)
- Detailed diary notes
- Employer reports or letters
- Enrolment records
- Receipts
- Minutes



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How much is enough?

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What is a CPD point system?



- Continuing Professional Development point system
- Allocation of points (weighting) to various PD activities
- Primary purpose of CPD is to **promote best practice** and **compliance** across the profession
- Provides a benchmark for Trainers/Assessors and RTOs

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What could a CPD points system look like?



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Summary of PD needs						
Activities undertaken to meet my professional development needs						
Start and finish date of activity	Provider	Type of activity	Learning outcomes	Evidence	CPD activity group	CPD points

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Description		Points
A	Conventions and conferences (per day)	40
B	Courses, seminars or workshops	40
C	In-house learning	30
D	Nationally Recognised Training	50
E	Webinars	15
F	One-on-one coaching or mentoring	30
G	Newsletters	5

VET PD - 50 points each 6 months
Industry PD - 50 points annually
(maximum of 10 points in category G)

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Glitter or Gold?

- Completion of the LLN unit from the Certificate IV TAE
- Participation in LinkedIn discussions
- Subscription to WHS newsletters
- Participation in an industry trade show
- Membership with an industry association
- Subscription to ASQA's newsletter
- Attendance at a product launch for new equipment
- Subscription to industry journals
- Watching a VET Gurus webinar
- Attendance at an xAccelerate workshop

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Commonly asked questions

When was this requirement introduced?

Is there any way around this?

Why isn't the training I deliver PD or currency?

Why would an RTO introduce a structured CPD system?

Can an RTO require other staff to undertake PD?

Can an RTO require Trainers to undertake more PD than ASQA's minimum?

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ANY QUESTIONS?

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WHAT HAPPENS NOW?

WITHIN 48 HOURS, YOU WILL RECEIVE AN EMAIL INCLUDING:

1. A Statement of Attendance
2. A link to event feedback survey
3. Access to the WMV recording of the webinar for three months
4. PDF copy of the PowerPoint
5. PDF transcript of Chat Q&A
6. Additional supporting resources

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UPCOMING EVENTS

29 Apr: **Webinar**
Colourful Competence: Dimensions of Competency
6 May: **Webinar**
Show Me the Way: Mapping the Importance of
Mapping
20 May: **Webinar**
Supportive Strategies for Learner Engagement

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THANK YOU FOR YOUR COMPANY

We really hope you enjoyed engaging with **Angela** for your webinar today.
If you have any queries or feedback relating to today's topic, or any general questions regarding your role within the VET sector, do not hesitate to contact the team at Velg Training.



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