

Understanding Trainer and Assessor Competency and Currency

Vocational Education and Training (VET) is expected to be delivered by competent practitioners with the necessary industry skills, knowledge, and experience in their respective field or vocation. This involves trainers who are not only familiar with current industry practices but can also competently perform job-related tasks to the standards required by the industry. VET trainers and assessors should identify and actively pursue their Professional Development needs. There are numerous ways to document competency and currency. One recommended approach is to keep a record of all PD activities.

RTOs must ensure their trainers and assessors have the requisite vocational competencies and qualifications to train and assess all units on their scope of registration. RTOs should have standardised forms, policies, and procedures to document the professional profiles and development activities of their training and assessing staff. This practice ensures transparency, consistency, and effectiveness in maintaining and upgrading the competencies of the staff.

Clause 1.13 - 1.16 - Standards for RTOs 2015

Clause 1.13 - 1.16 of the Standards for Registered Training Organisations (RTOs) 2015 mandate specific requirements regarding trainer and assessor vocational competence and currency.

- **Clause 1.13** requires that an RTO's training and assessment only be delivered by trainers and assessors that hold specific training and assessment credentials.
- **Clause 1.14** requires that RTOs ensure that it has trainers and assessors that hold specific training and assessment credentials.
- **Clause 1.15** describes the requirements that must be met by someone who conducts assessment only.
- **Clause 1.16** mandates that all trainers and assessors undertake professional development in vocational training, learning, and assessment, including competency-based training and assessment.

Training and assessment must be delivered **ONLY** by persons who:

- Meet the requirements of Clause 1.22, 1.23 & 1.24
 - Vocational Competencies at least to the level being delivered and assessed
 - Current industry skills directly relevant to the training and assessment being provided; and
 - Current knowledge in vocational training and learning that informs their training and assessment
- Undertake ongoing professional development in VET (Clause 1.16)
 - Professional development in the fields of the knowledge and practice of vocational training, learning and assessment including competency-based training and assessment
- Hold the relevant training and assessment qualifications

Trainers (including those who conduct assessment)

Clause 1.14 describes the requirements that must be met by someone who delivers training. From 1 July 2019 a trainer must have one of the following qualifications (equivalence cannot be demonstrated):

- TAE40116 Certificate IV in Training and Assessment (or its successor) **OR**
- TAE40110 Certificate IV in Training and Assessment **PLUS** the following units:
 - TAELN411 Address adult language, literacy and numeracy skills (or its successor) or TAELN401A, **PLUS**
 - TAEASS502 Design and develop assessment tools (or its successor) or TAEASS502A or TAEASS502B **OR**
- Diploma or higher qualification in adult education

Assessors (no training delivered)

Clause 1.15 describes the requirements that must be met by someone who conducts assessment only. From 1 July 2019 to be an assessor only, one must have one of the following qualifications or skill sets (equivalence cannot be demonstrated):

- TAESS00011 Assessor Skill Set (or its successor) **OR**
- TAESS00001 Assessor Skill Set **PLUS**
 - TAEASS502 Design and develop assessment tools or TAEASS502A or TAEASS502B **OR**
- TAE40116 Certificate IV in Training and Assessment (or its successor) **OR**
- TAE40110 Certificate IV in Training and Assessment plus the following units:
 - TAELLN411 (or its successor) or TAELLN401A
 - TAEASS502 (or its successor) or TAEASS502A or TAEASS502B **OR**
- Diploma or higher qualification in adult education

Working Under Supervision

Clause 1.17 - 1.20 describes the requirements that must be met where an individual is engaged who is not a trainer or assessor. If an individual does not hold one of the required qualifications (as listed above), they cannot determine assessment outcomes and must work under the supervision of a trainer/assessor who does hold the required qualification.

Training and Education Training Package

Trainers and assessors delivering the TAE40116 Certificate IV in Training and Assessment, or any assessor skill set from the TAE Training and Education Training Package are required to hold one of the following qualifications:

- TAE50111/TAE50116 Diploma of Vocational Education and Training ☐
- TAE50211/TAE50216 Diploma of Training Design and Development ☐
- a higher-level qualification in adult education.

Note: This VET Fact Sheet provides general information and should not be considered as legal advice.