

Keeping Current with the Certificate IV in Training and Assessment

The Certificate IV in Training and Assessment means many things to many people. It can affirm existing knowledge and skills, whilst providing the foundation for creating effective training and assessment practice, or simply be a piece of paper to enable trainers to continue to work in the Vocational Education and Training sector. Whatever your reason, it is always important to remain current.

When it comes to currency, trainers and assessors in the VET sector have dual competency requirements. Firstly, there are human resource standards that are required to be a trainer/assessor which are outlined in the TAE10 Training and Education Training Package. Secondly, other Training Packages or Accredited Courses include advice as to the evidence that is needed to demonstrate the currency of skills which are specific to industry. This is often referred to as "Vocational Competence".

In an RTO context, SNR 4.4 and SNR 15.4 outline the obligations of Trainers and Assessors to maintain their currency. With the impending National Skills and Standards Council (NSSC) deadline to achieve trainer and assessor competencies looming large, now is as good a time as any to remind us all of the relevant standards. Go to the NSSC website to download a copy of the communiqué issued by the NSSC.

In brief, the NSSC has determined that from 1 July 2013:

TRAINERS MUST:

- (i) Hold the TAE40110 Certificate IV in Training and Assessment from the TAE10 Training and Assessment 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.

ASSESSORS MUST:

- (i) Hold the TAE10 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.

It is important to note that whilst beginning trainers can work under the supervision of a TAE40110 qualified trainer, assessors cannot. They must possess the TAE10 Assessor Skill Set as a minimum requirement to undertake the assessment of nationally recognised training.

All this being said, what I like most about the Certificate IV is that it can extend a career. There are only so many years that you can stay "on the tools". This may be due to family commitments, the impact of industrial relations issues or simply fatigue. However, many skilled workers still have the desire and enthusiasm to make a contribution to their industry and have a commitment to empower others to succeed. This is where the Certificate IV in Training and Assessment comes into its own. So the simple message here is, if you want to give your career a boost, update your Trainer and Assessor qualifications.

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