



# Trainer and Assessor Requirements

Claire Werner

# What will be discussed

The purpose of today's workshop is to improve our understanding of the requirements for trainers and assessors in the VET Sector. We will discuss:

- VET Workforce Management
- The qualifications/units required to be a trainer/assessor
- Vocational competence and industry currency
- The RTOs responsibility when third party agreements are in place
- Reflecting on your practice

# What do the 2025 Standards say?

## The 3 Outcome Standards that focus on the VET Workforce

### Standard 3.1



Managing the VET  
Workforce

### Standard 3.2



Trainer and/or Assessor  
Requirements + the  
Credential Policy

### Standard 3.3



Current Industry  
Skills



# Outcome Standard 3.1 VET Workforce Management

Workforce Planning  
Recruitment and Selection  
Professional Development  
Credential and Compliance Management  
Appraisal and Development.  
Succession and Career Pathways  
Stakeholder Collaboration



# Who might we consider as part of VET Workforce Management?



# Outcome Standard 3.2

## The trainer & assessor changes aim to:

- ensure trainers and assessors have the knowledge and skills to be effective in a modern VET environment.
- reduce pressures on VET workforce by expanding the workforce pool and broadening use of industry experts
- provide greater flexibility
- impose clear parameters
- provide clarity on the definition of an industry expert and ensure they have relevant industry competencies, skills, knowledge and specialised industry or subject matter expertise.
- provide clarity on how those with education degrees can be engaged as trainers and/or assessors
- ensure consistency in requirements on skill sets around delivery and validation

# Outcome Standard 3.2

## The training and assessment qualification requirements



Please refer to The Credential Policy

Where the RTO requires an individual to:

- Provide training and assessment services
- Provide training and assessment from the TAE Training Package
- Validate Assessment

# Secondary teaching qualifications

- Secondary teaching qualification; **and**
- have one of the following credentials:
  - *TAESS00019 Assessor Skill Set* or its successor, or
  - *TAESS00024 VET Delivered to School Students Teacher Enhancement Skill Set* or its successor; **and**
- Be vocational competent at least to the level delivering and assessing learners in; **and**
- Demonstrate industry currency.





# Secondary teaching qualifications FAQ

1. Individuals do not have to be currently registered as a secondary school teacher.
2. Individuals do not need to meet the academic requirements for secondary teacher registration in the state or territory in which they live or work.
3. The changes do not enable individuals with overseas teaching qualifications to deliver training and assessment.
4. How can RTOs evidence that trainers and assessors with eligible teaching degrees meet the academic requirements for teacher registration?

# Diploma or higher-level qualification in adult education or vocational education and training

1. Satisfies the requirements of the Australian Qualifications Framework at level 5 or higher

and

2. Has a focus on training and assessing adults and is relevant to the delivery and assessment of VET and competency-based training and assessment.

# Graduate Certificate in Tertiary and Adult Education

Course structure: 12cpts comprising of a required Course Core of 6cpts, and specified electives of 6cpts

Required coursework and offerings:

## Course core (6cpts)

- **EDN540** (6cpts) Facilitating Lifelong Learning S1 (internal/external)

## Specified electives (totalling 6cpts from the following)

- **EDN541** (3cpts) Practical Methods of Instruction S2 (internal/external);
- **EDN546** (3cpts) Dynamics of Cultural Diversity in the Workplace and Community S2 (internal/external)
- **EDN588** (3cpts) Curriculum Development for Practitioners S2 (internal/external)

# TAE50122 Diploma of Vocational Education and Training

- **3 core units** plus **9 elective units**, of which at least 5 must be from the chosen specialisation group **A**, B or C
- of the remaining elective units at least 2 must be chosen from the elective units listed below
- up to 2 may be from any currently endorsed Certificate IV or above training package qualification or accredited course, provided that no more than 1 of these 2 units is from a Certificate IV qualification
- the core units are:
  - TAEDES511 Design and develop strategies for training and assessment\*
  - TAEDES515 Evaluate training
  - TAEPPDD511 Maintain and enhance professional practice



# The Advanced Training and Assessment Specialisation proves to be very interesting...

- TAEASS512 Design and develop assessment tools
- *Plus at least 4 of the following units:*
  - BSBSTR501 Establish innovative work environments
  - TAEASS511 Lead assessment\*
  - TAEASS513 Lead assessment moderation and validation processes\*
  - TAEASS514 Develop and implement plans for recognition of prior learning
  - TAEDEL511 Facilitate e-learning
  - TAEDEL512 Lead training facilitation\*
  - TAEELN511 Lead the development of adult literacy skills
  - TAEELN512 Lead the development of adult numeracy skills
  - TAEPPD502 Lead and mentor VET teachers, trainers and assessors
  - TAERES511 Apply research to training and assessment practice

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# What does the RTO need to do?

1. Verify copies of the trainer/assessor's credentials or the trainer/assessor's USI transcript.
2. Review the academic transcript or record of results to determine whether the units are relevant.

If you are unsure, it is always best to check. You could do this by:

1. Reviewing the course content or unit of competency.
2. Detailing the process used to establish that the content was relevant to VET and any actions taken to address gaps.

# Under direction

Where the Credential Policy permits a person to deliver any training or assessment under direction, the organisation has systems in place that ensure the person does not make assessment judgements and is delivering quality training and assessment.



Please refer to the Credential Policy page 5 & 6



# Standard 3.3

## Industry skills and currency

A registered training organisation demonstrates that all persons delivering training or assessment for, or on behalf of the organisation:

- have industry competencies, skills and knowledge that are relevant to, and at least to the level of, the training product being delivered or assessed by the person; and
- maintain an understanding of current industry practices relevant to the training or assessment being delivered by the person.



# Involving Industry Experts in Training and Assessment

Industry experts may also be involved in training delivery and/or the assessment judgement, working alongside the trainer and/or assessor to conduct training and/or contribute to assessment.



Have industry competencies, skills and knowledge that are relevant to, and at least to the level of, the training product being delivered or assessed by the person



Maintains an understanding of current industry practices relevant to the training or assessment being delivered by the person





A high-angle, top-down photograph of a group of people's hands and forearms stacked in a circle on a grey floor. The hands are of various skin tones and are wearing different colored clothing, including a maroon shirt, a grey shirt, a black tank top, and a blue denim shirt. The background is a plain, light-colored wall.

# Professional Development

The RTO facilitates access to continuing professional development opportunities to enable organisational staff to perform their roles effectively.

# Third-Party Arrangements

## Compliance Standards

When using a third party for the delivery and assessment of vocational training are the requirements for the trainers and assessors any different to what we have already discussed?

No 😊

# Reflecting on Your Practice

Join at [menti.com](https://menti.com) Use code: 2836 3342

What changes or improvements will you make in your RTO that are focused on Quality Area 3 - Workforce Management?

focus leader  
creative  
bold fast  
transpiration inspiration



# References and Resources

- The TAC Online Guidance Hub
- TAC Fact Sheet – Trainer Assessor Requirements
- *Registration Standards 2025*
  - *The Outcome Standards*
  - *Compliance Standards*
  - *Credential Policy*

TAC Website: [wa.gov.au/TAC](https://wa.gov.au/TAC)



## Contact TAC



Locked Bag 16  
OSBORNE PARK DC WA 6916



(08) 9224 6510



[tac@dtwd.wa.gov.au](mailto:tac@dtwd.wa.gov.au)



[wa.gov.au/tac](http://wa.gov.au/tac)



## Upcoming Events

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