



# AUS4SKILLS

## TRAINING AND ASSESSMENT STRATEGY IN VET

An LSDPN Online Session

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# Supplementary Papers

This session draws upon concepts raised in the following Aus4Skills  
Concept Papers

- Managing Quality- a Training Provider Perspective by Dr Greg McMillan
- Industry Engagement Framework: College Perspective by Dr Greg McMillan



# Training and Assessment Strategies

A Training and Assessment Strategy (TAS) can be considered in two broad ways

1. From a broader management and quality assurance perspective
2. From an operational planning perspective – a TAS document

My presentation will focus on 1



# TAS as a Management and QA strategy

In Australia, RTO's must meet its obligations under Standards for Registered Training Organisations (RTOs) 2015

However, there is no specific requirement to create a document called a Training and Assessment Strategy

There is a requirement that

*RTO's training and assessment strategies and practices are responsive to industry and learner needs and meet the requirements of training packages and VET accredited courses*

# TAS as a Management and QA strategy

There are also several other critical references to training and assessment requirement in the Standards.


However, a Training and Assessment document is an efficient and effective tool for RTOs to use to capture the critical elements needed

Importantly, even if there is no regulatory requirement to record and plan for training and assessment a 'good' provider / college should implement this type of strategy anyway



# Key Elements of a TAS

A Training and Assessment document will have quite detailed information; however, for example, at a higher level will include:


- What training and qualification will the college be delivering
  - Who is the college training – younger or more mature adults, experienced or inexperienced people, those with prior knowledge and skills or new entrants
  - How will the college be delivering this: online, in person, on-the-job or a combination
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# Key Elements of a TAS

- Which trainers / teachers will the college be using for training and /or assessment
- What delivery resources and facilities will the college be using
- How does the college know that all of the above will meet the requirement of the qualification and the needs of industry?




# Key Benefits of a TAS

- If there are Regulatory Standards that a college must meet, a TAS document is one efficient and effective strategy to show how the college complies with or meets the standards
  - If the college does not have prescribed standards to meet, the college still wants to be able to show stakeholders / investors and students how they meet quality standards and meet the needs of students and industry
  - The college still needs to know what it is they are planning to deliver and why and how
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# Key Benefits of a TAS

As a management Planning Tool, a TAS will help identify


- Current resources available and any shortfall where investment is needed
  - Current staff skills available or those that need to be recruited
  - A framework to create measurable KPI's on performance and results of a program
  - A mechanism to share quality standards across a college to raise the overall performance of all areas of a college
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# Key Points

- Danah will cover TAS in more detail as they can be applied, for example, to Logistics or other training
- There are many different Templates created for a TAS – there is no one ‘right way’.
- Each College can create a template that suits their QA needs; however it should be consistent across the college



# Key Points

- As an effective contribution to Management planning and performance measurement a TAS can highlight areas of need or weakness in the college
  - A TAS document can also be a key element of a continues improvement cycle
  - Completion of a template does not, in itself, mean the college has a 'good' or compliant program. Completing a template is merely an efficient way of capturing key information in one document
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# Key Points

- The main audience of a TAS are the teachers and trainers delivering the program
- The main beneficiaries of an effective Training and Assessment strategy
  - Your students
  - The industries you work with to provide graduates
  - Your college reputation
  - Your college financial performance





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**Thank you for your time**

**QnA**