# Upgrade BSZ40198 to TAE40110

## What is the Application Process?

Step 1	Read the contents of this booklet
Step 2	Complete the enrolment form.
Step 3	Submit your evidence for your application (refer to evidence checklist below)
Step 4	Submit your payment by Credit Card or direct Deposit
Step 5	Your application will be processed within 5 working days of submitting your application. You will be sent the learning recourses and assessment booklets for the additional subjects.  Should any additional evidence be required you will be contact by a HIA assessor

Applications should be sent by email, fax or mail to:

Email: info@hia.edu.au
Fax: 07 3899 1160

Mail: P.O. Box 254, Morningside QLD 4170

If you have any queries about this kit please phone 1300 776 728.

## **Enrolment form for BSZ40198 to TAE40110 Upgrade**

Section (1) Upgrade details					
I am applying for an upgrade from BSZ40198 to TAE 40110.			\$4	50 (Tick	(box)
Section (2) Who is paying for the upgrade, you (student) or employer					
I (student) am paying	for the upgrade		(Ti	ck box)	
Employer is paying for	the upgrade		(Ti	ck box)	
Section (3) Student	Details				
Name: (as will appear on your certificate)					
Address (full address)					
Telephone:					
Email:					
Date of birth:		G	ender	М	F
Section (4) Employe	er details – ONLY if your	employer is pa	ying the	accou	nt
Employer Name:					
Address:					
Contact Name:					
Contact Position:					
Contact Email:					
Contact Phone:					
Section (5) Payment	t Details – I wish to pay	by:			
Electronic Funds Trans	fer: BSB: 082-637 Account	t No.: 19-810-35	06 (Ti	ck box)	
Credit Card (Visa and Master Cards ONLY) (Tick box)					
CREDIT CARD DETA	ILS				
Card Holder Name:					
Card Number:					
Expiry Date:		CVV			
Signature:				•	

This RPL evidence kit is designed to make your job as simple as possible whilst meeting all the requirements of the training package. If you are applying for an RPL because you have delivered inhouse training sessions in the past we should point out training delivery is only a small component of this qualification. Much of this qualification is focused on assessment, assessment methods and Vocational Education & Training knowledge.

There are TWO (2) new competency units in this qualification that were not part of the BSZ40198. As part of this RPL kit we think you will find it easier to complete the short assignments and projects for these TWO units. By completing these relatively short assessments you will also demonstrate your currency in up-to-date VET structure and practice. These units are:

- TAEDES402A Use Training packages and accredited course to meet client needs
- TAEASS403B Participate in assessment validation

We will also provide you with electronic copies of our **three learning resources** to help in completing the above assessments and other evidence that may be required as part of this kit.

The table below breaks the course up into three distinct clusters.

	Cluster Title	Competency units in cluster
1	<b>Introduction</b> to VET	TAEDES402A Use training packages and accredited courses to meet client needs (core)  TAEDES401A Design and develop learning programs (core)
2	Developing and Using <b>Assessment</b> Tools	TAEASS401B Plan assessment activities and processes (core)  TAEASS301B Contribute to assessment  TAEASS402B Assess competence (core)  TAEASS403B Participate in assessment validation (core)
3	<b>Delivering</b> Training	TAEDEL301A Provide work skill instruction  TAEDEL402A Plan, organise and facilitate learning in the workplace (core)  TAEDEL401A Plan, organise and deliver group-based learning (core)  BSBCMM401A Make a presentation

# **How this RPL kit works**

Work	You will need to supply the following information:
Experience	☐ A copy of your BSZ40198 Certificate and transcript.
	☐ A current Resume/CV
	☐ Current Job Description
	☐ Evidence of Professional Development for Vocational Education and Training
Cluster 1: Introduction	If you are currently working in the VET sector and performing assessment and have engaged in VET Professional Development you are required to provide the following evidence:
	☐ Professional Development evidence using the <b>Evidence of VET Professional Development</b> form on page 5.
	If you are NOT working in the VET sector you are required to:
	☐ Complete the assignment for the competency unit TAEDES402A Use training packages and accredited courses to meet client needs.
	For the competency unit <b>TAEDES401A Design and develop learning programs</b> you are required to provide evidence of a client training proposal and complete the accompanying form.
	Provide evidence of a proposal you have sent a client for the delivery of a training session.
	☐ Complete the <i>Learning Program Template</i> on page 6.
	If you are unable to provide this evidence you will need to complete the assignment for <b>TAEDES401A</b> .
Cluster 2: Assessment	If you are currently working in the VET sector and performing assessments
Assessment	If you currently work in the VET industry and perform assessments including workplace assessments then you are required to provide the following evidence:
	You will need to provide samples of THREE completed assessments with three different students. These assessments MUST include more than one method of assessment for each learner (for example assignment, case study, simulated demonstration, workplace observation checklist – these are all examples of assessment methods/instruments).
	ONE of the three assessments must be for an RPL. If you are not familiar with RPL please call us for guidance and assistance.
	☐ Complete the Third Party Evidence report. This must be signed by someone with a current TAE40110 and a copy of their TAE40110 qualification must be supplied with the Third Party Evidence report.

	If you are NOT currently working in the VET sector			
	If you are unable to provide evidence of recent assessment you will be provided with the following:			
	☐ Assessed TWO different learners with TWO different assessment tools.			
	After completing these assessments there are TWO templates for you to complete on pages 10 and 11.			
	The second part of this project will require you to complete an <b>RPL</b> assessment with one or more learners. Refer to pages 12 and 13.			
	☐ Complete the Third Party Evidence report. This must be signed by someone with a current TAE40110 and a copy of their TAE40110 qualification must be supplied with the Third Party Evidence report.			
	☐ TAEASS403B Participate in assessment validation			
	You are required to complete the Assessment Book for this competency.			
Cluster 3:	If you are currently working in the VET sector and delivering training			
Delivery	If you currently work in the VET industry and delivering training then you are required to provide the following evidence:			
	☐ Copies of three training sessions you have delivered in the last 12 months and a supporting lesson plan and course attendance sheet for each of the three training sessions.			
	At least 2 of these training sessions MUST be of 40 minutes or longer duration.			
	☐ Complete the Third Party Evidence report. This must be signed by someone with a current TAE40110 and a copy of their TAE40110 qualification must be supplied with the Third Party Evidence report.			
	If you are NOT currently working in the VET sector			
	If you are NOT currently work in the VET industry and delivering training then you are required to provide the following evidence:			
	☐ Copies of three training sessions you have delivered in the last 12 months and a supporting lesson plan and course attendance sheet for each of the three training sessions.			
	At least 2 of these training sessions MUST be of 40 minutes or longer duration.			
	☐ Complete the Third Party Evidence report. This must be signed by someone with a current TAE40110 and a copy of their TAE40110 qualification must be supplied with the Third Party Evidence report.			

# **SECTION (1) Introduction to VET**

### There are TWO competency units in this section:

- 1. TAEDES402A Use training packages and accredited courses to meet client needs
- 2. TAEDES401A Design and develop learning programs

1. TAEDES402A Use training packages and accredited courses to meet client needs

# THE EVIDENCE YOU ARE REQUIRED TO PROVIDE

**If you are currently working in the VET sector** (i.e. working for a Registered Training Organisation), you should be able to provide recent professional development for the Training Industry. Please note this professional development should be specific for the VET industry and NOT in your area of expertise.

### OR

**If you are not working in the VET sector** you will need to complete the assignment for this competency unit.

Issue 12.2 (10-7-13)

# **TAEDES402A** Use training packages and accredited courses to meet client needs

# **Evidence of VET Professional Development**

**Evidence of recent professional development in Training & Assessment** 

You must complete this form and return it with your evidence Please summarise your VET Professional Development over the last 2 years.

<b>2</b> ye	313.	
Such	evidence could include at least one of the following:	
	Attendance of industry conference or forum such as VELG or Address of HTAN (Hunter Trainers and Assessors Network) or a Attendance of course from Department of Education and Traini VET workshops.  Subscription to industry magazine (e.g. RTO Management Magazine) Attendance at more than one internal workshop from an RTO a records.  Other forms of appropriate evidence that demonstrate ongoing	other association ng, ACPET or other provider of azine). accompanied by attendance
Briefly	explain how you have engage in VET professional development	
	e <b>provide evidence of the above.</b> Evidence could include – ceance records, receipts for attending relevant seminars.	ertificates of attendance, signed
I confi	m the above information is true and correct. This information ca	an be verified by:
(Name	of person who can verify above information)	
Your re	elationship to above person:	
Contac	t number (for verification purposes):	
Name:	Signature:	Date:

# 2. TAEDES401A Design and develop learning programs

If you are currently delivering training for clients all you need to do is provide the following evidence:

A proposal you have sent a client for the delivery of a training session.

Please complete the template below for your attached proposal

# **Learning Program Template**

Program title						
Target group						
Entry Requirements						
Expected delivery duration	Total hours		On-the-job co			
Delivery model  (Brief description of the methods of delivery)	e.g. lecture a	nd role play				
Assessment	Class based assessment methods		indep	Work base pendent assessi		
Circle the assessment methods that	Observation Checklists	Q&A – oral	Demonstration simulation	Workplace observation Checklists	Log books	Third party report
will be used	Class based activities	Class presentations	Written tests	Projects	Portfolio of work	Journal

					samples	
	Group work	Case studies	Role play	Written	Performance	Other
				task	review	
Assessment						
model						
(Brief description						
of when the						
assessments						
will occur)						

Facilities	Room /Location details
Equipment	Items needed (e.g. Projector)
Learning resources to support this program	List only (e.g. Book of readings)
WH&S	Will a WH&S risk and hazard assessment be conducted in the training location?  YES □ NO □ When
Review of Learning Program	Outline how the program will be reviewed:

# **SECTION (2) Assessment**

### There are FOUR competency units in this section:

- 1. TAEASS401B Plan assessment activities and processes
- 2. TAEASS301B Contribute to assessment
- 3. TAEASS402B Assess competence
- 4. TAEASS403B Participate in assessment validation

# THE EVIDENCE YOU ARE REQUIRED TO PROVIDE

This competency has two (2) work based projects

Project 1 – Conduct assessments for two (2) different competency units using two (2) learners
for each competency unit. Attach the completed assessments.
Complete Templates 1 and 2 on the following pages for one of your assessments.
Project 2 – Assess one learner for Recognition of Prior Learning

### **Terminology:**

In this project we introduce the industry terminology "Assessment tool" and "Assessment Instrument".

An "Assessment tool" is made up of a number range of assessment methods/instruments used to assess a person's competence. Such a tool should contain a mapping document which demonstrates the range of assessment instruments covering all performance criteria, all skills, knowledge and critical aspects of assessment as defined in the competency unit. An assessment tool should contain a minimum of two and preferably three or more assessment instruments.

An **"Assessment instrument"** is a methods of assessment such as an assignment, case study, Observation/demonstration, simulated demonstration verbal questioning, etc.

### **Project 1**

Conduct assessments for two (2) different competency units using two (2) learners for each competency unit.

The assessment tools used must contain a range of assessment instruments (minimum 3 different assessment methods/instruments) for each competency unit.

### Assessment tools:

- 1. Students may develop their own assessment tools as part of the competency unit; OR
- 2. Students may source assessment tools from their workplace or other sources provided they meet the above requirements; OR
- 3. Students may use the two assessment tools provided.
  - a. SITXHRM301 Coach others in job skills
  - b. BSBCMM201A Communicate in the workplace

### After completing the assessments:

After completing the assessments students are required to complete the (2) templates on the following pages for ONE of the units of competency.

- 1. Template (1) Record the assessment outcomes by completing the "Assessment Summary" templates.
- 2. Template (2) Review of Assessment Judgements using the template provided. This template is used for you to explain how you decided each Learner was Competent or Not Yet Competent.

Students must attach copies of learner/participant records with their names and signatures as part of their evidence for this competency unit.

# **Template (1) Assessment Summary**

Unit of Competency					
Assessment Instrument:	(i.e. Written Assignment, Direct Observation, Verbal Questions)				
Assessor Name:					
Assessment Date:					
COMPETENCY DETAILS					
	Learner (1) Name:	Learner (2) Name:			
Describe the Assessment Context					
(Type of assessment and where it was conducted)					
Assessment Decision					
(Competent or Not yet competent)					
FEEDBACK TO LEARNER					
Reinforcement of learner's good performance					
Gaps in learner's performance and areas for further improvements					

Assessor name: \_\_\_\_\_ Date: \_\_\_\_\_

# **Template (2) Review of Assessment Judgements**

Explain how you decided each Learner was Competent or Not Yet Competent for each assessment tool?

Learner (1) Name:	
Assessment Instrument 1:	
Assessment Instrument 2:	
Assessment Instrument 3:	
Learner (2) Name:	
Assessment Instrument 1:	
Assessment Instrument 2:	
Assessment Instrument 3:	

# **Project 2 - Assess at least one learner for RPL**

### **Instructions to student/candidate:**

You are required to complete an RPL assessment on one learner.

As part of this assignment you are required to design an RPL assessment tool for the competency unit **BSBINM202A - Handle mail** 

### Hints on completing your RPL assessment document:

When designing your RPL document understand that many potential learners, particularly at certificate II and III level may have years of experience but would be unable to provide a detail portfolio of evidence. In such instances it would be logical to use some of your newly developed assessment tools to support a learner's limited portfolio of evidence. To this extent it would be reasonable to visit their workplace and perform Direct Observations of their work performance, verbal questions to support the direct observation evidence and supporting third party evidence from the learner's workplace supervisor. These tools could be used in conjunction with a limited portfolio of evidence to perform an RPL.

Any gaps in performance criteria, skills, knowledge or critical aspects of evidence could be support by asking the learner to perform additional assessment tasks.

For more information on RPL processes a good web site is <a href="http://www.westone.wa.gov.au/">http://www.westone.wa.gov.au/</a>. Click on "our Products" and "Browse RPL Resources" on the left of the page.

This web site contains a range of RPL assessment tools you can review.

You can readily search for information on RPL using a search engine such as Google. Please note; many of the resources you locate may no longer be considered best practice. RPL is supposed to be easy and unintimidating and this can only be accomplished by writing quality assessment tools to meet the learner's profile and is dependent upon the level of qualification. RPL tools for Certificate Levels II and III should be less reliant on portfolios of evidence and more reliant on gathering information from the workplace. RPL tools for certificate IV level and higher may need to consider using a combination of detailed portfolio of evidence, interview/demonstration tools, challenge tests or workplace projects.

After completing the RPL assessment tool, apply the RPL tool to the following scenario. Note you may wish to consider this scenario when developing your RPL tool.

### Scenario:

Peter is 48 years of age and has worked in the internal mail room at the head office for a large insurance company for 15 years. Prior to working in the mail room Peter has had numerous other jobs including working as a store person in a factory and retail environment. Peter's literacy skills are limited; whilst he can read and write and regularly reads the newspaper his handwriting and grammar are poor.

The Learning and Development team at the insurance company would like Peter to obtain and RPL in a number of basic business units including the unit **BSBINM202A - Handle mail** 

You are required to assist Peter in developing evidence for his RPL.

RPL Assessment Too	ol		

Assess Peter against the RPL tool you have developed for this competency. Explain the type of evidence Peter could supply to support his RPL. Explain how you will assess Peter using the range of

RPL assessment tools you have developed.

# **TAEASS403B Participate in Assessment Validation**

# THE EVIDENCE YOU ARE REQUIRED TO PROVIDE

You are required to complete the Assessment Book for this competency.

# **Third Party Evidence Sheet – Assess Competence**

### **TAEASS401B** Plan assessment activities and processes

### **TAEASS301B** Contribute to assessment

### **TAEASS402B Assess competence**

This Third Party Evidence Sheet can only be signed by a person who holds a current TAE40110 Certificate IV in Training & Assessment.

The Third Party must provide there contact details and a copy of their TAE40110 Certificate IV in Training & Assessment.

Student Name:	
Date Submitted:	

### **Instructions to Third Party (workplace Manager):**

For these evidence tools the candidate/student is required to review the information with their Manager.

The Manager is required to confirm whether the candidate/student has provided sufficient evidence over a period of time in their work performance, skills and knowledge for each aspect of the units of competency. Where they have provided sufficient evidence the third party (candidate/student's manager) confirms their performance is satisfactory by ticking the appropriate box(s).

Where the Third Party does not believe the candidate/student has provided sufficient evidence they should tick the "Not Satisfactory" box and write comments on areas they believe the candidate/student requires further training.

Where applicable attach evidence of tasks performed in the workplace to support third party evidence. Examples of third party evidence could include any paper work, forms, meeting minutes, relating to this unit of competency.

Daniels Associates Trainer/assessor will review all third party evidence with the Manager.

#	The candidate/student has demonstrated the following, over a reasonable period to enterprise	Response	
	standards:	Not	Satisfactory
	For any of the statements below that are deemed "Not Satisfactory" mark the appropriate box and mark the "Response" in the column to the right as "Not Satisfactory".	Satisfactory	
1	Prepare for assessment I confirm I have witnessed the person I am supporting for this Third Party Evidence has performed the following tasks:		
	Evidence:		
	□ Prior to assessment review assessment plan and confirm any legal or licensing requirements		
	□ Understand and interprets range of assessment methods to be used		
	☐ Identifies any materials required to complete assessment and prepares appropriate materials.		

	<ul> <li>Discuss assessment processes with candidate and employer (if applicable) prior to conducting assessment.</li> <li>Confirm appropriate time for assessment with student and employer.</li> </ul>	
2	Gather quality evidence I confirm I have witnessed the person I am supporting for this Third Party Evidence has performed the following tasks:  Evidence:  ☐ Give clear directions to student both prior to and during assessment process.  ☐ Conduct a range of assessment activities including written assignment, verbal questioning, observation of work tasks, simulated assessments.	
3	Complete reporting requirements I confirm I have witnessed the person I am supporting for this Third Party Evidence has performed the following tasks:  Evidence:  ☐ Guide candidate through assessment process using 2-way communication, actively listening and appropriate questioning techniques  ☐ Address any special needs if applicable or any learning difficulties  ☐ Address any WHS requirements during assessment	
4	Make the assessment decision I confirm I have witnessed the person I am supporting for this Third Party Evidence has performed the following tasks:  Evidence: □ Evaluate the range of evidence provided and compare to assessment benchmarks □ Make assessment decisions based on evidence provided. □ Provide feedback to candidate on assessment outcome	
5	Record and report the assessment decision I confirm I have witnessed the person I am supporting for this Third Party Evidence has performed the following tasks:  Evidence:  Record and report assessment decisions to all parties.	
6	Review the assessment process I confirm I have witnessed the person I am supporting for this Third Party Evidence has performed the following tasks:  Evidence:  Review assessment process and own performance.	

Manager comments about the candidate/student's overall performance.						
Is re-assessment necessary	<b>⁄?</b> □ No	☐ Yes (Proposed date for re-assessment)				
15 re-assessment necessary	'i LINO					
		Date:				
If this assessment is being coinformation below	If this assessment is being completed by a Third Party Observer please complete the information below					
Name:						
Address:						
Phone:						
Relationship to Student:						
Qualification Attached		nust attach a copy of their qualification cate IV in Training and Assessment				

# TAEDEL301A Provide work skill instruction BSBCMM401A Make a presentation TAEDEL401A Plan, organise and deliver group-based learning TAEDEL402A Plan, organise and facilitate learning in the workplace

# THE EVIDENCE YOU ARE REQUIRED TO PROVIDE

1.	You ar	e required to provide evidence of delivering THREE training sessions in the workplace.			
You must submit the following evidence for each presentation/training session.					
		Copies of THREE Lessons on Power Point or similar presentation media			
		Include at least ONE learning activity in ONE of your presentations. This activity should not take any longer than 5-10 minutes to complete.			
		Copies of THREE Lesson plans to accompany each of the presentations			
		Third Party Report signed by a person holding a current TAE40110			

# **Third Party Evidence Sheet - Delivering a training session**

This Third Party Evidence Sheet can only be signed by a person who hols a current TAE40110 Certificate IV in Training & Assessment.

The Third Party must provide there contact details and a copy of their TAE40110 Certificate IV in Training & Assessment.

Student Name:							
	DO – Direct Observation & Verbal Question Sheet  One sheet to be used for each session/lesson – total of 2 sessions/lesson						
Units of Competency: TAEDI		EL301A Provide v	work skill in	nstruction deliver grou	ıp-based learning		
#			lemonstrate the		Response		
	following to enterprise standards:		Not Satisfactory	Satisfactory	Comments		
1	Presentat	ion Prep	paration and Conte	nt of Present	tation.		
1.1	Introduction: The presentation introduction clearly summarised the topics to be presented.						
1.2	Format: Student has demonstrated basic skills in developing a PowerPoint presentation.						
1.3		Format: Wording was well summarised without having too many words on a					
1.4	Main body of Presentation: Main body of presentation built a story and was consistent in its content and logical sequence in the flow of information.						
1.5 Main body of Presentation: Presented a logical argument, story and factual information. Key concepts well explained and clear to the audience what the key concepts were.  Roles and responsibilities of team members was clear.							
1.6 Conclusion: The conclusion summarised the main points of the presentation and was logical in its summation of the main body of the presentation.							
2	Presentat	ion Deli	very				
2.1		ely and w	nformation clearly as easy to follow ation				

2.2	Student presented in a fashion that was easy to listen to and watch. Students speech was modulated and not monotone. Student's body language was relaxed. Student did not fidget or over use their hands. Language used was suitable for audience.			
2.3	Student's presentation content and presentation skills combined to provide a persuasive argument.			
2.4	Student's presentation was well paced and used the allocated time appropriately; Student did not finish too early and was not rushed to make their conclusions.			
2.4	Student allowed adequate time to answer questions and answer questions succinctly and correctly.			
3	Feedback review.			
3.1	Student implemented techniques to review the effectiveness of presentation through question and answer.			
3.2	Student sought feedback from participants or key personnel involved in the presentation.			
3.3	Student collected and utilised feedback from audience or key personnel involved in the presentation to make changes to central ideas presented.			
	Verbal (	Questior	ns	
1	Explain the type of information and data you collected for this presentation.			
2	Explain how you made sure the data and information was appropriate to the presentation. That is, where did you get the data from?			
3	Tell me who you consulted for assistance on the presentation and why you consulted with that person.			
4	Assessor questions student on central theme of their presentation and how they arrived at conclusions.			
5	Student has demonstrated knowledge of relevant industry legislation related to their presentation including WHS, EEO, anti-discrimination, licensing requirements, environmental laws.			
Feedb	eack to student:			

Is re-assessment necessary?	□ Yes □ No (Proposed da	ite for re-assessment)			
15 To assessment necessary.	` .				
Follow up: Further training, coaching, practice on the job, date for next assessment:					
The student's overall performance was:	☐ Satisfactory (S)	☐ Not yet satisfactory (NS)			
The student has been provided with feedback and informed of the assessment result and the reasons for the decision.   Student signature:					
Assessor has reviewed the above performance, skills and knowledge with the student and supervisor and believes the information provided in this evidence tool is valid and reliable.					
Assessors Signature:					
If this assessment is being completed by a Third Party Observer please complete the information below					
Name:					
Address:					
Phone:					
Relationship to Student:					
Qualification Attached The Third Party must attach a copy of their qualification TAE40110 Certificate IV in Training and Assessment					