

## Program Outline

Quality trainers and assessors are the foundation of a modern industry-relevant training system. As many countries strive to increase their skill levels, the demand for highly qualified trainers and assessors grows.

This course includes two separate courses which fulfil different training and assessment needs. The *TVET Trainer Development course* provide learners who have a vocational background, the skills to train or assess learners in their area of expertise. It provides participants with the skills to take up an educational leadership role within their organisation. Successful completion provides participants with a Certificate of Completion for each course, recognised by the Australian Government.

The course will be delivered over a period of twelve weeks, with three weeks of delivery in Nairobi, Kenya, six weeks of home-based applied learning and three weeks at TAFE Queensland, Brisbane, Australia.

## Course objectives

By end of the course, participants will be able to:

- Discuss and analyse contemporary issues in TVET in Africa and Australia
- Prepare for and deliver competency-based training and assessment
- Foster and promote an inclusive education learning culture
- Conduct competency-based assessment and participate in assessment validation
- Assess for recognition of existing skills and knowledge
- Provide leadership in training and assessment
- Engage industry for learning partnerships
- Mentor trainers and assessors

## Characteristics of ideal candidates

This course is targeted at TVET trainers and teachers with previous vocational teaching experience. Those entering this program must be able to demonstrate current vocational competency in the industry area they will be delivering training and assessment.

This course reflects the roles of training developers and instructional designers who are responsible for analysing training needs and designing training solutions and products to meet workplace capability requirements in line with current industry practices. Participants may be a trainer at a TVET institution or within a workplace. It also reflects the role of individuals who train others to become TVET trainers and assessors such as TVET Managers, Master Trainers and Accreditation Managers.

## Course content – including pre and post engagement requirements

The *TVET Trainer course* and *TVET Assessor course* cover all aspects of competency-

based training and assessment including training delivery techniques, development of assessments, validation of assessment tools to ensure consistency in standards and skills to conduct assessments of existing skills and knowledge.

Appropriately skilled trainers will have the confidence and capacity to make reasoned judgements when training, including adapting teaching materials and learning techniques to meet industry and learner needs. Competent assessors will help to meet the needs of industry and enterprises through assessing learners' skills and knowledge for the workplace and working towards consistency in skills development.

Key to the successful achievement of outcomes is participants' development and implementation of a Reintegration Action Plan. Prior to course commencement, participants will discuss with the facilitator an area of improvement and development in their own workplace or industry where they can apply the learning from the course. Each plan will be shared, discussed, developed and implemented with support from the facilitators and other participants to ensure successful outcomes for the participants are achieved.

Following the face to face delivery the facilitators will continue to support participants in the application of their learning through online tutorials, webinars and further resources as necessary.

### Course details on a weekly basis

	MODULE	DESCRIPTION	LOCATION
WEEK 1	<b>Competency Based Training and assessment in TVET</b>	The TVET Context Features of competency-based training and assessment Standards used for training Developing competency-based assessment	Nairobi, Kenya
WEEK 2	<b>Assessment tools and processes</b>	Assessment validation Recognition of existing skills and knowledge Social inclusion in TVET	Nairobi, Kenya
WEEK 3	<b>Training delivery skills</b>	Training session preparation Training delivery skills Group facilitation techniques	Nairobi, Kenya
<b>APPLIED LEARNING</b> <b>Webinars and progression of the Reintegration Action Plan</b> <b>(6 weeks)</b>			
WEEK 4	<b>TVET Leadership</b>	Industry visits and validation with Australian delivery teams VET leadership Professional development for TVET professionals	TAFE, Brisbane, Australia
WEEK 5	<b>Develop training programs and resources</b>	How to engage industry in program design Developing course resources	TAFE, Brisbane, Australia
WEEK 6	<b>Developing TVET professionals</b>	Mentoring skills for TVET professionals Evaluating training	TAFE, Brisbane, Australia