Teaching
Learning Theories

Level 1
Demonstrates awareness of basic educational theories; determines applicability of theories to the learning needs of individuals and groups.

Level 2
Investigates a range of learning theories to expand and improve teaching repertoire for a range of learners.

Level 3
Reviews relevant theoretical frameworks about learning and teaching in VET and applies and models the use of theories in VET teaching practice.

Teaching
Design

Level 1
Contributes to development of resources and programs that generate authentic learning experiences; contributes to the design of flexible learning strategies.

Level 2
Designs learning programs that meet industry expectations and provide meaningful learning experiences.

Level 3
Provides leadership and recognised expertise in learning design, across varying contexts and a range of delivery methods.

Teaching
Facilitation

Level 1
Uses strategies and skills to ensure learner engagement and achievement of learning outcomes; creates supportive learner inter-relationships; uses a range of technologies effectively.

Level 2
Develops and implements models for learner connectedness; demonstrates a range of facilitation strategies to respond to diverse learner groups and contexts; guides others in the use of alternative delivery methods.

Level 3
Applies and models a broad range of facilitation techniques; leads others to develop their facilitation approaches across a range of delivery contexts.

Teaching
Evaluation

Level 1
Contributes to program evaluation; seeks regular feedback to evaluate own performance and plan for improvements.

Level 2
Evaluates program outcomes using established tools and techniques; modifies program design in response to evaluation outcomes.

Level 3
Negotiates with clients and stakeholders to identify measures of success and evaluation strategy; develops and implements tools and techniques to evaluate program outcomes; reports on evaluation outcomes and recommends system improvements.

Assessment
Assessment Theories

Level 1
Demonstrates understanding of the principles of assessment and the rules of evidence.

Level 2
Uses contemporary assessment research and theory to inform and expand practice.

Level 3
Leads others to interpret and apply relevant theory to improve assessment practice; undertakes research to inform assessment practice.

Assessment
Products

Level 1
Contributes to the development of assessment tools, or modifies existing ones, to suit client needs and specified context.

Level 2
Designs, develops and evaluates assessment tools for purposes including RPL and assessment of training outcomes; uses a variety of technologies to develop and implement the tools.

Level 3
Designs and implements continuous improvement strategies to ensure assessment tools meet industry and system requirements.

Assessment
Processes

Level 1
Employs a range of methods to ensure validity and reliability in assessment decisions.

Level 2
Adapts assessment approaches as required for different contexts and candidates; reviews assessment processes and identifies improvements; provides assessment feedback to support continued learning.

Level 3
Consults with stakeholders to design holistic assessment approaches; leads quality assessment practices; explores opportunities for innovation and improvements in assessment processes.

Assessment
Validation

Level 1
Participates in assessment validation processes.

Level 2
Actively contributes to assessment validation processes; uses validation outcomes to improve practice.

Level 3
Coordinates industry validation; critically evaluates validation outcomes and implements improvements to assessment strategies.

Industry and Community Collaboration

Engagement

Level 1
Liaises with enterprises to ensure teaching and assessment reflects current industry practices.

Level 2
Builds relationships with enterprises and stakeholders to ensure learning programs, and related assessment, meet the client's needs.

Level 3
Negotiates with industry bodies and stakeholders to ensure that learning programs meet or exceed expectations and that teaching and assessment practices reflect current industry trends.

Industry and Community Collaboration

Networks

Level 1
Participates in enterprise networks to enhance own knowledge and skills.

Level 2
Engages in networks to support sharing of vocational, and learning and assessment, knowledge and skills.

Level 3
Demonstrates leadership in professional networks and provides advice and guidance about industry developments and changes.

Industry and Community Collaboration
Vocational Competence

Level 1
Maintains vocational competency relevant to own subject area and works with others to maintain that competency; uses a range of methods to keep up-to-date with industry changes.

Level 2
Implements approaches to build vocational competence, leading to industry credibility.

Level 3
Develops and implements approaches to build team vocational competence.

Industry and Community Collaboration
Workforce Development

Level 1
Contextualises program content and adapts teaching practices to suit specified enterprise needs.

Level 2
Designs training and other solutions to meet identified workforce development needs.

Level 3
Works with enterprises to design learning and development strategies that address strategic direction.

Systems and Compliance
System Standards

Level 1
Understands VET standards and relevant legislation and ensures compliance in own work practices.

Level 2
Develops approaches to meet compliance requirements and continually improve practice.

Level 3
Ensures team compliance with VET standards, and relevant legislation and regulations.

Systems and Compliance
System Stakeholders

Level 1
Develops own knowledge of key stakeholders such as state training authorities, industry skills councils, VET regulators and licensing bodies.

Level 2
Monitors activities of VET system stakeholders and uses this knowledge in program design.

Level 3
Builds sustainable relationships with key stakeholders to improve teaching and assessment practice and build practitioner capability.

Systems and Compliance
Products

Level 1
Uses current training packages and accredited courses, and supporting tools and resources, to support training and assessment practices.

Level 2
Contextualises training packages and accredited courses to source and select best products to meet learner needs.

Level 3
Provides leadership about training packages and accredited courses, and guides implementation.

Systems and Compliance
Processes

Level 1
Ensures work practices comply with organisational policies and procedures; maintains accurate and up-to-date records.

Level 2
Supports policy development and generates ideas for improvements.

Level 3
Reviews and creates policies to guide practice and ensure compliance; ensures team members keep up-to-date records of learner progress and outcomes.

Skill Areas
Teamwork and Communication

Level 1
Adapts communication style to suit audience and context; builds constructive relationships with colleagues and generates ideas for improvements.

Level 2
Seeks professional development opportunities and assists team to identify and address their learning needs.

Level 3
Mentors team to foster learner engagement, retention and success; communicates persuasive messages to a range of audiences.

Skill Areas
Leadership

Level 1
Identifies own learning needs and obtains support for professional development.

Level 2
Shares knowledge and experience with team; demonstrates self awareness; provides a positive role model for learners.

Level 3
Focuses on achieving priorities and team goals; fosters structured approaches, including reflective practice, to develop team members' skills.

Skill Areas
Ethics

Level 1
Demonstrates ethical behaviour and regard for confidentiality.

Level 2
Supports colleagues in ethical decision-making; respects confidences.

Level 3
Inspires trust and confidence; demonstrates values, attitudes and behaviours that command respect of colleagues and learners.

Skill Areas
Cultural Competence

Level 1
Interacts effectively with learners from a variety of cultures; respects and values difference; identifies LLN issues and seeks advice where required to meet learner needs.

Level 2
Demonstrates awareness of cultural differences and develops strategies to ensure culturally appropriate teaching methods.

Level 3
Models cross cultural understanding and encourages cultural competence in teaching team.

Skill Areas
Innovation

Level 1
Contributes ideas to enhance and improve work practices.

Level 2
Generates ideas to provide new and creative ways of working.

Level 3
Encourages staff to generate and share new and different approaches; advocates for change.

Skill Areas
Evidence Based Practice and Research

Level 1
Accesses and utilises information and research sources about VET practice and the VET sector as appropriate to teaching level and industry area.

Level 2
Seeks out and critically analyses information and research sources about VET practice and the VET sector; undertakes role-appropriate research into own practice and within own environment.

Level 3
Identifies issues that need further investigation, and works with others to carry out research beyond own immediate environment.