

Section 1: Credentials for the Delivery of Training and Assessment

1A: Full credentials for delivering training and assessment

Standard 3.2 - Outcome Standards for RTO's 2025

Training and assessment is delivered to VET students by credentialed people with current skills and knowledge in training and assessment.

1. training and assessment is only delivered by persons who hold the appropriate credentials for the delivery of training and assessment as specified in the Credential Policy;
2. 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.

Binnacle Program Deliverers must meet one of the following trainer and assessor requirements, as per Standard 3.2 of the [Outcome Standards](#) and the [Credential Policy](#), prior to the commencement of delivery.

Option 1: Teaching Qualification + Skill Set

Hold a teaching qualification (which enables registration as a secondary school teacher).



Hold one of the following TAE Skills Sets:

- TAESS00011 Assessor Skill Set, or
- TAESS00019 Assessor Skill Set or its successor, or
- TAESS00024 VET Delivered to School Students Teacher Enhancement Skill Set or its successor.

OR

Option 2: TAE Qualification

Holds **one** of the following TAE qualifications:

- TAE40122 Certificate IV in Training and Assessment or its successor,
- TAE40116 Certificate IV in Training and Assessment,
- TAE40110 Certificate IV in Training and Assessment

OR

Option 3: Diploma or higher

Hold a level 5 or higher qualification which has a focus on training and assessing adults and relevance to the delivery and assessment of VET and competency-based training and assessment such as the TAE50122 Diploma of Vocational Education and Training or its successor.



Section 1: Credentials for the Delivery of Training and Assessment (continued)

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Section 1B: Training and Assessment (VET) PD

All trainers and assessors are required to undertake continuing professional development to maintain current skills and knowledge in training and assessment, including skills and knowledge relating to engaging and supporting VET students.

To assist teachers with this, Binnacle will provide professional development opportunities for trainers and assessors to engage with throughout the year e.g. webinars.

1C: Credentials for delivering training and assessment under direction

In the event that a Binnacle Program Deliverer is unable to achieve a full training and assessment credential before course commencement, there may be an option to temporarily work under the direction of a fully qualified trainer & assessor at the school.

4. Working Under Direction Agreement

A person who is actively working toward a training and assessment credential or A person who holds a secondary teaching qualification, may deliver training and contribute to assessment (including conducting assessment and collecting assessment evidence), provided they work under the direction of a qualified trainer or assessor. They are not permitted to make assessment judgments.

Secondary teacher with a teaching qualification (which enables registration as a secondary school teacher)



Must have an approved Working Under Direction Agreement with Binnacle Training.

To be actively working towards a Full TAE Credential. Be enrolled in and have commenced training in one of the following training and assessment credentials:

- TAE40122 Certificate IV in Training and Assessment or its successor, or
- TAE50122 Diploma of Vocational Education and Training or its successor, and
- Be making satisfactory progress to enable the credential to be completed within two years of commencement.



Must have an approved Working Under Direction Agreement with Binnacle Training.

**There are also a number of Skill Sets that are approved for Working Under Direction for non secondary teachers. Contact Binnacle Training if required.*



Section 2: Current Industry Skills and Knowledge

Standard 3.3 - Outcome Standards for RTO's 2025

Training and assessment is delivered by persons with current industry skills and knowledge relevant to the training product.

1. all persons delivering training or assessment for, or on behalf of the organisation:

- (i) 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
- (ii) maintains an understanding of current industry practices relevant to the training or assessment being delivered by the person.

(i) Industry Competencies, Skills & Knowledge: “In most situations trainers and assessors will hold the training product (and/or units of competency) that they deliver or assess. Where this is not the case, they are expected to have equivalent knowledge and skills and depth of experience.” (Outcome Standards, 2025).

Meeting the requirements of Standard 3.3 of the Outcome Standards is essential for maintaining the integrity and value of our vocational education and training programs.

Binnacle Program Deliverers have three options available to them in order to demonstrate they have current industry skills and knowledge:

Option 1: Training Product + Units of Competency

Hold the exact training product and units of competency that are being delivered to students. This proves that the trainer and assessor has been deemed to have the requisite skills and knowledge within each unit.

OR

Option 2: Demonstrating Equivalency

Apply for equivalency by mapping current experience, skills and knowledge to the units of competency (at the Element level) using the Trainer & Assessor Industry Matrix provided by Binnacle. This process is designed to capture evidence of relevant experience, skills and knowledge held by the trainer/assessor and upon submission, will be reviewed by Binnacle to determine whether equivalency has been demonstrated.

Section 2: Current Industry Skills and Knowledge (Continued)

OR

Option 3: Combination

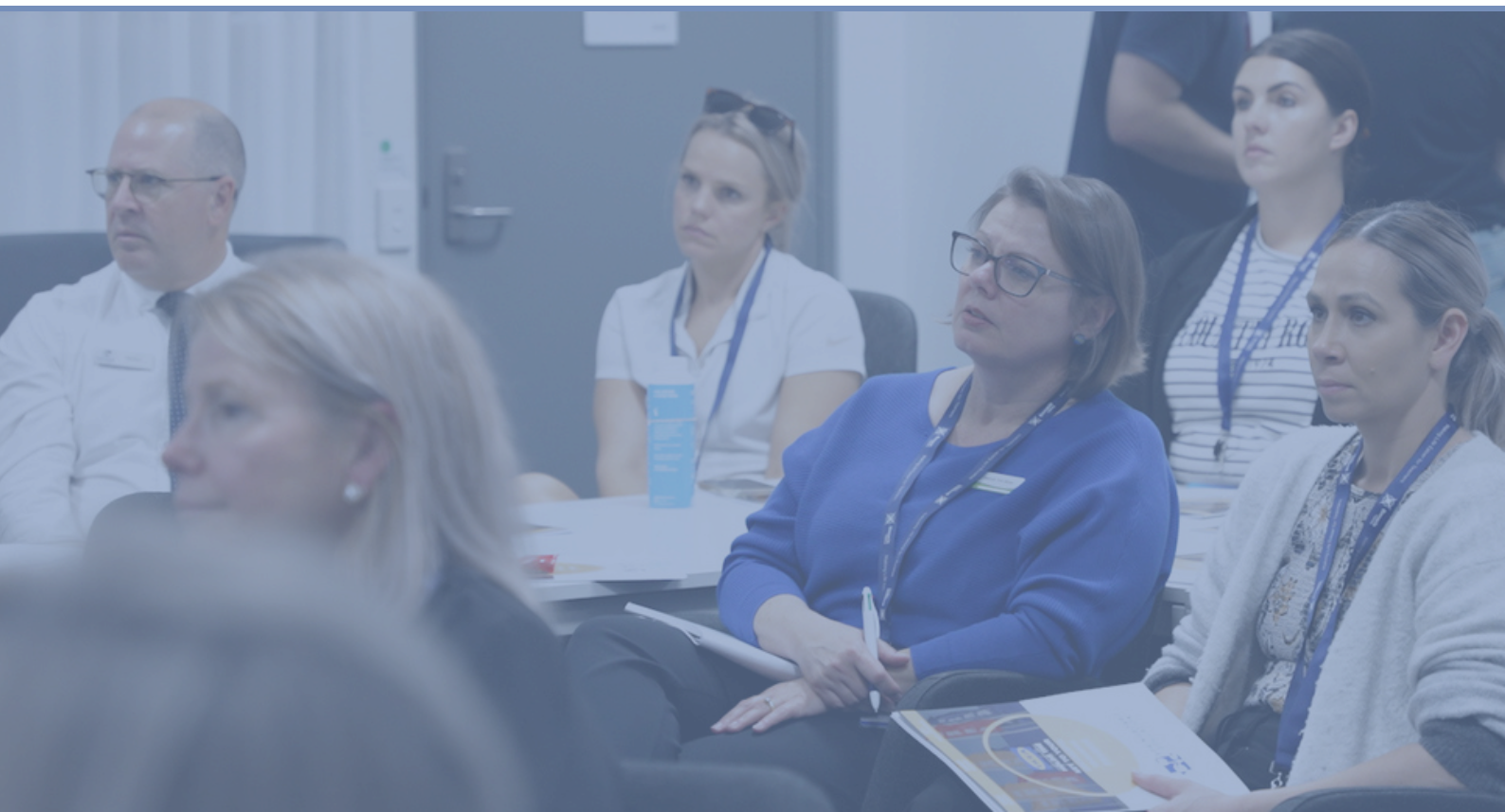
Where a trainer and assessor holds some units of competency they are delivering, these will be accepted by Binnacle. The trainer and assessor, may then apply for equivalency by completing the matrix for the remaining units that are included in the training product being delivered. Upon submission, the matrix will be reviewed by Binnacle to determine whether equivalency has been demonstrated.

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Industry PD

(ii) Maintains an Understanding of Current Industry Practices: “Industry engagement should be a key input in determining whether trainers and assessors have current industry competencies and in identifying any gaps.”

In most cases, Binnacle will provide customised PD requirements for each trainer and assessor based on their profile rating which takes into account qualifications, industry experience and the requirements of the training product being delivered.



Section 3: Additional Training Package Requirements

3A: There are several training products which have specific requirements above those listed in the 2025 Standards for RTOs - these requirements are as follows:

Additional Requirements to Deliver SIS30321 Certificate III in Fitness

1. Binnacle Program Deliverers must:

- hold a Certificate IV in Fitness, and have a collective period of at least two years' experience working in fitness instruction, where they have applied the skills and knowledge covered in this unit of competency; the two years' experience can incorporate full and part time experience

OR

- be a registered or accredited practising health or exercise professional with a degree and experience relevant to this unit of competency.

This requirement applies to the core unit of competency SISFFIT047 Use anatomy and physiology knowledge to support safe and effective exercise.

1. Binnacle Program Deliverers must:

- hold a Certificate III or IV in Fitness, and have a collective period of at least two years' experience working in fitness instruction, where they have applied the skills and knowledge covered in these units of competency; the two years' experience can incorporate full and part time experience,

OR

- be a registered or accredited practising health or exercise professional with a degree and experience relevant to these units of competency.

This requirement applies to the following core units of competency:

- SISFFIT032 Complete pre-exercise screening and service orientation
- SISFFIT033 Complete client fitness assessments
- SISFFIT035 Plan group exercise sessions
- SISFFIT036 Instruct group exercise sessions
- SISFFIT040 Develop and instruct gym-based exercise programs for individual clients

1. Binnacle Program Deliverers must:

- hold a Certificate III or IV in Fitness, and have a collective period of at least two years' experience working in fitness instruction, where they have applied the skills and knowledge covered in this unit of competency; the two years' experience can incorporate full and part time experience, or

OR

- be a registered or accredited practising dietitian, sports dietitian, health or exercise professional with a degree and experience relevant to this unit of competency.

This requirement applies to the core unit of competency SISFFIT052 Provide healthy eating information.

*Please note that all three additional requires apply for Binnacle Program Deliverers to deliver the Certificate III in Fitness (SIS30321) in full.

Section 3: Additional Training Package Requirements

3A: There are several training products which have specific requirements above those listed in the 2025 Standards for RTOs - these requirements are as follows:

Additional Requirements to Deliver SIS20122 Certificate II in Sport & Recreation

Binnacle Program Deliverers must:

1. have a collective period of at least three years' experience as a recreational activities leader, guide or instructor; the three years' experience can incorporate full and/or part time experience.
2. This requirement applies to the core unit SISOFLD001 Assist in conducting recreation sessions.

3B: Provide First Aid and CPR Courses

Additional Requirements to Deliver HLTAID011 & HLTAID009

Binnacle Training requires First Aid and CPR Program Deliverers to hold a current HLTAID011 Provide First Aid Certificate (within 3 years) and a current HLTAID009 CPR Certificate (within 12 months) in order to deliver these units of competency.

