

Early Childhood Education and Care

Webinar – 5 October 2016

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Australian Government
Australian Skills Quality Authority



Today's session

- Background to the Strategic Review
- Key findings
- Compliance with the *Standards for RTOs 2012*
- Recommendations
- Going forward
- Questions and answers.

About today's session

Today's session will focus on the findings of ASQA's Strategic Review of training for early childhood education and care in Australia.

- Presenters cannot respond to questions regarding individual applications, audits, complaints, or the compliance of a specific resource or strategy
- Visit www.asqa.gov.au for more information on questions raised during today's session.

Training for early childhood education and care in Australia

Background

- Productivity Commission's 2011 report *Early Childhood Development Workforce*
- Quality of training
- Learning and assessment
- ASQA's Strategic Review, Training for early childhood education and care in Australia.

Background

Training for Early Childhood Education and Care Strategic Review



Key focuses of ASQA's Strategic Review

- Issues raised by the Productivity Commission's 2011 report
- Training and assessment
- Course duration
- Strategies for effective industry consultation
- Materials used to deliver courses
- Information provided to learners prior to enrolment
- Support provided to learners to complete their qualification
- Marketing and advertising practices
- Transition from superseded training packages.

Strategic Review methodology

- 289 ASQA-regulated RTOs offering the Certificate III or Diploma of Early Childhood and Care were surveyed
- 77 Audits of RTOs between January 2013 – April 2014
- Research into the sector
- Establishment of management committee
- Consultation with key stakeholders.

Qualifications audited in the review

- **Three qualifications superseded:**
 - *CHC30708 Certificate III in Children's Services*
 - *CHC30712 Certificate III in Children's Services*
 - *CHC50908 Diploma of Children's Services (Early Childhood Education and Care).*
- **Two current qualifications:**
 - *CHC30113 Certificate III in Early Childhood Education and Care*
 - *CHC50113 Diploma of Early Childhood Education and Care.*

Key findings

Training for Early Childhood Education and Care Strategic Review



Key findings of the review

- Many RTOs struggle complying with training package assessment requirements
- RTO compliance increased after the rectification period
- Excessively short training appears to be closely aligned to inadequate assessment
- Poor learning and assessment workplace practices
- Trainers' and assessors' lack of industry experience
- Inconsistent assessment practices for recognition of prior learning (RPL).

Compliance with the Standards for RTOs

Training for Early Childhood Education and Care Strategic Review



Overview—compliance

Issues identified during audit

- More than half of the RTOs audited were found not compliant
- Much training and assessment failed to meet training package requirements
- Training materials and assessment tools were inadequate
- Lack of access to facilities and equipment to meet specific requirements of the units of competency
- Course information about mandatory work placement requirements was inaccurate.

What the review found

The key reasons for non-compliance after rectification

- Inaccurate information about training package requirements
- Trainers and assessors did not meet competency requirements
- Assessment did not meet the requirements of the Standards
- Training materials were inadequate or incomplete
- Learners had inadequate access to facilities and equipment
- Inaccurate training and assessment strategies.

Standards of concern

Transition to the new Standards

- During the Strategic Review 2013-14 audit activity, RTOs were audited against the *Standards for NVR Registered Training Organisations 2012*
- Mapping to the current *Standards for Registered Training Organisations 2015*.

Areas of concern	<i>Standards for RTOs 2012</i>	<i>Standards for RTOs 2015</i>
Training	4.2 & 15.2	1.2
Resources required	4.3 & 15.3	1.3
Trainer/assessor competency	4.4 & 15.4	1.13-1.16
Assessment	4.5 & 15.5	1.8-1.12
Engagement with industry	4.2 & 15.2, 4.3 & 15.3, 5.4 & 16.4	1.5 & 1.6

Recommendations

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Recommendations overview

- Training packages to include minimum benchmarks around the amount of training required for units of competency and VET qualifications
- ASQA to obtain intelligence from early childhood education and care providers about the quality of training and assessment
- Improve clarity in training packages in relation to assessment evidence
- Adequate provision of training and assessment in an actual or simulated workplace
- RTOs to strengthen engagement with industry employers to strengthen workplace learning
- RTOs to enhance professional development for trainers and assessors.

Implementing the Recommendations

Recommendation one

New training package arrangements include minimum benchmarks for the amount of training required for each unit of competency and each VET qualification across the whole VET system.

Implementing the Recommendations

Recommendation two

ASQA, Australian Children's Education and Care Quality Authority (ACECQA)—and other relevant industry stakeholders—partner with early childhood education and care providers' peak bodies to improve how ASQA is notified of their concerns with the quality of provider industry training and assessment.

Implementing the Recommendations

Recommendation three

ASQA to partner with SkillsIQ—the Service Skills Organisation (SSO)—to develop a systematic communications strategy that explains the key findings of this review to RTOs who deliver early childhood and care training.

Implementing the recommendations

Recommendation four

ASQA to undertake, towards the end of 2015:

- a targeted strategic audit on the implementation of CHC30113 Certificate III in Early Childhood Education and Care and CHC50113 Diploma of Early Childhood Education and Care, and
- a targeted strategic audit of distance learning including online delivery of early childhood education and care.

Implementing the Recommendations

Recommendation five

Revisions of the Community Services Training Package include a review of clarity of wording and expectations of assessment evidence in the units of competency to ensure that advice is unambiguous and clear and aligns with the definition of competency and the rules of evidence.

Implementing the Recommendations

Recommendation six

RTOs strengthen their engagement with industry employers to ensure that structured workplace learning and assessment is embedded in course delivery.

Implementing the Recommendations

Recommendation seven

Training Packages revisions to clearly identify any requirements in each unit of competency for:

- workplace delivery and assessment
- delivery and assessment to be undertaken in a simulated workplace context (including what constitutes an appropriate workplace assessment in each case), and
- repeated demonstration of competencies in the workplace and what that means for each unit of competency.

Implementing the Recommendations

Recommendation eight

At the next review of the Certificate IV in Training and Assessment:

- the assessment-related units of competency emphasise the analysis and interpretation of competencies, and
- consideration is given to the development of qualifications in VET assessment that could be introduced to supplement the current assessment capabilities of many assessors who currently hold *the TAE40110 Certificate IV in Training and Assessment* (or other qualifications that are considered to be equivalent).

When RTOs develop training materials for a revised Certificate IV in Training and Assessment, they should strengthen the learning and formative assessment activities related to the analysis and interpretation of competencies, in order to enhance the skills and knowledge of assessors in this area.

Implementing the recommendations

Recommendation nine

ASQA to continue its focus on assessment and the implementation of validation strategies in its regulatory work, and to monitor the effectiveness of the strengthened validation requirements.

Implementing the Recommendations

Recommendation ten

RTOs enhance their ongoing professional development by:

- providing advice on relevant professional development for trainers and assessors, and
- investigating more systematic models that will assist trainers and assessors to demonstrate compliance.

Going forward

Training for Early Childhood Education and Care Strategic Review



Where to from here?

- *CHC30113 Certificate III in Early Childhood Education and Care* and *CHC50113 Diploma of Early Childhood Education and Care* will continue to be treated as high-risk qualifications and included in the scope of every audit
- ASQA will continue to seek intelligence from early childhood education and care providers about the quality of training and assessment through its Regulatory Risk Framework
- ASQA will co-host another roundtable with ACEQA and other industry stakeholders.

Questions?

Visit the ASQA website—asqa.gov.au

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