

Trainer and Assessor Career Framework					
		New Entrant	Establishing	Advanced	Expert
 VET	Training and assessment	TAE pathways VET induction	Building TAE knowledge	Supporting new trainers	Peer and academic leadership
	Train the trainer	Learning the craft Shadowing	Learner support Varied cohorts	Innovation in the classroom	Designing how others teach
	Professional development	Being mentored	Building specialist skills	Mentoring others	Passing on what you know
	Digital practice	Learning the systems	Confident with the tools	Advancing capability	Influencing system design
 Wellbeing & Support	Access to support	Welcomed and supported	Continued support	Supports others Reflective mentoring	Succession planning Knowledge transfer
	Retention and sustainability	Managed exposure	Learning to manage load	Becoming the go-to person	Shaping the role itself
	Staying long term	Inclusive and culturally safe practice	Support services Targeted training	Sustaining under load	Helping others stay
 Industry	Maintaining relevance	What is currency	Industry-led PD and placements	Industry trends Adjacent training	Moving between RTO and industry
	Engagement and partnerships	Networks and champions	Employer relationships	Industry mentor Sharing resources	Influencing reform Advisory groups
	Industry in training	Transitioning to the classroom	Contextualising delivery	Co-designing with industry	Evaluation and validation
 Career	VET Pathways	Pathways and identity shift	Career planning	Academic progression	Senior VET leadership
	Mobility and progression	Exploring what's possible	Stepping sideways	Acting and project roles	Operational leadership
	Leadership and succession	Watching how leaders work	Stepping up informally	Cross-sector projects	Mentor and successor