



Mentoring as professional learning for educators

A reference guide for trainers and assessors, and managers in automotive and mining Vocational Education and Training (VET) contexts

Part of the AUSMASA Trainer and Assessor VET Career Framework

How is mentoring relevant?

A key question in considering the current Standards for Registered Training Organisations (2025)

What are the 2025 Standards for RTOs?

The 2025 Standards for RTOs are enabled by the National Vocational Education and Training Regulator Act 2011 and represent all governments' shared ambition to lift quality across the VET sector, through enabling a more flexible, robust and quality-driven approach to regulation.

Or put it another way...

The 2025 Standards for RTOs are set out in the National Vocational Education and Training Regulator Act 2011. They show that all governments are working together to improve the quality of VET by making the rules clearer, stronger and more flexible. This helps RTOs focus on delivering great training for learners.

When did the current version of the standards come into effect?

The 2025 Standards for Registered Training Organisations (RTOs) came into effect on 1 July 2025.

What part of the standards investigates the VET workforce?

Part 3 of the standards looks at the VET workforce and is clear, 'VET students are trained, assessed and supported by people who are qualified, skilled and committed to professional development.'

What do the standards say about staff and professional development?

Standard 3.1b – An RTO is required to 'facilitate access to continuing professional development opportunities to enable staff in the organisation to effectively perform their roles.'

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How does mentoring constitute professional development?

Mentoring offers highly effective professional development. Mentoring in RTOs is a structured, relationship-based process in which an experienced educator supports another's professional learning, reflective practice and instructional improvement through ongoing dialogue, feedback and shared practice.

Useful references

<https://www.asqa.gov.au/rtos/2025-standards-rtos>

Hudson, P. (2013). Mentoring as professional development: Growth for all'. Professional Development in Education, 39(5), 771–774.

Learn more about the Trainer and Assessor VET Career Framework

Explore more practical tools, guides and resources supporting VET capability, wellbeing, industry engagement and career development