

Qualification pathways for trainers and assessors

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

Part of the AUSMASA Trainer and Assessor VET Career Framework



About this guidance document

The Certificate IV in Training and Assessment (TAE) is the foundational qualification for trainers and assessors. For many, it remains the most relevant credential throughout their careers, complemented by ongoing professional development. For others, further formal study opens new capabilities, roles and pathways.

This resource outlines the qualification options available beyond the TAE, across two broad tiers:

1. Nationally recognised Vocational Education and Training (VET) qualifications within the TAE training package
2. Higher education qualifications offered by universities.

Both tiers are relevant to trainers and assessors at different career stages and with different goals.

This is not a comprehensive list of all qualifications or providers available in Australia. The landscape changes regularly. Use the links and guidance below as a starting point and speak with colleagues who have completed further study before committing to a course.

Within some organisations, holding a higher-level qualification can open roles or responsibilities that would otherwise be unavailable, or attract additional pay increases under an enterprise agreement. In some cases, a qualification from a specific provider may be preferred or required. It is worth checking with your organisation before enrolling to confirm whether any of this applies in your context.

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Qualification options

Qualification	What it develops	Typical delivery	How to find providers
Diploma of Vocational Education and Training TAE50122 AQF Level 5 Nationally recognised Specialisations are available in: • Advanced Training and Assessment • Design and Development • VET Leadership	• Advanced facilitation and assessment practice • Designing and developing learning resources and assessment tools • Training needs analysis • Leading and mentoring other trainers and assessors • Designing learning strategies across a registered training organisation (RTO)	Online and face-to-face. RPL pathways are widely available	Search for registered providers at: training.gov.au
Graduate Certificate in Digital Education TAE80316 AQF Level 8 Nationally recognised	• Learning management system (LMS) management and digital platform administration • Designing and developing eLearning and blended delivery programs • Using digital tools and social media for learning • Relevant for trainers and assessors moving into digital learning design or coordination roles	Online delivery. Limited providers nationally	Search for registered providers at: training.gov.au

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Qualification	What it develops	Typical delivery	How to find providers
Associate Degree of Vocational Education and Training Various providers AQF Level 6 Higher education	• In-depth grounding in VET pedagogy, assessment and curriculum theory • Understanding of the social, economic and policy context of VET • Bridges the gap between the Diploma and a full Bachelor's degree • May support salary progression in some enterprise agreements	Part-time, typically two years. Credit may be an option	Search university offerings at: courseseeker.edu.au Examples include Federation University and Charles Sturt University.
Graduate Certificate in Adult and Vocational Education Various titles across providers AQF Level 8 Higher education	• Advanced teaching theory and pedagogy for adult students • Designing inclusive and authentic learning experiences • Research-informed approaches to VET practice • Professional identity development as an educator • May support salary progression in some enterprise agreements	Predominantly online and part-time	Search university offerings at: courseseeker.edu.au Examples include Deakin University, Charles Sturt University, Murdoch University and Box Hill Institute.
Bachelor of Adult and Vocational Education Various titles across providers AQF Level 7 Higher education	• Comprehensive grounding in education theory and adult learning • Curriculum design, student support and assessment in depth • Useful for those moving into program leadership, curriculum coordination or educational management • Credit is often available from completed VET qualifications	Online and part-time options are available from several providers	Search university offerings at: courseseeker.edu.au Examples include Charles Sturt University, Federation University and the University of Tasmania.

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Recognition of prior learning

Many providers offer recognition of prior learning (RPL) pathways for both VET and higher education qualifications. If you have substantial experience as a trainer, assessor or in a related role, RPL may allow you to demonstrate competency without completing all units from the start.

Questions worth asking a provider about RPL:

- What evidence do I need to provide and in what format?
- How long does the RPL process typically take?
- What happens if I am not assessed as competent in some units? Can I complete those through study?
- Are there any face-to-face or online requirements that cannot be completed via RPL?

Talk to colleagues or networks first

Consultation indicated that trainers and assessors who have completed higher qualifications are often willing to share their experience, including what they found useful, what surprised them and whether the qualification delivered what they expected.

Before enrolling, it is worth seeking out a more experienced colleague, a mentor, or someone in your network who has completed the qualification you are considering. Their practical perspective is likely to be more useful than a course brochure.

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Some questions to ask them:

- What prompted you to do further study, and was it the right decision for where you were in your career?
- Did the qualification cover what you expected? Were there gaps?
- How did you manage the workload alongside your training role?
- Would you recommend the same provider, or would you choose differently now?
- Did it open opportunities you would not otherwise have had?

Finding current providers

Provider lists change. The most reliable way to find current registered providers is through the following:

- **VET qualifications (Diploma level).** training.gov.au lists all registered providers for nationally recognised qualifications. Search by qualification code (TAE50122) to find providers with the qualification on scope and then contact them directly to discuss delivery options.
- **Higher education qualifications (Graduate Certificate and above).** courseseeker.edu.au is the Australian Government's course search tool covering both VET and higher education. Search by keyword (for example, "adult vocational education") to find current offerings from universities and other higher education providers.

University websites are also worth visiting directly. Course availability, fees and entry requirements are regularly updated.

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A note on course titles

Higher education qualifications in this area go by a range of titles across providers, including:

- Adult and Vocational Education
- Tertiary and Adult Education
- Adult, Vocational and Further Education and others.

The content covered is broadly similar. When searching, use broad terms and check the course descriptions rather than relying solely on the qualification title.

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