

PROCEDURE: A7.2- P7.2

VET PROFESSIONAL DEVELOPMENT

1.0 INTRODUCTION

1.1 Related Policy

VET Professional Development

1.2 Purpose

The purpose of this procedure is to provide AIM VET Trainers and Assessors with clear information about engaging in professional development to ensure the currency of their skills and knowledge in both their industry area and vocational education and training while training and or assessing at AIM.

1.3 Scope

This procedure applies to all AIM VET academic staff, including contractors and third-party providers involved in the provision of AIM training products and services.

1.4 Scope Exceptions

None

2.0 RESPONSIBILITIES

1. The Executive Director AIM is responsible for ensuring that AIM meets the Outcome Standards for NVR Registered Training Organisations (RTOs) 2025 (Outcome Standards for RTOs and Credential Policy), and its obligation to ensure VET academic staff are competent, current and have the opportunity to develop their professional skills, knowledge and competencies.
2. The Head of Academic Delivery VET is responsible for:
 - a. developing the annual professional development plan in collaboration with the Executive Director AIM.
 - b. promoting opportunities for professional development to AIM VET Trainers and Assessors
 - c. agreeing on a professional development plan for VET Trainers and Assessors
 - d. monitoring that professional development activities are conducted in accordance with individual plans for the year.
3. All AIM academic staff are responsible for implementing the procedure and in conjunction with the Head of Academic Delivery VET:
 - a. developing an annual professional development plan
 - b. implementing the plan and
 - c. maintaining records of relevant professional development activities.

3.0 PROCEDURE

3.1 Professional Development Planning

1. The Head of Academic Delivery VET in collaboration with the Executive Director AIM, develops and maintains the annual professional development plan that is based on individual and institutional requirements, including AIM's Strategic Plan, Workforce Plan, and Teaching and Learning Plan.
2. The Teaching Learning and Assessment Committee reviews the annual plan and provides advice on the prioritisation of activities and adequacy of resources to support implementation.
4. The Executive Director AIM approves the plan including any proposed annual budget for professional development and submits the plan for approval to the Executive Leadership Team if financial resources are required. If none are required, the plan is submitted for noting.
3. The Head of Academic Delivery VET advises academic staff of the requirement to undertake relevant professional development and regularly communicates on professional development opportunities.

3.2 Professional Development Activities

1. Trainers and Assessors are expected to undertake professional development activities that could include but are not limited to:
 - volunteering or working part-time in the industry area
 - undertaking accredited training relevant to the industry area
 - belonging to industry associations
 - engaging with industry (for example, through discussions with employers or attending industry networking events)
 - reading industry journals and subscriptions
 - staying informed about changes to technology
 - keeping up to date with changes to legislation
 - on-the-job development by increased responsibilities or assignment to specific projects
 - attendance at conferences, training sessions, short courses;
 - completion of formal accredited study
 - peer review of assessments(assessment validation or moderation) or teaching activities
 - becoming a member of internal or external groups or committees and attending online internal or external training or workshops.
2. Trainers and Assessors must develop an annual individual professional development plan aligned to their teaching program and report on how the professional development contributed to the improvement of their training and assessment and student outcomes.

3.3 Monitoring and Reporting

The Head of Academic Delivery VET provides oversight of professional development activity and provides an overview to the Teaching, Learning and Assessment Committee and any related risks to the VET Governance and Risk Committee.

4.0 DEFINITIONS

- **Competency or vocational competencies** refers to broad industry knowledge and experience with a relevant industry qualification.
- **Currency** refers to current industry skills and knowledge.
- **Current knowledge and skills in vocational training, learning and assessment** refer to the credentials specified in the Credential Policy and the requirements outlined in Outcome Standard 3.2. Trainers and assessors must maintain these credentials and demonstrate compliance with professional development obligations as outlined in Outcome Standard 3.1(b).
- **Professional Development** - a broad range of activities undertaken by academic staff such as enrolling in approved courses, reading, attendance at seminars or conferences and similar activities that improve their development as academic staff members.
- **The TAE40122 Certificate IV in Training and Assessment** is the current training and assessment credential trainers and assessors must have with variations described in the Credential Policy.
- **Training and assessment credentials** are those qualifications, skill sets and units of competency, or relevant combination of those qualifications, as specified in the Credential Policy and aligned with the requirements outlined in Outcome Standard 3.2.

5.0 REFERENCES AND ASSOCIATED INFORMATION

- Professional Development Plan
- Outcome Standards for NVR Registered Training Organisations
- Teaching and Learning Plan
- VET Professional Development Policy

6.0 POLICY OWNERSHIP

Policy Owner	Executive Director AIM
Status	Reviewed on 13 January 2025
Approval Authority	Chief Executive Officer
Date of Approval	13 September 2022
Effective Date	1 July 2025 ⁴
Implementation Owner	Head Academic Delivery VET
Maintenance Owner	VET Compliance and Operations Manager
Review Due	11 December 2027

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7.0 AMENDMENTS

Version	Amendment Approval (Date)	Amendment Made By (Position)	Amendment Details
A7.0-P7.0	13 September 2022	VET Compliance and Operations Manager	New policy and procedure on professional development for AIM VET academic staff
A7.1-P7.1	4 July 2024	VET Compliance and Operations Manager	Updated reference to core VET qualification to train and assess
A7.2-P7.2	10 March 2025	VET Compliance and Operations Officer	Policy and procedure updated to align with Outcome Standards 2025