

# Competency Based Progression

## 1. Default Section

1. The information below applies to the following 5 questions around a change in the automotive apprenticeship system in NSW.

There is a proposal in NSW to move away from a time based model to a competency based progression model. This would mean that an apprentice could progress on competencies achieved as agreed to in the individual training plan, rather than using the current time served approach.

This method would allow for the registered training organisation (RTO) and the employer to determine when competency is achieved. The RTO will be responsible for the assessment process and will progressively enter and maintain records of the apprentice's progress in their system.

After the assessment, the RTO will confirm the results with the employer before placing the results on the student's record system. On an agreed basis, the RTO will provide reports of progressive competency achievements to both the employer and the apprentice.

The Metals and Engineering sector was the first in NSW to introduce competency based progression in its apprenticeships. The metals industry supports these arrangements where there is adequate quality assurance that competency is actually demonstrated through an appropriate combination of on and off the job training and experience.

The current Vehicle Manufacturing, Repair, Services & Retail Award allows for automotive apprentices to progress through the four stage wage structure and complete their apprenticeship on the basis of competency, rather than the traditional time served model.

The competency based progression approach would offer the automotive industry a greater opportunity to communicate directly with their RTO and participate in a process of determining an accurate assessment of where an individual apprentice is at.

The information below demonstrates how it is proposed that competency based progression and completion arrangements could apply within the automotive trades.

**Stage of apprenticeship**

**Stage 1 - Entry:** Nil entry requirements

**Stage 2 - Entry:** An apprentice enters Stage 2 on attainment of 25% of the units of competency for the relevant AQF qualification specified in the training plan or 12 months after commencing the apprenticeship\* \*whichever is earlier

**Stage 3 - Entry:** An apprentice enters Stage 3 on attainment of 50% of the units of competency for the relevant AQF qualification specified in the training plan or 12 months after commencing Stage 2\*\*whichever is earlier

**Stage 4 - Entry:** An apprentice enters Stage 4 on attainment of 75% of the units of competency for the relevant AQF qualification specified in the training plan or 12 months after commencing Stage 3\*\*whichever is earlier

**Exit:** Upon attainment of 100% of the units of competency for the relevant AQF qualification specified in the training plan.

So that it can be determined if this model is one that fits the needs of the automotive industry, the

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Automotive Training Board of NSW asks that you respond to the questions below by August 23 2010.

**1. Have you ever employed or currently employ an apprentice under the current time served apprenticeship system?**

Yes

No

**2. Would you support a system that allowed progression of apprentices through the stages of their apprenticeship on the achievement of competence, as agreed to by you and the registered training organisation, rather than the time served model?**

Yes

No

**3. If you answered YES to question 2:**

**Would you be prepared to recognise the achievement of these competence milestones with the earlier payment of wages that would reflect the next pay level of the apprenticeship?**

Yes

No

**4. Do you believe that a change in the apprenticeship system for the automotive industry based on competence attained rather than time served would generally be accepted by the industry?**

Yes

No

**5. If this system is adopted do you believe that it would have an effect on the employment of apprentices by the industry?**

Yes

No