



Evidence analysis – VET Quality Framework

ORGANISATION DETAILS

Organisation's legal name	ITHEA Corporation Pty Ltd
Trading name/s	Institute of Tertiary and Higher Education Australia ITHEA TRAINING SYNERGY
RTO number (if any)	22037

REVIEW DETAILS

Type of review	Sanction
Audit number	EVRREC0001094
Date evidence received	11/11/2016
Date review conducted	28/11/2016

REVIEW TEAM

Reconsideration officer	Arvid Yaganegi
Review officer	Roslyn Braid
Technical adviser/s	Click here to enter text.

SCOPE OF REVIEW

Code	Training Product	Mode/s of delivery/assessment*
CHC33015	Certificate III in Individual Support	Face-to-face
CHC30113	Certificate III in Early Childhood Education and Care	Face-to-face
CHC50113	Diploma of Early Childhood Education and Care	Face-t-o-face
BSB50215	Diploma of Business	Face-to-face
BSB51915	Diploma of Leadership and Management	Face-to-face
2225VIC	Certificate in EAL (Employment/Professional)	Face-to-face

*Apprenticeship, Traineeship, Face to face, Distance, Online, Workplace, Mixed, Other (specify)

FINDING FOLLOWING EVIDENCE REVIEW

Finding as at 6/12/2016: Significant non-compliance

- The level of non-compliance considers the potential for an adverse impact on the quality of training and assessment outcomes for students.
- If non-compliance has been identified, this analysis describes evidence of the non-compliance.



Clause 1.3

The RTO has, for all of its scope of registration, and consistent with its training and assessment strategies, sufficient:

- trainers and assessors to deliver the training and assessment;
- educational and support services to meet the needs of the learner cohort/s undertaking the training and assessment;
- learning resources to enable learners to meet the requirements for each unit of competency, and which are accessible to the learner regardless of location or mode of delivery; and
- facilities, whether physical or virtual, and equipment to accommodate and support the number of learners undertaking the training and assessment.

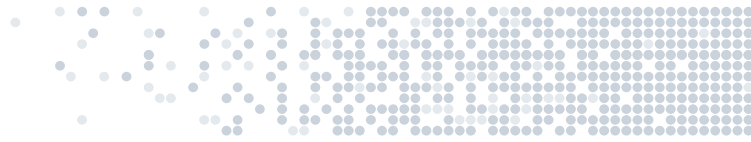
Finding: Not compliant

Outstanding non-compliance

- The RTO did not provide evidence to demonstrate that it has for all of its scope of registration, and consistent with its training and assessment strategies, sufficient trainers and assessors to deliver the training and assessment. For example but not limited to *CHC33015 Certificate III in Individual Support*.

Analysis of evidence

- Evidence provided:
 - Katrina Chivell trainer and assessment matrix
 - Table showing programs and trainers
 - Training and assessment strategies for
 - CHC33015 Certificate III in Individual Support*
 - AHC41010 Certificate IV in Agribusiness*
 - AHC41016 Certificate IV in Agribusiness*
 - BSB20115 Certificate II in Business*
 - BSB30115 Certificate III in Business*
 - BSB40215 Certificate IV in Business*
 - BSB42015 Certificate IV in Leadership and Management*
 - BSB50215 Diploma of Business*
 - BSB51915 Diploma of Leadership and Management*
 - BSB60215 Advanced Diploma of Business*
 - BSB61015 Advanced Diploma of Leadership and Management*
 - CHC30113 Certificate III in Early Childhood Education and Care*
 - CHC43015 Certificate IV in Ageing Support*
 - CHC43115 Certificate IV in Disability*
 - CHC50113 Diploma of Early Childhood Education and Care*



xvi. *CHC52015 Diploma of Community Services*

- The RTO did not provide evidence to demonstrate compliance with this clause.
- Refer clause 1.13 for specific details

Clause 1.4	The RTO meets all requirements specified in the relevant training package or VET accredited course
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Finding: Compliant

Outstanding non-compliance

- The RTO did not provide evidence to demonstrate that it meets all requirements specified in the relevant training package or VET accredited course.

Analysis of evidence

- Evidence provided:
 - Refer to Clause 1.8 for details
- The RTO meets the requirements of this clause.

Clause 1.8	The RTO implements an assessment system that ensures that assessment (including recognition of prior learning): <ul style="list-style-type: none">• complies with the assessment requirements of the relevant training package or VET accredited course; and• is conducted in accordance with the Principles of Assessment contained in Table 1.8-1 and the Rules of Evidence contained in Table 1.8-2.
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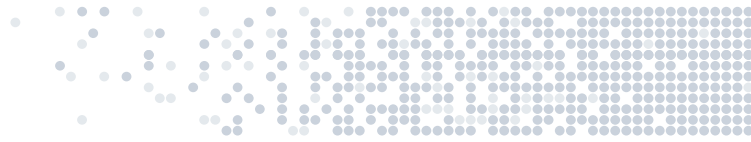
Finding: Compliant

Outstanding non-compliance

- The observation tool for *CHCECE001 Develop cultural competence*, *CHCDIV002 Promote Aboriginal and/or Torres Strait Islander cultural safety* and *CHCECE003 Provide care for children* did not contain sufficient criteria defining acceptable performance to confirm the learner's ability to perform such tasks and does not ensure reliability across all assessor judgements.
- The Staff Handbook – Resubmission and Reassessment (pg. 45) stated the following 're-submission is where a student is permitted to make substantial amendments to an assessment task which has been deemed NYC. The assessment is then re-submitted to the original assessor within a specified timeframe.' There was insufficient information provided to determine the resubmission timeframe.

Analysis of evidence

- Evidence provided:
- Assessment instruments



- *CHCECE001 Develop cultural competence*
- *CHCDIV002 Promote Aboriginal and/or Torres Strait Islander cultural safety, and*
- *CHCECE003 Provide care for children*
- Practicum Placement – Workplace Visit Observation Cover Sheet
 - *CHC50113 Diploma in Early Childhood Education and Care*
 - *CHC30113 Certificate III in Early Childhood Education and Care*
- Workplace Observation Tools
 - *CHCECE001 Develop cultural competence*
 - *CHCDIV002 Promote Aboriginal and/or Torres Strait Islander cultural safety, and*
 - *CHCECE003 Provide care for children*
- Staff handbook
 - Resubmission and Reassessment (page 46)
- The RTO meets the requirements of this clause.

Clause 1.13

In addition to the requirements specified in Clause 1.14 and Clause 1.15, the RTO's training and assessment is delivered only by persons who have:

- vocational competencies at least to the level being delivered and assessed;
- current industry skills directly relevant to the training and assessment being provided; and
- current knowledge and skills in vocational training and learning that informs their training and assessment.

Industry experts may also be involved in the assessment judgement, working alongside the trainer and/or assessor to conduct the assessment.

Finding:Not compliant

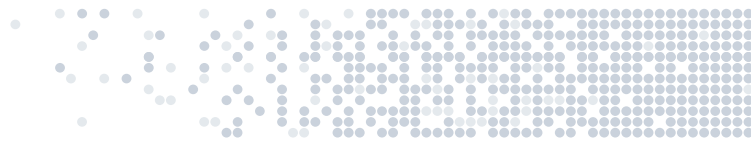
Outstanding non-compliance

- The RTO did not provided evidence to demonstrate that its training and assessment is delivered only by persons who have:
- vocational competencies at least to the level being delivered and assessed;
- current industry skills directly relevant to the training and assessment being provided; and
- current knowledge and skills in vocational training and learning that informs their training and assessment.

For example Atila Akeniz, Muhammad Faisal Javaid, Katrina Georgiou or Smita Thakkar could not demonstrate that they have any of the above requirements.

In order to become compliant, the organisation is required to:

- Provide evidence that demonstrates evidence that its training and assessment is delivered only by persons who meet the requirements of this clause.



Analysis of evidence

- Evidence provided:
 - Trainer matrices for
 - Atila Akeniz
 - *AHC41016 Certificate IV in Agribusiness*
 - *BSB42015 Certificate IV in Leadership and Management*
 - *BSB60215 Advanced Diploma in Business*
 - *BSB61015 Advanced Diploma of Leadership and Management*
 - Muhammad Faisal Javaid
 - Katrina Georgiou
 - *BSB40215 Certificate IV in Business*
 - *BSB51915 Diploma of Leadership and Management*
 - Katrina Georgiou Resume
 - Smita Thakker
 - *BSB30115 Certificate III in Business*
 - Katrina Chivell trainer and assessment matrix
- Despite the RTO submitting Katrina Chivell's trainer and assessment matrix it did not provide evidence to demonstrate that this trainer has the required competencies, current industry skills or current knowledge and skills in vocational training and learning to train and assess *CHC33015 Certificate III in Individual Support*.

Clause 1.16

The RTO ensures that all trainers and assessors undertake professional development in the fields of the knowledge and practice of vocational training, learning and assessment including competency based training and assessment.

Finding:Compliant

Outstanding non-compliance

- The RTO did not provide evidence that demonstrated all trainers and assessors undertake professional development in fields of the knowledge and practice of vocational training, learning and assessment including competency based training and assessment.

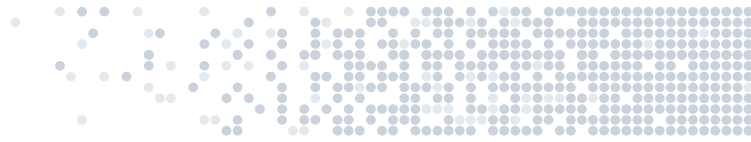
Analysis of evidence

- Evidence provided:
 - Professional Development Calendar 2016
 - Professional Development Policy in Staff Handbook (Employment Guidelines, p7)
- The RTO has met the requirements of this clause.

Clause 2.1

The RTO ensures it complies with these Standards at all times, including where services are being delivered on its behalf. This applies to all operations of an RTO within its scope of registration.

Finding:Not compliant



Outstanding non-compliance

- The organisation's Chief Executive Officer has not ensured that the registered training organisation is compliant with these standards as identified by the non-compliances in this report (i.e. clauses: 1.3, 1.4, 1.8, 1.13, 1.16).

Analysis of evidence

- Evidence provided:
 - Evidence provided for clause 1.3, 1.4, 1.8, 1.13, 1.16
 - The RTO did not provide evidence to demonstrate compliance with clause 1.3 or 1.13.
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