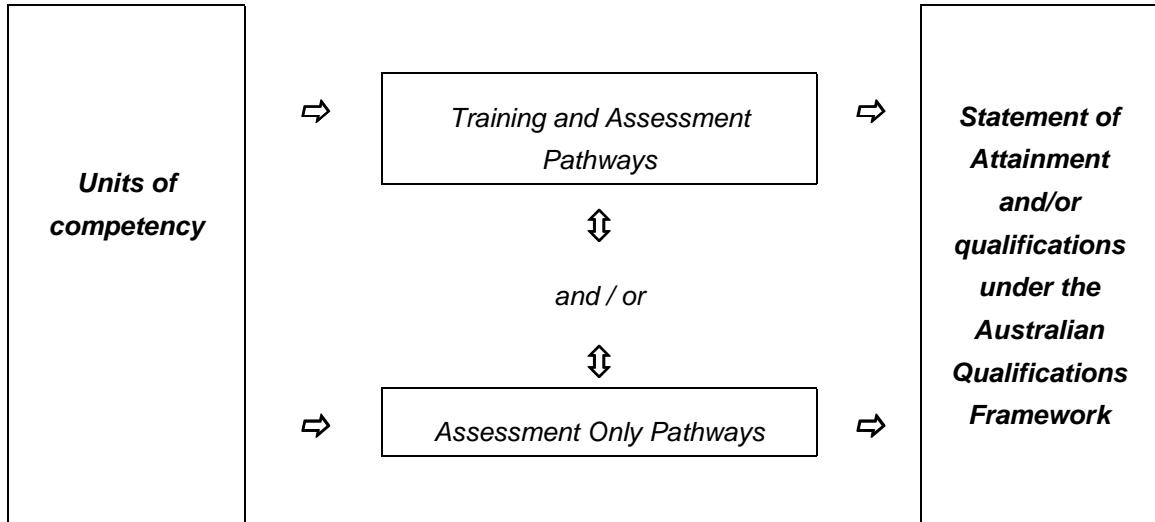


There are three broad pathways that lead to the recognition of competencies and the issuing of a qualification or Statement of Attainment in the National Training Framework. These pathways are illustrated in the following diagram.



Training and Assessment Pathways

These are situations in which the candidate undertakes a structured program of training and assessment in an on the job environment, an off the job environment or in a combination of on and off the job environments. These pathways are particularly suited to New Apprenticeships, as trainees may be provided with an appropriate mix of formal training and structured work experience.

This type of pathway is most suited when formative approaches to assessment are to be used. In this situation training and assessment are integrated and assessment evidence is collected and feedback is provided to the candidate on an ongoing basis. It is through this combination of training and assessment that the candidate

acquires the skills and knowledge identified in the relevant competency standards.

Assessment Only Pathways

These are situations in which there is no structured training and the candidate is simply required to provide current, quality evidence of their attainment of the relevant units of competency. This type of pathway may operate in both on and off the job environments. This pathway is likely to be most appropriate for existing workers, individuals with overseas qualifications and recent migrants with established work histories. In such cases it may be appropriate for assessors to use summative approaches to assessment. In this situation, the candidate presents evidence that he or she possesses the required skills and knowledge identified in the relevant competency standards and the assessor makes a judgement on whether the

PATHWAYS TO COMPETENCY

candidate is competent. Summative approaches to assessment may be directed by the candidate such as in the compilation of portfolios or by the assessor such as observation of workplace performance, demonstrations of skills and oral and written testing.

Combination of 'training and assessment' and 'assessment only' pathways

These situations involve a mixture of 'training and assessment' and 'assessment only' pathways. These arrangements are particularly useful when candidates have already gained competencies through work and life experience but also require access to training in new areas of competence. In such situations, the candidate may undertake an initial assessment to determine their current competence using an 'assessment only pathway'. Having identified the candidate's current competence, a structured training and assessment program may then be established to ensure that the candidate acquires the required additional competencies – this would be achieved through a 'training and assessment pathway'.

National Recognition

It is important to note that each of these assessment pathways lead to full recognition under the Australian Qualifications Framework. As such, an individual may gain a full qualification or a Statement of Attainment by using any one or combination of the pathways described in this publication.

Further Information

Australian Qualifications Framework Advisory Board, *Australian Qualifications Framework Implementation Handbook 2nd. Edition*, AQFAB / MCEETYA, Melbourne, 1998

Australian National Training Authority, *Training Package Development Handbook*, ANTA, Melbourne