



InspireEd
Academy

Student Handbook

Contents

Table of Contents

Welcome.....	3
Introduction.....	3
Our mission.....	3
Our objectives.....	4
Introduction to Australian Vocational Education and Training.....	4
National recognition.....	4
Competency based training.....	5
Training Packages.....	5
Delivery of training.....	5
Results and certificates.....	5
The Unique Student Identifier.....	5
Student rights and responsibilities.....	6
Student progress.....	7
Withdrawal from a course.....	8
Student support.....	8
Safety.....	9
Equity.....	10
Privacy.....	10
Fees.....	11
Guarantee of Service.....	11
Replacement of text and training workbooks.....	11
Refunds.....	12
Payment method.....	12
Access to your records.....	12
Our continuous improvement of services.....	13
Suggesting improvements.....	13
Learner satisfaction survey.....	13
Language, literacy, and numeracy skills.....	13
Complaints and appeals.....	14
What is a complaint?.....	14
What is an appeal?.....	14
Early resolution of complaints and appeals.....	14
Complaint and appeals handling.....	14
Recognition of your existing skills and knowledge.....	15
What is recognition?.....	15
Recognition guidelines.....	15
Forms of evidence for recognition.....	16
Getting credit for your current competence.....	16
What is credit transfer?.....	16
Evidence requirements.....	17
Credit transfer guidelines.....	17
Training and assessment standards.....	17
InspireEd Academy's code of ethics and responsibilities.....	18
Statutory cooling off period.....	19
Legislation.....	19
Commonwealth Legislation.....	19

Welcome

Welcome to InspireEd Academy. We are thrilled and excited to support you with your learning journey.

What we aim to do best, is to identify student's needs, get to know our students and align their learning needs to our training products that will suit them best. The college's training programs are planned and designed to help students learn; not only from the information and documents that we share, but also from the study environment. The learning and assessment are focused on developing actual knowledge and skills that is required at the workplace. We seek to ensure that students develop confidence and prosper in their chosen course of study for better prospects in their career choices.

Introduction

InspireEd Academy is a registered training organisation (RTO) ID number 46233), which meets administrative, delivery, staffing, facility, marketing, financial, quality assurance and assessment standards as regulated by the Australian Skills Quality Authority (ASQA).

InspireEd Academy is responsible for the quality of the training and assessment you will receive in line with the Standards for RTOs 2015, and for the issuance of the Australian Qualifications Framework (AQF) certification documentation. The Standards set out the requirements that the college must meet to be an RTO and ensure the integrity of nationally recognised training provided by registered training organisations.

This information booklet is designed to provide you with information about the services provided by InspireEd Academy and our approach to providing you with a safe, fair, and supported environment to participate in training and assessment. This booklet does not provide you with specific information about a particular course offered by InspireEd Academy. This information is contained in the Course Brochure supplied separately.

Our mission

InspireEd Academy's mission to provide high quality vocational education that provides opportunities for students to develop their skills and knowledge to an to grow as individuals.

The college will achieve its mission by:

- Conducting current training programs that meet the learning needs of individuals and enhances their career prospects.
- Meeting the ongoing training needs of prospective employers by providing jobseekers & employees with appropriate high-quality training that provides a rich learning experience.
- Developing and maintaining strategic partnerships with organisations that provide opportunities to expand our business.
- Being the training provider of choice.

Our objectives

In recognition of this mission, our objectives are:

- **People.** We strive to attract, recruit, and retain talented, competent, and committed people. We promote excellent performance through leadership and professional development.
- **Safety and equality.** We are committed to providing an environment which is safe, equitable and which promotes a confident and productive training and assessment environment.
- **Integrity and ethics.** We conduct ourselves in accordance with shared and agreed standards of behaviour which holds ethical conduct and integrity as our highest priorities.
- **Quality committed.** We aspire to deliver consistent, high-quality services and apply quality systems which support training and assessment excellence.
- **Learner centred.** We thrive on providing training and assessment that is learner centred and which supports lifelong learning. We respect our clients and strive to attract them time after time through high quality training and assessment experiences.
- **Industry engagement.** We recognise the value of industry engagement as the driving force in shaping our training and assessment strategies. We deliver training and assessment services which are founded on industry needs and expectations.

Introduction to Australian Vocational Education and Training

Australia's Vocational Education and Training (VET) system is based on nationally endorsed industry training packages which identify specific skills and knowledge applied in the workplace. Students undertaking a VET qualification must demonstrate the skills and knowledge identified in a training package and be assessed as 'competent' in the selected units of competency to be eligible for the award of the qualification.

National recognition

The qualifications and Statements of Attainment issued by InspireEd Academy must be automatically recognised by all Registered Training Organisations (RTOs) across Australia. In turn, InspireEd Academy recognises the qualifications issued by RTOs in all other States and Territories. This allows people to move around Australia from different employers being confident that their qualification will be equally recognised.

Competency based training

Competency based training is training that develops the required knowledge and skills to the standard of performance required in the workplace. It embodies the ability to transfer and apply skills and knowledge to new situations and environments. Competency is achieved by being assessed against requirements of the unit of competency. Your assessor will make a judgment of your competency after reviewing all the different types of assessment evidence you provide.

Training Packages

Training Packages represent the national industry benchmarks for Vocational Education and Training. Training packages set out the competency to be achieved but do not state how the training should be delivered. This means that students may complete their qualification in different ways between various training organisations. The training package also specifies the relevant qualification rules including the compulsory core units are included in a course and the elective units which are available.

Delivery of training

Students will receive all the training for which they have enrolled. To be awarded a qualification, all assignments and assessments must be completed to a satisfactory level and submitted in accordance with instructions and within timeframes prescribed. Students are advised of the specific requirements to receive a qualification in their area of study as part of enrolment and when training delivery commences.

Results and certificates

On completing the training program with InspireEd Academy, you will receive a nationally recognised qualification. The qualification is recognised within the [Australian Qualifications Framework](#). Qualifications are formatted to a uniform standard to ensure they are valid documents and will be instantly recognised throughout Australia. A qualification issued by InspireEd Academy will be accompanied by a transcript which will detail the units of competency issued within the qualification.

- Where a student does not complete the entire course requirements, they may be entitled to receive a Statement of Attainment. A Statement of Attainment is issued by a Registered Training Organisation when an individual has completed one or more accredited units. A Statement of Attainment can be used as a basis for recognition of your current competence with other Registered Training Organisations.
- A statement of results will be available to you upon request throughout your training. This will provide you information on your progress.

The Unique Student Identifier

If you're studying nationally recognised training in Australia, you will be required to have a Unique Student Identifier (USI). Your USI links to an online account that contains all your

training records and results (transcript) that you have completed from 1 January 2015 onwards.

When applying for a job or enrolling in further study, you will often need to provide your training records and results (transcript). One of the main benefits of the USI is the ability to provide students with easy access to their training records and results (transcript) throughout their life. You can access your USI account online from your computer, tablet, or smart phone anytime.

It's free and easy to create your own USI and will only take a few minutes of your time. Alternatively, we can create your USI on your behalf. To do this we will need some additional identification information from you such as your driver's license number and/or passport. Our enrolment process will clarify what you need to know.

There are several unique circumstances where a person may be exempt from requiring a USI. These do not apply to most learners in Australia. The USI website provides information about the [circumstances](#) under which you may seek exemption from the USI. Individuals who have a genuine personal objection to being assigned a USI can apply for an exemption to the Student Identifiers Registrar. Individuals who have been exempted must show the original of this notice to their training organisation. Training organisations will not need to collect a USI to issue a VET qualification or statement of attainment to exempt individuals. If the student later wants a USI, the training completed under exemption cannot be added to their USI account retrospectively.

Further details can be accessed at www.usi.gov.au

Student rights and responsibilities

Congratulations on choosing to study with InspireEd Academy. As a participant in one of our training programs, you have rights and responsibilities governed by State and Federal legislation. Students enrolled with InspireEd Academy, may be self-nominated or nominated by their employer and are they will all be required to complete a pre-training review to determine suitability for study.

Student rights	Student responsibilities
Be treated fairly and with respect by others	Read and adhere to all the information, policies and procedures as outlined in this Student Handbook
Learn in an environment free from discrimination and harassment	Take ownership of your role as a learner
Student rights	Student responsibilities
Learn in a supportive environment which is free from harassment, discrimination, and victimisation.	Treat all people with fairness and respect and do not do anything that could offend, discriminate, victimise, disrupt, or threaten others

Learn in a healthy and safe environment where the risks to personal health and safety are managed and minimised	Follow all safety policies and procedures as directed by staff and report any perceived risks as they become known.
Have personal details and records kept private and secure according to our Privacy and Personal Information Policy	Provide relevant and accurate information to InspireEd Academy, in a timely manner and notify InspireEd Academy, if any personal or contact details change
Apply to have your existing skills and knowledge recognised	Progress through learning programs in line with timeframes, completing all assessment tasks, learning activities and assignments honestly and without plagiarism
Have complaints dealt with fairly, promptly, confidentially and without fear of any repercussions and make appeals about procedural and assessment decisions	Prepare appropriately for all assessment tasks, visits, and training sessions.
Be given clear and accurate information about their course, training, and assessment arrangements and their progress	Make regular contact with their Trainer/ Assessor and notify InspireEd Academy, if they are unable to attend training session for any reason as soon as possible
Receive training, assessment and support services that meet their individual needs accessing support needed to effectively participate in the training program	Notify InspireEd Academy if any difficulties arise as part of their involvement in the program
Provide feedback to InspireEd Academy, on the client services, training, assessment, and support services they receive	Make payments, if required, for their training within agreed timeframes

Student progress

Participants will be advised of their training schedule through their student training plan.

Students are expected to participate in all training activities and carry out any tasks that are required to achieve competency. You should complete these tasks to the best of your ability and in a timely manner. Repeated failure to complete set tasks or attend scheduled training may result in suspension of your training. Your trainer will then discuss an action plan with you to address the performance issue and provide you with opportunities to recommence training if appropriate.

If you are unable to attend a programmed training session then you must make every effort to contact InspireEd Academy, 48 hours before the session to discuss a plan to maintain progress. This may involve a catch-up class, extra self-paced study or another method agreed to with your trainer. Excessive absences may result in suspensions or cancellation.

InspireEd Academy will attempt to contact students who do not attend all classes from a program to arrange alternate arrangement. If students are unresponsive or non-contactable after 3 contact attempts, they may be withdrawn from the program.

Withdrawal from a course

If you wish to terminate your participation in the training program, please inform your trainer or InspireEd Academy, Reception immediately and complete a withdrawal form. This will ensure that your Statement of Attainment can be awarded to you promptly for the work you have successfully completed.

InspireEd Academy may also withdraw participants who are no longer seen to be actively engaged in their training programs.

Student support

InspireEd Academy caters to diverse student learning needs and aims to identify and respond to the learning needs of all students. Students are encouraged to express their views about their learning needs at all stages of their learning experience, from the initial enrolment stage onwards.

InspireEd Academy is committed to providing support, advice or assistance during training to all students. To ensure the quality delivery of training and assessment, InspireEd Academy, provides:

- a) **Student vocational counselling** to improve and extend training outcomes. You can make an appointment for:
 - education and career counselling, or
 - assistance when applying for Recognition of Prior Learning (RPL).
- b) **Personal counselling services** are available to all clients. These services may take the form of advice from management or referral to other services. Personal counselling services include but are not restricted to:
 - Conflict resolution
 - Stress management
 - Access and equity issues
 - Client welfare and support
- c) **Language, literacy, and numeracy (LLN) support** is available to provide students with advice and support services in the provision of language, literacy and numeracy assessment services. Students needing (LLN) support are identified on enrolment. Students requiring any assistance or support with language, literacy or numeracy should speak confidentially with their trainer. Our experienced staff can discuss different ways of conducting training and assessment to assist students in achieving competence.

If a student needs LLN assistance beyond the capacity of InspireEd Academy to provide it will refer the student to an appropriate LLN provider.

Below is a list of external Health Services:

Service Provider	Contact details	Services	Fees
Lifeline	Phone 1300 224 636 or visit	Counselling, disability services, financial gambling, indigenous mental health, personal issues, suicide, youth and age care	Free of charge
The Reading and Writing hotline	Phone 1300 655 506 or visit http://readingwritinghotline.edu.au/	Adult literacy and numeracy support	Free of charge
Beyond Blue	Phone 1300 22 4636 or visit www.beyondblue.org.au	Depression and Anxiety	Free of charge
Job Active Australia	Phone 13 62 68 or visit www.employment.gov.au/jobactive	Unemployment	Free of charge
Headspace	Phone or visit 1800 650 890 http://headspace.org.au/	General physical health, mental health, drinking or drug use, sexual health, work and study services, youth reference group and youth programs	Free of charge

Safety

InspireEd Academy is committed to providing you a safe environment in which to participate in training and assessment. The following guidelines are provided as a basis for safe practice in the training environment:

- Know and observe details of emergency response and evacuation plans.
- Do not undertake activities which may cause injury to self or others.
- Be responsible for your own actions.
- No smoking at the training and assessment facilities or offices.
- Report all potential hazards, accidents, and near misses to the RTO staff.
- If you are involved in any accident which results in personal injury and /or damage to equipment or facilities, notify the Trainer immediately.
- No consumption of illicit substances within training and assessment facilities or during the conduct of training and assessment.
- Always keep training and assessment areas neat and tidy.
- Seek assistance if you volunteer to lift items e.g., move furniture in a training area; and
- Observe hygiene standards particularly in eating and bathroom areas.

Equity

InspireEd Academy is committed to ensuring that the training and assessment environment is free from discrimination and harassment. All InspireEd Academy staff members (including contractors) are aware that discrimination and harassment will not be tolerated under any circumstances. If discrimination and harassment is found to have occurred disciplinary action will be taken against any staff member who breaches this policy. Suspected criminal behaviour will be reported to police authorities immediately.

Students who feel that they have been discriminated against or harassed should report this information to a staff member of InspireEd Academy that they feel they can trust. This will initiate a complaint handling procedure which will be fair and transparent and will protect your rights as a complainant. Alternatively, if a student wishes to report an instance of discrimination or harassment to an agency external to InspireEd Academy, they are advised to contact the Human Rights and Equal Opportunity Commission (HREOC) Complaints Info-line on 1300 656 419.

Privacy

InspireEd Academy takes the privacy of students very seriously and complies with all legislative requirements. These include the Privacy Act 1988 and Australian Privacy Principles 2014.

InspireEd Academy only collects personal data that is reasonably necessary for /or directly related to the student's enrolment and training activity.

Information collected includes:

- Personal information as detailed in the enrolment form
- Funding eligibility evidence (where applicable) as determined by the NSW Training Services, Department of Industry
- Results of training and performance evaluations including assessments, RPL assessments and language literacy & numeracy evaluations
- InspireEd Academy, personnel will update client personal details without charge being applied to ensure client information remains current, accurate and complete.
- Any unsolicited information provided shall be destroyed (where lawful to do so) as soon as practicable to ensure that the information is de-identified.

Student information is only shared with external agencies such as registering authorities to meet compliance requirements as a Registered Training Organisation (RTO). All information shared is kept in the strictest confidence by both parties and is available on request.

InspireEd Academy is required to collect and report full Australian Vocational Education and Training Management Information Statistical Standard (AVETMISS) data in accordance with the National VET Provider Collection Data Requirements Policy.

As part of the enrolment process, we are required to obtain an individual's Unique Student Identifier or sufficient information to obtain the Unique Student Identifiers on behalf of an individual. The privacy of individuals is protected in line with the [Student Identifiers Act 2014](#)

and *the Privacy Act 1988 (Cth)*. Where an individual has authorised InspireEd Academy to create a USI on their behalf, the personal information collected for the purpose of creating a USI shall be destroyed as soon as possible after the USI application has been made or it is no longer needed for that purpose. The only exception to this requirement is where InspireEd Academy, is required under or by another law to retain the information.

In some cases, we are required by law to make student information available to others such as the National Centre for Vocational Education and Research. In all other cases InspireEd Academy will seek the written permission of the student for such disclosure.

Fees

InspireEd Academy charges fees for items or services provided to students undertaking a course of study. These charges are generally for items such as course materials or textbooks, amenities fees and training and assessment services.

The course fee schedule and refund arrangements are in the Policies and Procedures menu on our website.

All students are issued with an invoice prior to enrolment clearly stating the full cost of the course relevant to them. This invoice will itemise fees including tuition fees, administration fees and amenities fees. InspireEd Academy does not collect more than \$1,500 in advance.

Fees may be incurred for recognition of prior learning. Please refer to your trainer or the website for specific fees.

Guarantee of Service

InspireEd Academy is committed to completing the outlined training and assessment once students have commenced their study and to meeting all of its student responsibilities.

In the unlikely event that InspireEd Academy is unable to commence or complete the course, it will, if possible, arrange for the agreed training and assessment to be completed through another RTO (fees may be incurred).

Prior to the transfer to another RTO, affected students will be formally notified of the arrangements, and an agreement to those arrangements, including any refund of fees, will be obtained. If transfer is not possible, InspireEd Academy will provide a refund of any unused portion of the fee.

Replacement of text and training workbooks

Students who require replacement of issued text or training workbooks will be liable for additional charges to cover the cost of replacement. For a full list of replacement charges please refer to InspireEd Academy schedule of fees and charges on the Student Resources page on the website.

Refunds

InspireEd Academy undertakes to ensure that it provides financial safeguards for fees, charges and subsidies received from all students and training service clients. We ensure that all fees and charges paid are recorded in the appropriate manner so as to guarantee financial integrity.

InspireEd Academy takes a fair and reasonable approach to refunds. The table below details a range of scenarios and the refunds available. To apply for a refund, contact your InspireEd Academy trainer or reception.

Where a student has purchased a text or training workbooks and subsequently cancels, InspireEd Academy will not refund monies for the text unless a written request for a refund is received and InspireEd Academy is satisfied that the text is in as-new condition.

Situation	Refund
Written notification of withdrawal received at least 2 working days prior to the course commencing	Refund all course fees paid less a \$50 administration fee
Student wishing to transfer to another date or course	Transfer twice at no cost. Subsequent transfers will incur a \$50 administration fee
Written notification of withdrawal received after commencement	No refund available
Student has overpaid & has documentation to support overpayment	Full refund of overpaid monies
Student has paid monies and the course is unavailable to commence	Full refund of all course fees paid
Cancellation of a course by the RTO (including closure of RTO)	Full refund of all course fees paid

Payment method

InspireEd Academy accepts payment for fees using:

- Credit Card
- Electronic Funds Transfer (account details available on request)
- Payment in cash is discouraged.

Access to your records

You are entitled to have access to your student file and learning and assessment records on request. You may require these to monitor your progress with training or simply to go back and confirm something in a previous training module. Whilst these records will be retained by InspireEd Academy, you are welcome to have access anytime and request a copy. If you require access to your records, just ask your trainer and it will be organised immediately. You will be asked for verification of your identity.

Our continuous improvement of services

InspireEd Academy is committed to the continuous improvement of our training and assessment services, student services and management systems. Central to this commitment is our approach to continuous improvement and the procedures we apply to achieve systematic and sustained improvement.

Suggesting improvements

The primary method of reporting opportunities for improvement by students is via the continuous improvement reporting procedure. This procedure allows any person to raise a Continuous Improvement Report for consideration by the management team. Often these reports will be generated after an opportunity for improvement has been identified by a staff member or student. The Continuous Improvement Report template is available on request. Students are encouraged to provide feedback to InspireEd Academy so we can improve our services in the future.

Learner satisfaction survey

At the completion of your training program, you will be issued with a Learner Satisfaction Survey. This is a nationally consistent survey tool which is designed to collect feedback from students about their experience with an RTO and in undertaking nationally recognised training. Your completion and return of this survey is important to InspireEd Academy for our ongoing improvement of services and to enable us to report this information to our registering authority. Your assistance in gathering this survey data is greatly appreciated.

Language, literacy, and numeracy skills

Language, literacy, and numeracy skills are critical to almost all areas of work. This is particularly true in many vocations where language, literacy and numeracy skills influence the performance of workplace tasks such as measuring, weighing, and comprehending written work instructions.

To support this approach InspireEd Academy will:

- Assess a student’s language, literacy, and numeracy skills during their enrolment to ensure they have adequate skills to complete the training.
- Support students during their study with training and assessment materials and strategies that are easily understood and suitable to the level of the workplace skills being delivered.
- Provide clear information to students about the detail of the language, literacy and numeracy assistance available.
- Refer students to external language, literacy and numeracy support services that are beyond the support available within InspireEd Academy and where this level of support is assessed as necessary; and
- Negotiate an extension of time to complete training programs if necessary.

Complaints and appeals

InspireEd Academy is committed to providing a fair and transparent complaints and appeals process that includes access to an independent external body if necessary.

What is a complaint?

A complaint is negative feedback about services, other students or staff which has not been resolved locally. A complaint may be received by InspireEd Academy in any form and does not need to be formally documented by the complainant to be acted on. Complaints may be made by any person but are generally made by students and/or employers.

What is an appeal?

An appeal is an application by a student for reconsideration of an unfavourable decision or finding during training and/or assessment. An appeal must be made in writing and specify the particulars of the decision or finding in dispute. Appeals must be submitted to InspireEd Academy within 28 days of the student being informed of the assessment decision or finding.

Early resolution of complaints and appeals

In all cases, issues that arise during training and assessment that are the source of frustration or are in dispute should be resolved at the time they occur between the persons involved, where possible. Sometimes, it will not be possible and in these cases, you are encouraged to come forward and inform us of your concerns with the confidence that you will be treated fairly.

Complaint and appeals handling

InspireEd Academy undertakes to apply the following principles to its complaints and appeals handling:

- A written record of all complaints and appeals is to be kept by InspireEd Academy including all details of lodgement, response, and resolution.
- A complainant or person lodging an appeal is to be provided an opportunity to formally present his or her case at no cost.
- Each complainant or person lodging an appeal may be accompanied and/or assisted by a support person at any relevant meeting.
- The handling of a complaint or appeal is to commence within 10 working days of the lodgement of the complaint / appeal and all reasonable measures are taken to finalise the process as soon as practicable.
- The complainant or person lodging an appeal is to be provided a written statement of the outcome, including details of the reasons for the outcome and must include information that demonstrates that the matter was thoroughly reviewed and what actions and outcomes have been identified because of the complaint.
- InspireEd Academy shall maintain the enrolment of the complainant or person lodging an appeal during the complaint or appeals process.
- Staff are to help students during the complaint handling process.
- Decisions or outcomes of the complaint or appeals process that find in the favour of the student or otherwise shall be implemented immediately.

- Complaints and appeals are to be handled in the strictest of confidence. No InspireEd Academy representative is to disclose information to any person without the permission of the Academic Manager. Decisions to release information to third parties are only to be done after the complainant or person lodging the appeal has given permission for this to occur.
- Complaints and appeals are to be considered because of procedural fairness and lead to opportunities for improvement through a report to the CEO.
- If complainant is not satisfied with the outcome of the complaint handling, the Chief Executive Officer may arrange for the complaint to be considered by an appropriate independent third-party such as the Resolution Institute, the national association of dispute resolvers, as an appropriate third party. Head Office details as follows:
 - Free call: 1800 651 650
 - Email: infoaus@resolution.institute
 - Website: <https://www.resolution.institute>
- **Students may also contact the National Training Complaints Hotline on 13 38 73 or by following the email complaint process for the Hotline at National Training Complaints Hotline - Department of Employment and Workplace Relations, Australian Government (dewr.gov.au)**
- You may access the complete policy and procedure on our website on the Student Resources page.

Recognition of your existing skills and knowledge

In accordance with the requirements of the Standards for Registered Training Organisations, InspireEd Academy provides the opportunity for students to apply to have prior learning recognised toward a qualification or units of competence for which they are enrolled.

What is recognition?

Recognition involves the assessment of previously unrecognised skills and knowledge that an individual has achieved outside the formal education and training system. Recognition assesses this unrecognised learning against the requirements of a unit of competence, in respect of both entry requirements and outcomes to be achieved. By removing the need for duplication of learning, recognition encourages an individual to continue upgrading their skills and knowledge through structured education and training towards formal qualifications and improved employment outcomes. This has benefits for the individual and industry. Most importantly, it should be noted that recognition is just another form of assessment.

Recognition guidelines

The following guidelines are to be followed when an application for recognition is received:

- Any student is entitled to apply for recognition in a course or qualification in which they are currently enrolled.
- Students may not apply for recognition for units of competence or a qualification which are not included in InspireEd Academy scope of registration.
- Whilst students may apply for recognition at any time, they are encouraged to apply before commencing a training program. This will reduce unnecessary training and guide the student down a more efficient path to competence.

- Students who are currently enrolled in a training program are eligible to apply for recognition in that program at no additional charge.
- Assessment via recognition is to apply the principles of assessment and the rules of evidence.
- Recognition may only be awarded for whole units of competence.

Forms of evidence for recognition

Recognition acknowledges that workplace skills and knowledge may be gained through a variety of ways including both formal and informal learning or through work-based or life experience.

Like assessment, recognition is a process whereby evidence is collected, and a judgement is made by an assessor or assessment team. The judgement is made on evidence provided by candidates of the skills and knowledge that they have previously learnt through work, study, life, and other experiences, and that they are currently using. It also includes evidence to confirm a candidate's ability to adapt prior learning or current competence to the context of the intended workplace or industry.

Forms of evidence toward recognition may include:

- Work records.
- Records of workplace training.
- Assessments of current skills.
- Assessments of current knowledge.
- Third party reports from current and previous supervisors or managers.
- Evidence of relevant unpaid or volunteer experience.
- Examples of work products.
- Observation by an assessor in the workplace.
- Performance appraisal; or
- Duty statements.

Many of these forms of evidence would not be sufficient on their own. When combined, with a few evidence items, the candidate will start to provide a strong case for competence. InspireEd Academy reserves the right to require candidates to undertake practical assessment activities of skills and knowledge to satisfy itself of a candidate's current competence.

Getting credit for your current competence

InspireEd Academy acknowledges the requirement as an RTO to recognise the awards issued by other RTOs. This is limited to outcomes that are drawn from the national skills framework being units of competence awarded and accurately identified in statements of attainment and qualifications.

What is credit transfer?

Credit transfer is the recognition of learning achieved through formal education and training. Under the Standards for Registered Training Organisations, qualifications and statements of attainment issued by any RTO are to be accepted and recognised by all other RTOs. Credit

Transfer allows a student to be awarded a unit of competency/module based on successful completion of the unit which has been previously awarded.

Evidence requirements

If you are seeking credit you are required to present your statement of attainment or qualification for examination by InspireEd Academy. These documents will provide the detail of what units of competence the applicant has been previously issued. You must provide satisfactory evidence that the statement of attainment or qualification is yours and that it has been issued by an Australian RTO. Statements of attainment or qualifications should be in the correct format as outlined in the Australian Qualifications Framework Implementation Handbook. You are required to submit copies only which are certified as a true copy of the original.

Credit transfer guidelines

The following guidelines are to be followed in relation to credit transfers:

- Any student is entitled to apply for credit transfer in a course or qualification in which they are currently enrolled.
- Students may not apply for credit transfer for units of competence or qualification which is not included in InspireEd Academy scope of registration.
- Whilst students may apply for credit transfer at any time, they are encouraged to apply before commencing a training program. This will reduce unnecessary training and guide the student down a more efficient path to competence.
- The student does not incur any fees for credit transfer
- Credit transfer may only be awarded for whole units of competence. Where a mapping guide identifies a partial credit, this will not be considered for credit transfer and applicants will be advised to seek recognition.

Training and assessment standards

InspireEd Academy is committed to delivering training and assessment consistent with the highest industry standards. InspireEd Academy will:

- Provide staff with all necessary induction and training.
- Conduct regular reviews of training and assessment procedures.
- Consult with industry, staff, and participants to assess the quality of training and assessment.
- Always seek to improve training and assessment procedures.
- Provide all the necessary resources to implement these processes.
- InspireEd Academy will adopt and maintain a quality assurance system for managing and monitoring all education and training operations and for reviewing staff and participant satisfaction.

InspireEd Academy will collect and review feedback from industry sources, representatives, and advisory bodies on a regular basis. Industry Feedback will be used to review and improve training and assessment. Any Industry feedback which indicates practices by InspireEd Academy and/or representatives that may be contrary to legislation, standards or codes of practice will be acted upon immediately by InspireEd Academy.

The courses at InspireEd Academy are delivered based on competency standards set by industry. Participant competency for each component of their course (units) will be assessed by qualified staff using strict assessment criteria. When a participant can demonstrate competency for the required number of units of competency specified for their course, the full qualification will be awarded.

Where a participant can demonstrate competency for units of competency less than the required number to achieve a full qualification, a Statement of Attainment will be issued for the units in which competency was achieved. Participants who fail to demonstrate the required level of competency will be provided with information, advice and/or counselling, and given further opportunity to demonstrate their competency.

InspireEd Academy's code of ethics and responsibilities

InspireEd Academy shall always act with integrity in dealings with all clients and members of the community.

InspireEd Academy shall adopt such policies and practices to ensure the quality of vocational education and training programs offered are relevant and in accordance with:

- National Vocational Education and Training Regulator Act 2011, and
- Standards for Registered Training Organisations (RTO's) 2015
- Service Agreement
- Commonwealth/State legislation and regulatory requirements.

InspireEd Academy will ensure:

- Training and assessment strategies and practices are responsive to industry and learner needs, meet the requirements of training packages and VET accredited courses, and staff are qualified sufficient to deliver and assess programs on an ongoing basis,
- Its operations are quality assured.
- AQF Certification is issued, maintained, and accepted in accordance with the Standards for Registered Training Organisations (RTO's) 2015
- Clients and current learners are provided with accurate information about the company, its services and performance.
- Each learner is properly informed and protected.
- Complaints and appeals are recorded and dealt with fairly, efficiently, and effectively.
- Effective governance and administration arrangements are in place.
- Legal compliance and co-operation the VET Regulator.
- Compliance with current Work Health and Safety and duty of care requirements,
- the maintenance of adequate records and the security of all current and archival records,

InspireEd Academy undertakes to maintain quality training and to uphold the highest ethical standards.

InspireEd Academy undertakes to ensure that all employees, agents, and representatives are familiar with and agree to comply with this code of ethics.

InspireEd Academy shall refrain from associating with any enterprise which could be regarded as acting in breach of this code of ethics or relevant standards or regulations.

Statutory cooling off period

The Standards for Registered Training Organisations require a person to be informed of their right to a statutory cooling off period. A statutory cooling off period is defined with in the Australian Consumer Law which was introduced in 2011. A statutory cooling off period (which is 10 days) is a period provided to a consumer to allow them to withdraw from a consumer agreement, where that agreement was established through unsolicited marketing or sales tactics. These include tactic such as door-to-door sales and telemarketing. A statutory cooling off period allows a consumer to withdraw from a sales agreement within 10 days of having received a sale contract without penalty. All students are recommended to refer to the [Australian Consumer Law, Sales Practices Guide](#) for further details about a statutory cooling off period and our general obligations for consumer protection during the enrolment process.

It must be noted that InspireEd Academy does not engage in unsolicited marketing or sales tactics and therefore a statutory cooling off period is not likely to be applicable to our learners who have enrolled into a program. For refund option in other circumstances, learners must refer to the refund policy.

Legislation

InspireEd Academy operates in accord with a range of legislation related to training and assessment and other legislation that covers matters such as your work health and safety, privacy, and rights to a discrimination free environment. There are also a few legislative requirements that you will be made aware of throughout your course.

The legislation that particularly effects your participation in Vocational Education and Training includes:

Commonwealth Legislation

- Age Discrimination Act 2004
- Copyright Act 2000
- Disability Standards for Education 2005
- Disability Discrimination Act 2009
- Fair Work Act 2009
- Human Rights and Equal Opportunity Commission Act 1986
- National Vocational Education and Training Regulator Act 2020
- Privacy Act (2001) including the Australian Privacy Principles
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Skilling Australia's Workforce Act 2005
- Work Health & Safety 2012