

## **INDUSTRY ENGAGEMENT POLICY**

### **INTRODUCTION**

In line with Standards for Registered Training Organisations 2015 specifically Standard 1.5-1.6 JMD Business Institute trading as State Institute of Training's Industry Engagement Policy has been designed so that SIT's Training and Assessment Strategies and practices are relevant to industry and are informed by industry engagement.

In addition SIT will implement a range of strategies for industry engagement and systematically will use the outcomes of this industry engagement to ensure the industry relevance of:

- the selection of elective units relevant to the job outcome being sought which are identified and listed in Training and Assessment Strategies for all courses on SIT's scope of registration;
- the validation of assessment tools for each unit of competency within a course;
- the current industry skills of SIT's trainers and assessors ensuring SIT's trainers and assessors possess current industry skills relevant to the qualification that they are delivering and assessing;
- the simulated workplace environments where relevant for courses on SIT's scope of registration

### **DEFINITIONS**

#### **Industry Engagement**

For the purposes of Standards for Registered Training Organisations (RTO's) 2015 Clause 1.5 states that "The RTO's training and assessment practices are relevant to the needs of industry and informed by industry engagement". Clause 1.6 requires "The RTO implements a range of strategies for industry engagement and systematically uses the outcome of that industry engagement to ensure the industry relevance of:

- i. its training and assessment strategies, practices and resources; and
- ii. the current industry skills of its trainers and assessors.

Further, for the purposes of Clauses 1.5 & 1.6, this may include, but is not limited to, strategies such as:

- a. partnering with local employers, regional/national businesses, relevant industry bodies and/or enterprise RTOs
- b. involving employer nominees in industry advisory committees and/or reference groups
- c. embedding staff within enterprises
- d. networking in an ongoing way with industry networks, peak bodies and/or employers
- e. developing networks of relevant employers and industry representatives to participate in assessment validation, and
- f. exchanging knowledge, staff, and/or resources with employers, networks and industry bodies.

**Definition of Industry:**

Industry means the bodies that have a stake in the services provided by RTOs. These can include, but are not limited to:

- a. enterprise/industry clients, e.g. employers
- b. group training organisations
- c. industry organisations
- d. industry regulators
- e. industry skills councils or similar bodies
- f. industry training advisory bodies, and
- g. unions.

**What are current industry skills?**

Current industry skills are the knowledge, skills and experience required by VET trainers and assessors and those who provide training and assessment under supervision to ensure that their training and assessment is based on current industry practices and meets the needs of industry. Current industry skills may be informed by consultations with industry and may include, but is not limited to:

- a. having knowledge of and/or experience using the latest techniques and processes
- b. possessing a high level of product knowledge
- c. understanding and knowledge of legislation relevant to the industry and to employment and workplaces
- d. being customer/client-oriented
- e. possessing formal industry and training qualifications and
- f. training content that reflects current industry practice.

**ENGAGEMENT OF INDUSTRY REPRESENTATIVES**

SIT will engage Industry Representatives to provide a range of services relevant to the qualifications on SIT's scope of registration. Under engagement with the relevant SIT's Training Coordinator where an Industry Representative provides expert advice on industry relevance for any of the following:

- the selection of elective units relevant to the job outcome being sought which are identified and listed in Training and Assessment Strategies for all courses on SIT's scope of registration;
- the validation of assessment tools for each unit of competency within a course;
- the current industry skills of SIT's trainers and assessors ensuring SIT's trainers and assessors possess current industry skills relevant to the qualification that they are delivering and assessing;
- the simulated workplace environments where relevant for courses on SIT's scope of registration

They will sign and date the relevant forms related to the above criteria, including providing relevant comments where they believe that the above does not meet or represent Industry requirements or expectations. Payment for these services will be made by SIT on receipt of a Tax Invoice from the Industry representative.

SIT's Training Coordinators will include any comments made by an Industry Representative in SIT's Continuous Improvement Register for each qualification where the Industry Representative believes that any of the above does not meet or represent Industry requirements or expectations. Accordingly the relevant Training Coordinator will make necessary changes to SIT's Academic resources or simulated workplace environment.