



Carolyn Claridge



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# Validate or Crash



## Heard

(Write down things that the speaker says, or shows; things that I find interesting)

## Thought

(What does this inspire in me?)

## Action

(1 or 2 ideas that I can action)

Actionable



# Following the Road Rules of Validation



# Standards for Registered Training Organisations 2015

## Standard 1:

The RTO's training and assessment strategies and practices are responsive to industry and learner needs and meet the requirements of training packages and VET accredited courses

1. What is Validation?
2. What has this Standard got to do with Validation?

1. What is Moderation?
2. What has this Standard got to do with Moderation?

# Standards for Registered Training Organisations 2015

Ensuring students have the skills and knowledge required by industry (**validation**)

and

that an RTO has consistent assessment practices and judgements (**moderation**).

# Assessment Moderation

A Quality Control process

- ✓ ensures the same outcomes are reached
- ✓ assessment is performed at the same level
- ✓ Ensures the end product comes out as per the product specification





# Assessment Validation

## A quality review process:

- Checks the assessment tool produces valid, sufficient, current and authentic evidence to enable reasonable judgements to be made (Rules of Evidence)
- Checks the tool itself is fair, flexible, valid and reliable (Principles of Assessment).

# Validation & Moderation compared

Features	Validation	Moderation
Quality Type	Quality Review	Quality Control
Primary Purpose	Continuous improvement	Bring judgements and outcomes into alignment
Timing	Before assessment	After assessment
Focus	Assessment tools and desired candidate evidence	Completed assessment tools, candidate evidence submitted and assessor judgements
Outcomes	Recommendations for future improvements	Recommendations for future improvements <i>and</i> adjustments to assessor judgements (if required)



# What have you heard?

# What do you think?

Actionable





**Validation and Moderation  
involve a Professional Conversation  
between colleagues**



**Assessor panels**

**Peer Review**

**Assessor networks**





# How do I make sure I am following the road rules?



4 common  
questions

Is my licence  
current?  
Is my car  
registered?

Am I giving way to  
other traffic when I  
should?  
Am I using my  
indicators?

Am I under .05?  
Have I been  
smoking weed?

It is dark – do I  
have my  
headlights on?

4 common  
questions

Does the assessment  
tool meet industry's  
needs and our  
client's needs?

Does the assessment  
tool meet the  
training package  
criteria?

Are the trainee and  
assessor instructions  
clear enough for  
consistent  
judgement?

Does the assessment  
tool meet the rules  
of evidence and the  
principles of  
assessment?

# How often?

All units of competency must be validated and moderated at least once during a five-year period

*Animal Welfare and WHS units are a good example of units which should be validated more often due to ever-changing requirements*

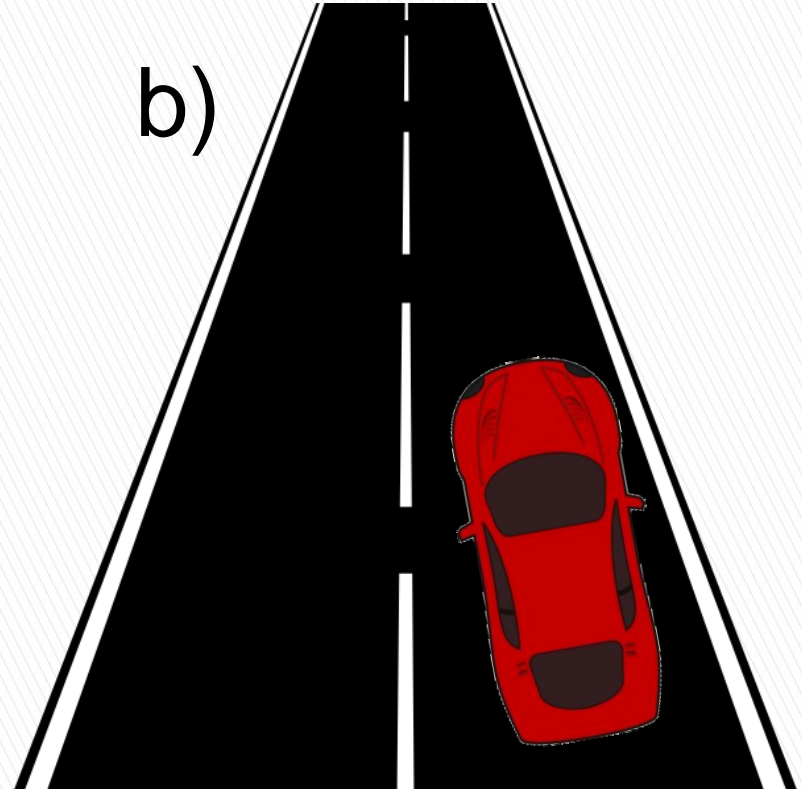
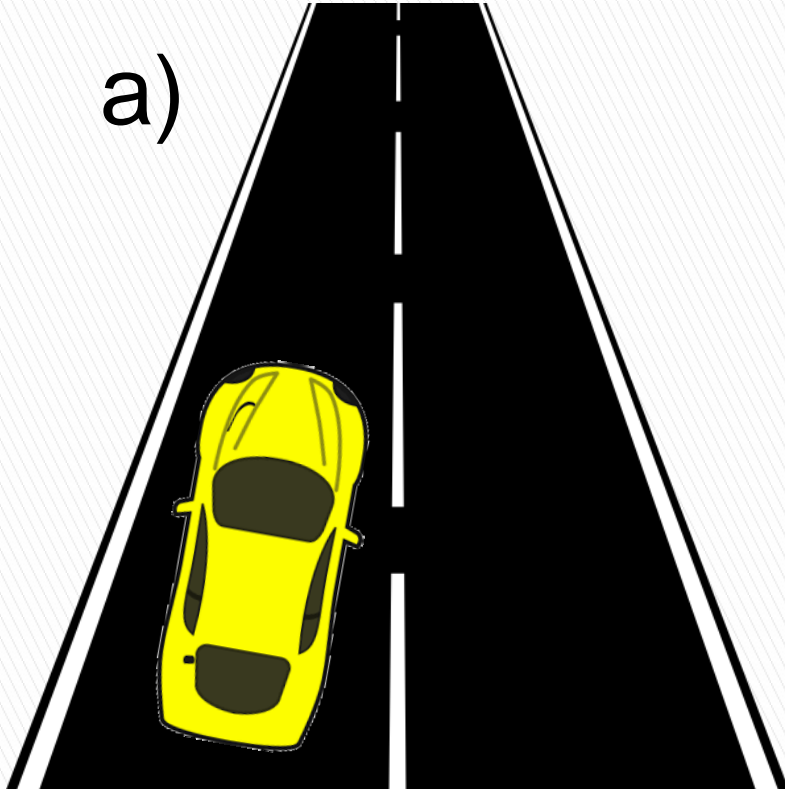
At least 50% of the training products must be validated in the first three years of the schedule.



# Sample Validation Schedule

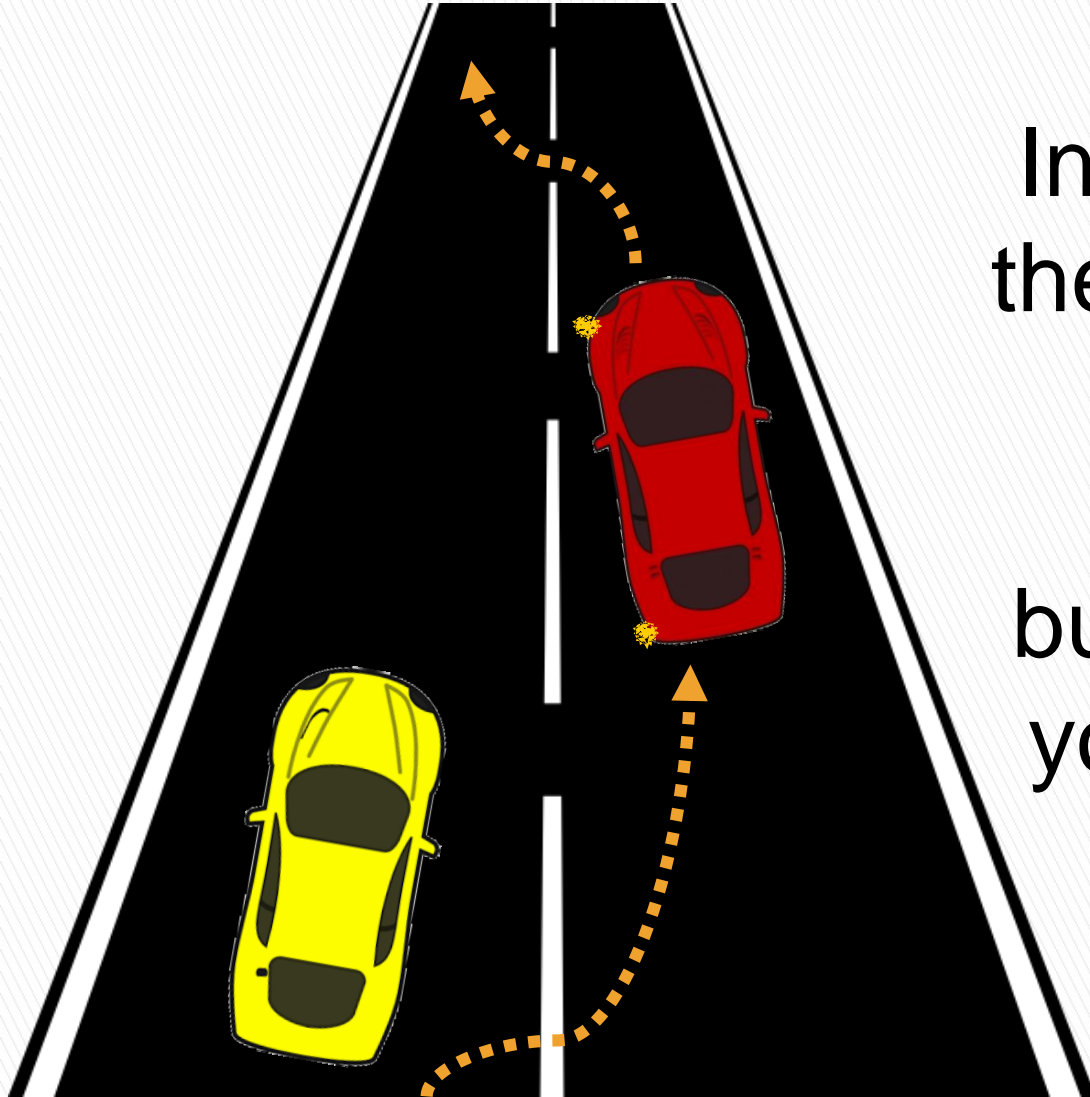
Qualification Code	Qualification Name	2016				2017				2018			
		Units	Month	Units	Month	Units	Month	Units	Month	Units	Month	Units	Month
MTM20111	Certificate II in Meat Processing (Abattoirs)	MTMCOR201A	Jun	MTMPSR203A	Nov	MTMP2009B	Jun	MTMP2013C	Nov	MTMP2026B	Jun	MTMP2052C	Nov
		MTMCOR202A	Jun	MTMP2004B	Nov	MTMP2011C	Jun	MTMP2014C	Nov	MTMP2033C	Jun	MTMP2053C	Nov
		MTMCOR203A	Jun	MTMP2005B	Nov	AHCLSK205A	Jun	MTMP2015C	Nov	MTMP2037C	Jun	MTMP2054C	Nov
		MTMCOR204A	Jun	MTMP2010A	Nov	AHCLSK212A	Jun	MTMP2032C	Nov	MTMPR201C	Jun	MTMP2055C	Nov
		MTMCOR205A	Jun	MTMP2007B	Nov	AHCLSK324A	Jun	MTMP2018C	Nov	MTMP2002C	Jun	MTMP2057B	Nov
		MTMCOR206A	Jun	MTMP2008A	Nov	MTMP2012C	Jun	MTMP2021C	Nov	MTMP2051C	Jun	MTMP2071C	Nov
MTM30111	Certificate III in Meat Processing (Boning Room)	MTMP3052C	Apr	MTMP3059C	Sep	MTMP3065B	Apr	MTMP3055C	Sep	MTMP3057C	Apr	MTMP3063B	Sep
		MTMP3054C	Apr	MTMP3060C	Sep	MTMP3066B	Apr	MTMP3056C	Sep	MTMP3058C	Apr	MTMP3064B	Sep
		MTMP3061C	Apr	MTMP3062B	Sep								
MTM30511	Certificate III in Meat Processing (Slaughtering)	MTMP3001D	Apr	MTMP3002C	Sep	MTMP3007C	Apr	MTMP3009C	Sep	MTMP3015A	Apr	MTMP3017A	Sep
		MTMP3004A	Apr	MTMP3006C	Sep	MTMP3008C	Apr	MTMP3010A	Sep	MTMP3016B	Apr	MTMP3033C	Sep
						MTMP3046A	Apr	MTMP3043B	Sep	MTMP3042C	Apr	MTMP3038C	Sep

# Putting this into practice



In Australia, which side of the road do we drive on..... a) or b)?

# Putting this into practice



In some situations,  
the rules of the road  
allow...

but the reason why  
you did it needs to  
be defensible.

# Applying the 'rules of the road' ...

The background of the slide features a stylized illustration of a road with a dashed orange line curving through it. A red car is positioned in the upper right, and a yellow car is in the lower left. The road has white dashed lines for lane markings.

## Validation

Our *rules of the road* are the:

- Rules of Evidence and the
- Principles of Assessment.

## Moderation

Our judgements must follow these rules and the outcomes must be defensible.

# Prioritising:

Priority One: Newly developed assessment tools or tools which have been amended for 'reasonable adjustment'

*Revised  
assessment  
tools*

MTMP2006B - Apply animal welfare and handling requirements

Superseded by:

MTMP2010A - Apply animal welfare and handling requirements

Priority Two: Core units

*High turnover  
units*

MTMCOR201A Maintain personal equipment

MTMCOR202A Apply hygiene and sanitation practices

MTMCOR203B Comply with QA & HACCP requirements

MTMCOR204A Follow safe work policies & procedures

MTMCOR205A Communicate in the workplace

MTMCOR206A Overview the meat industry

# Prioritising:

Priority Three: Licensed, regulated or high risk elective units

*High risk* e.g. MTMPSR203A Sharpen knives

*Needs to meet* e.g. MTMP3004A Assess effective stunning and bleeding

*Australian and overseas requirements (EU)*

Priority Four: Group A and other commonly delivered elective units

*Commonly* e.g. MTMP2071C Inspect meat for defects

*delivered elective unit from Cert II*

*Unit from* e.g. MTMP3042C Prepare head for inspection

*Group A in Meat Safety Cert 4*

# Example Priority Five:

Priority Five: Elective units listed in each qualification's Training and Assessment Strategy which are offered but do not fall into the above four priority areas

*Species-specific Unit* e.g. MTMP3061C Operate trunk boning machine

*Possible imported unit for the Certificate IV in Meat Processing (Leadership)* e.g. EB020 Report Writing & Presentation Skills for Managers



# What have you heard?

# What do you think?

Actionable



Putting this into practice

**Is it illegal to drive without shoes on in Australia?**

**a) Yes?**

**b) No?**



# Putting this into practice

It depends on your level of control over your car... (must be defensible)



# Applying the 'rules of the road' ...

## How many assessments do we look at in Moderation?

It depends on the right sample-size...  
(must be defendable)



# A defensible sample-size...

## A statistically valid sample:

- Completed assessments
- Large enough sample size
- Random
- From the past six months

No. of students who have undertaken the assessment across the RTO in the past 6 months (this figure usually available from Administration)

x 30% =

No. of assessment samples required



No. of students who have undertaken the assessment across the RTO in the past 6 months (this figure usually available from Administration)

$\times 30\% =$

No. of assessment samples required

**Example 1:**

100 assessments from  
*MTMCOR201A Maintain personal equipment*

$\times 30\% =$

30 samples

**Example 2:**

40 assessments from  
*MTMP2075C Pack meat products*

$\times 30\% =$

12 samples

# Industry Validation

People who have current skills, knowledge and experience in the vocational area can provide input on:

- the industry relevance of the context and conditions of the assessment





# Industry Validation

People who have current skills, knowledge and experience in the vocational area can provide input on:

- the industry relevance of the resources used during assessment



# Industry Validation

People who have current skills, knowledge and experience in the vocational area can provide input on:

- the tasks the learner completed, and



# Industry Validation

People who have current skills, knowledge and experience in the vocational area can provide input on:

- the judgements made by the assessor.





4 common  
questions

Do the assessment  
questions directly  
relate to the work  
being performed?

Has the assessor  
determined the  
relevant legislation,  
regulations and  
codes of practice  
required of the work  
being performed?

Are there any  
unnecessary  
questions which  
collect irrelevant  
information?

Is the evidence being  
asked for  
representative of  
what is produced in  
the workplace?

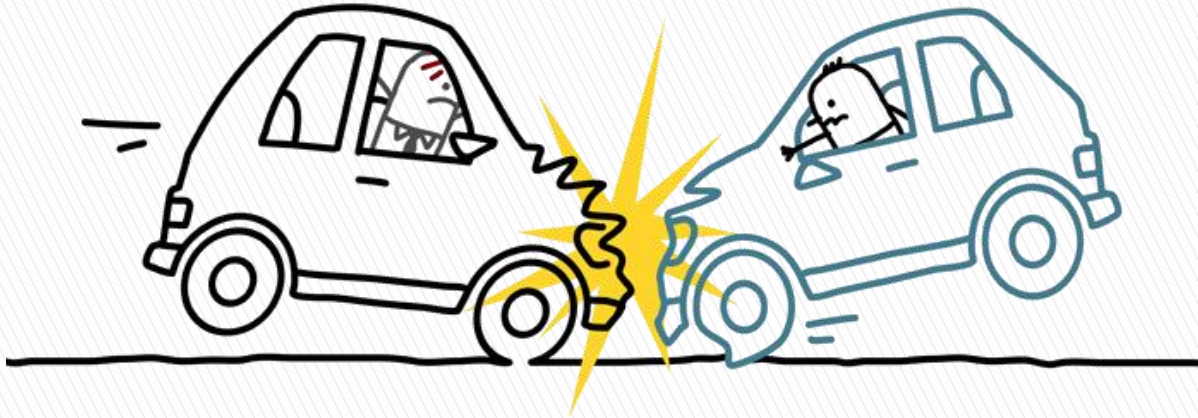
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# Putting this into practice



**If I have a  
crash, what  
information  
must I  
provide?**

**Required particulars:**

- 1. Your name and address**
- 2. The name and address of the owner of the vehicle (if you are not the owner), and**
- 3. The vehicle registration number.**

# Putting this into practice

## If I do validation and moderation, what information must I keep?

- ▶ Records of attendance  
(include signatures, date, which unit and which tool was looked at)
- ▶ Completed checklists
- ▶ 'Marked up' assessment tools
- ▶ 'Scribbled on' unit descriptors
- ▶ Version controlled, improved assessment tools
- ▶ Validation Report records agreed deficiencies & improvement suggestions
- ▶ Action Plan for implementing improvements



# Following the road rules...

- *Can drive on either side of the road as long as the reason is defensible*
- *Can drive with no shoes on as long as the reason is defensible*
- *Provide certain information if I have a crash*

Following the road rules takes us  
*From this...*



*To this...*



# Following the RTO road rules...

- *Ensuring that students have the skills and knowledge required by industry*
- *The RTO has consistent assessment practices and judgements*
- *Need to schedule units of competency to be validated based on priority and legislated timeframes*

# Following the RTO road rules...

- *When moderating, we need a statistically valid sample size*
- *We can validate as a group within the same RTO, as a network including other RTOs and in pairs (mentoring)*
- *Need to include industry in the validation process*
- *Need to keep records*



# Following the RTO Road Rules takes us

*From this...*



*To this...*



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