

How to apply for a teaching / training job in the RTO sector in Australia

Who is trainer?

Many trainers work in the Australian vocational training system. The vocational system consists of registered training institutions. In fact, trainers are also highly regarded in the workplace in Australia. Many organizations hire professional trainers and evaluators to teach them basic skills such as how to use equipment, how to work safely, how to use work systems, and how to respond to customers. Trainers are involved in introducing, improving, or multi-skilling an organization's workforce.

How to apply?

1: Get Certificate IV

- Training and evaluation in the Vocational Education System requires at least the latest and most up-to-date TAE40116 Certificate IV for training and evaluation. This qualification is the minimum standard for obtaining a vocational education job at TAFE or another RTO. It also known as the 'Trainer Training' qualification, 'Cert IV TAE', 'Cert IV Training', and sometimes 'The Cert IV'. Workplace trainers do not necessarily require training qualifications, but qualifications are usually highly valued and useful for applying for jobs. Many trainers also choose to obtain advanced qualifications, such as training design and development diplomas, or vocational education and training diplomas, to enhance their careers.

As part of the criteria, RTO training and evaluation can only be provided by trainers and evaluators that:

- Hold the required credentials.
 - Retains vocational ability at least to the level provided and evaluated.
 - Have current industry skills directly related to the training and evaluation offered.
 - Have current knowledge and skills in vocational training and learning and provide information for training and evaluation.
 - Carrying out related professional development.
- ✂ It is important to note that even if you have a degree in education to enter the vocational training industry and have many years of classroom experience, you still need to qualify to become a vocational trainer. This is because the vocational industry has its own set of requirements and processes for training and evaluation.

Where to Work?

As long as you hold Certificate IV of Training and Evaluation, you can apply for jobs in various industries in Australia.

One of the best ways to get a job is to use a reputable RTO recruitment agency or educational recruitment agency. Established recruitment agencies have a place where you can upload your resume to access VET and trainer recruitment databases nationwide and offer RTO recruitment packages to RTO clients.

There are some options for you as a trainer:

1. Vocational training institution

Qualified trainers and evaluators are typically hired by the Registered Training Organization (RTO). These include:

- Publicly registered training institution (also known as TAFE)
- Private registered training organizations (such as Inspire Education)
- Registered training organizations run by non-profit organizations (such as the Red Cross)

2. Self-employed or RTO / training business owner

Trainers can run their own small training business. This will give you complete control over your own training business and offer nationally recognized and accredited vocational training courses.

3. An RTO Consultant / RTO Consultant Company

Many trained assessors can develop their skills into a wider range of RTO compliance skills and provide RTO consultancy services such as 360RTO Solutions, an internationally acclaimed RTO compliance services company throughout Australia. This is an excellent career path for trainers and evaluators who want to actively contribute to the overall quality of education in Australia.