



Australian Government

Department of Education, Employment and Workplace Relations

MEM17003A Assist in the provision of on the job training

Release: 1

MEM17003A Assist in the provision of on the job training

Modification History

Not Applicable

Unit Descriptor

Unit descriptor	This unit covers assisting in the provision of on the job training to others while undertaking normal duties.
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Application of the Unit

Application of the unit	<p>This unit may involve the replacement of normal duties with training duties for limited periods of time. The individual would not be expected to be solely responsible for the assessment or reporting of a trainee's progress.</p> <p>Typical applications could include the provision of on the job guidance by a tradesperson to apprentices/trainees or by a production worker to other production workers/trainees.</p> <p>Where development of training programs is involved see Unit MEM17001B (Assist in development and deliver training in the workplace).</p> <p>Band: A</p> <p>Unit Weight: 2</p>
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Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Prerequisite units	

Employability Skills Information

Employability skills	This unit contains employability skills.
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Elements and Performance Criteria Pre-Content

Elements describe the essential outcomes of a unit of competency.	Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, further information is detailed in the required skills and knowledge section and the range statement. Assessment of performance is to be consistent with the evidence guide.
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Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
1. Determine role of on the job training	1.1.Objectives of training and role of on the job training are identified in consultation with team leaders or other appropriate personnel.
2. Provide on the job training	2.1.Training is conducted using learning methods appropriate to the training objectives and learner. 2.2.Trainee progress is monitored and feedback is provided appropriate to the learning outcomes.
3. Report on trainee performance	3.1.Trainee's progress is reported according to standard operating procedure.

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This section describes the skills and knowledge required for this unit.

Required skills

Look for evidence that confirms skills in:

- obtaining all relevant information with respect to the training to be provided
- applying suitable training methods
- providing feedback to the trainee throughout the training process
- reporting on the trainee's progress
- reading, interpreting and following information on written job instructions, specifications, standard operating procedures, charts, lists, drawings and other applicable reference documents
- planning and sequencing operations
- checking and clarifying task-related information

Required knowledge

Look for evidence that confirms knowledge of:

- training to be delivered
- personnel to be consulted with respect to the training to be provided
- the individual's role in the provision of training
- objectives of the training
- the person(s) to be trained
- procedures to be followed when training individuals

REQUIRED SKILLS AND KNOWLEDGE

- training location(s)
- tools, equipment, procedures, materials and resources
- training delivery methods, their applications, advantages and disadvantages
- feedback techniques
- reasons for monitoring trainee progress
- reporting procedures
- hazards and control measures associated with assisting in the provision of on the job training, including housekeeping
- safe work practices and procedures

Evidence Guide

EVIDENCE GUIDE	
<p>The evidence guide provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge, range statement and the Assessment Guidelines for the Training Package.</p>	
Overview of assessment	A person who demonstrates competency in this unit must be able to assist in the provision of on the job training.
Critical aspects for assessment and evidence required to demonstrate competency in this unit	Assessors must be satisfied that the candidate can competently and consistently perform all elements of the unit as specified by the criteria, including required knowledge, and be capable of applying the competency in new and different situations and contexts.
Context of and specific resources for assessment	<p>This unit may be assessed on the job, off the job or a combination of both on and off the job. Where assessment occurs off the job, that is the candidate is not in productive work, then an appropriate simulation must be used where the range of conditions reflects realistic workplace situations. The competencies covered by this unit would be demonstrated by an individual working alone or as part of a team. The assessment environment should not disadvantage the candidate.</p> <p>This unit could be assessed in conjunction with any other units addressing the safety, quality, communication, materials handling, recording and reporting associated with assisting in the provision of on the job training or other units requiring the exercise of the skills and knowledge covered by this unit.</p>
Method of assessment	Assessors should gather a range of evidence that is valid, sufficient, current and authentic. Evidence can be gathered through a variety of ways including direct observation, supervisor's reports, project work, samples and questioning. Questioning techniques should not require language, literacy and numeracy skills beyond those required in this unit of competency. The candidate must have access to all tools, equipment, materials and documentation required. The candidate must be permitted to refer to any relevant workplace procedures, product and manufacturing specifications, codes, standards, manuals and reference materials.
Guidance information for assessment	

Range Statement

RANGE STATEMENT

The range statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. **Italicised** wording, if used in the performance criteria, is detailed below. Essential operating conditions that may be present with training and assessment (depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts) may also be included.

Learning methods	Explanation, demonstration, simulation
Report	Should include information about the skills satisfactorily achieved and those where further practice is required

Unit Sector(s)

Unit sector	
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Co-requisite units

Co-requisite units		

Competency field

Competency field	Training
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