



Australian Government

Assessment Requirements for AHCWRK321 Provide on-job training support

Release: 1

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Modification History

Release	Comments
Release 1	This version released with AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 9.0.

Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

There must be evidence that the individual has provided on-job training (OJT) support for an employee or trainee on at least one occasion and has:

- determined training needs and required outcomes
- provided a physically and psychologically safe learning environment
- identified and provided OJT support and follow-up support to employee or trainee
- delivered training in work tasks
- reported employee or trainee progress to supervisor.

Knowledge Evidence

An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:

- set-up, approaches and resources required for OJT
- training needs of employee or trainee
- OJT and coaching techniques, including providing a safe learning environment
- task knowledge and skills being delivered by OJT
- reviewing and reporting on OJT support.

Assessment Conditions

Assessment of the skills in this unit of competency must take place under the following conditions:

- physical conditions:
 - a workplace setting or an environment that accurately represents workplace conditions
- relationships:
 - employee or trainee and supervisor.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

Links

Companion Volumes, including Implementation Guides, are available at VETNet: -
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>