

Skills Tasmania Policy Statement:

Eligibility: Registered Training Organisations to Train Own Staff

Intent

This policy provides a framework to manage future requests and exceptions in relation to registered training organisations (RTOs) seeking to access Tasmanian Government subsidies to train their own staff.

Scope

This policy statement applies to private RTOs who enter into a funding agreement with Skills Tasmania.

TasTAFE has discretion in how it uses its Deed of Purchasing Arrangement funding to deliver its legislated functions. It is not an eligible employer for the purposes of other Skills Tasmania managed grant funding. This is dealt with in Policy Statement: *Employer Eligibility: subsidising employees of government organisations*. This policy therefore does not apply to TasTAFE.

Training that is wholly funded through private sources is not covered under this policy statement.

Policy Statement

RTOs may not train their own staff using government subsidies.

Distribution of government subsidies for training should minimise situations where conflicts of interest could impact on the quality of training delivery in the Training and Workforce Development system.

Although the majority of RTOs operate with integrity and to high professional standards, Skills Tasmania is required to have processes in place that minimise the opportunity for conflicts of interest to occur.

RTOs and their trainers and assessors commit to professional confidentiality in implementing training and assessment activities in an employer's workplace. This same requirement applies if the workplace is an RTO. Intellectual property concerns, although understandable, should not influence the professional conduct of RTOs and their trainers and assessors.

Exceptions

Exceptions will be made only where:

- there is a Ministerial instruction or policy that cannot be delivered within usual parameters,
- there is a thin market (demonstrated inability to find another RTO to deliver the required training and assessment services), or
- there is demonstrated public benefit (demonstrated and exceptional circumstances where there will be significant risk to delays in sourcing other RTOs for delivery, for example, industry bottleneck for specialised training).

Exceptions require comprehensive and documented evidence and must be approved by the General Manager, Workforce Development and Training.

Owner: Policy, Strategy & Performance, Skills Tasmania

Contact: General Manager, Workforce Development and Training

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