

TSC Category	Learning and Development Management					
TSC	Trainer and Assessor Development Management					
TSC Description	Develop and apply trainer and assessor development plans to ensure high quality of workplace learning and assessment programmes are in place					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
				ECM-LDM-4004-1.1	ECM-LDM-5004-1.1	
				Facilitate the development and implementation of trainer and assessor development plans	Evaluate trainer and assessor development plans to ensure workplace learning and assessment programmes are in place	
Knowledge				<ul style="list-style-type: none"> • Train-the-trainer principles and practices • Characteristics of competency-based training and assessment • Workplace learning and competency assessment methodologies • Components of workplace learning and competency plans • Elements of competence • Methods of performing task based competency assessment • Competency profiles, task profiles and evidence criteria • Internal and external verification methods • Principles of giving and receiving feedback • Assessing and coaching techniques • Methods of recording evidence 	<ul style="list-style-type: none"> • Principles and theories of competency-based assessment • Evidence gathering principles and practices • Assessment plan components • Methods to prepare and conduct assessments • Assessment plan review methods 	
Abilities				<ul style="list-style-type: none"> • Identify and enrol candidates for train-the-trainer programmes • Supervise workplace train-the-trainer plans 	<ul style="list-style-type: none"> • Review trainer and assessor candidates for assessment 	

				using appropriate workplace learning methods <ul style="list-style-type: none"> • Guide and support trainers' and assessors' portfolio development • Provide constructive feedback on trainers' and assessors' progress • Conduct assessments in the field • Justify assessment decisions • Record assessment evidence to support assessment decisions • Provide clear and constructive feedback to candidate regarding the assessment decision 	<ul style="list-style-type: none"> • Review assessment plans to ensure required competencies • Review training and assessment programmes for continuous improvement • Review and verify individual training portfolios 	
--	--	--	--	---	---	--