

1. Working definitions for the UAC

- 1.1 **Tradesperson:** A tradesperson is an individual who has undergone formal or informal training or on-the-job trade-level work experience evidencing that they meet the benchmark of an Australian tradesperson.
- 1.2 Accordingly, a 'tradesperson' is a person who can demonstrate trade-level skills in their designated trade and, where relevant, be able to:
- 1.2.1 work unsupervised across a wide range of trade duties;
 - 1.2.2 follow complex written and verbal directions;
 - 1.2.3 complete trade work in accordance with relevant industry standards;
 - 1.2.4 plan the method and order of progressing trade work;
 - 1.2.5 work safely in accordance with workplace health and safety regulations; and
 - 1.2.6 identify, select and use tools and equipment to complete trade tasks.
- 1.3 **Technician:** A technician is an individual who has completed formal structured technical training at the AQF Certificate IV level or higher or who has otherwise met the equivalent international standard (1.7) and whose range of duties consist primarily of the following:
- 1.3.1 uses test equipment;
 - 1.3.2 undertakes technical tests and tabulates testing results;
 - 1.3.3 assembles pre fabricated parts and equipment; and
 - 1.3.4 works in support of and/or under the instruction of an engineer(s).
- 1.4 **Associate Professional:** An associate professional is an individual who is involved with design and test analysis of product(s) and/or undertakes a supervisory/management function (for example, a chef).
- 1.5 Associate professionals would normally have completed an Associate Diploma or Diploma educational qualification or otherwise met the equivalent international standard (1.7) in the relevant field.
- 1.6 Associate professionals will be considered under all skill pathways.
- 1.7 **References:** In determining an 'equivalent international standard', TRA may refer to publications including 'The training of skilled workers' (Central Trades Committee Tripartite Mission reports) or Country Education Profiles published by Australian Education International - National Office for Overseas Skills Recognition (AEI - NOOSR).

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2. Authority

- 2.1 In accordance with Regulation 2.26B(1) of the *Migration Regulations 1994* (Cth) ('the Regulations'), the Minister for Immigration has approved Trades Recognition Australia ('TRA') as a relevant assessing authority for skilled occupation.
- 2.2 In accordance with Regulation 136.222 of Schedule 2 of the Regulations, TRA is required to determine whether the skills of a person for a nominated skilled occupation are suitable for that occupation.
- 2.3 Regulation 2.26B(2) provides the authority for TRA to determine, at its sole discretion, the standards against which the skills of a person are assessed as being suitable for their nominated occupation.
- 2.4 TRA has determined that the Uniform Assessment Criteria ('UAC') is to be the standard by which the skills of a person are to be assessed for the purposes of Regulation 2.26B(2). The UAC displaces all previous standards, criteria or determinations to the extent of any inconsistency.

3. Benchmark of an Australian tradesperson

- 3.1 An Australian tradesperson is generally recognised as such on completion of a formal apprenticeship. Trade status is then confirmed by way of appropriate remuneration and conditions conferred under the relevant industrial award.
- 3.2 Accordingly, TRA has applied the benchmark of trade training and work experience equivalent to that of an Australian apprenticeship-trained tradesperson in determining whether an applicant's skills in their nominated trade are suitable for that trade.

4. Skill Pathway Assessments

- 4.1 For the purposes of determining whether an applicant meets the benchmark of an Australian tradesperson, TRA applies a 'Skill Pathways' approach. An overview of this approach is set out in section 5.
- 4.2 Skill Pathways provide TRA staff with a complete assessment framework which can be applied to all source countries and all relevant occupations listed in the Australian Standard Classification of Occupations ('ASCO').
- 4.3 Applicants must provide sufficient evidence to support each claim made in their application. Evidence must be capable of independent verification by TRA.
- 4.4 TRA Assessors ('Assessors') are required, from the evidence provided by the applicant, to determine whether an applicant satisfies the requirements of at least one skill pathway

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in relation to a nominated skilled occupation and whether the applicant should be recognised as satisfying that skill pathway.

- 4.5 Applicants who have demonstrated that their skills are suitable for their nominated skilled occupation (i.e. have meet the benchmark of an Australian tradesperson) are deemed to have had their claims ‘accepted’ and are awarded a designated ASCO occupation and relevant code for migration purposes only. Accepted applicants may be subject to additional licensing or registration requirements before they are eligible to practice in their nominated skilled occupation in Australia e.g. those imposed by State / Territory governments.
- 4.6 Where necessary, Assessors determine whether the applicant is also eligible for recognition as a supervisor and/or as a vocational teacher.

5. Skill Pathway Overview

Skill Pathway	A	B	C	D	E
Notional Title	Formal Apprenticeship	Informal Apprenticeship	Vocational Traineeship	Work Experience	Australian Qualification
Employment requirement	4 years	5 years	5 years	6 years *	900 Hours ** <i>or</i> 4 years ***
Training requirement	900 Hrs formal training	900 Hrs formal training	1800 Hrs formal training	Verifiable skill level transition process	CRICOS AQF III <i>or</i>
Specific requirements	Regulated apprenticeship		Recognised traineeship		Acceptable workplace assessment
Primary Outcome	Designated Occupation				
Additional requirements	3 years post-trade experience				
Secondary Outcome	Supervisor / Vocational education teacher				

* **7 years for electrical trades**

** **For Australian trained applicants (10.4)**

*** **For AQF holders who have undergone acceptable workplace assessment (10.6)**

6. Skill Pathway A (4 years formal apprenticeship)

- 6.1 **Recognition:** The apprenticeship cited must be one that is regulated (and endorsed as having been completed) by an authorised governing body whose standards can be independently verified by TRA (eg. government, military or recognised industrial party).
- 6.2 **Employment:** The apprenticeship cited must comprise of a period of directly related and relevant employment, which may include military service, and relevant formal training of not less than four years duration.
- 6.3 In addition, the employment must meet the following conditions:
- 6.3.1 the apprenticeship was formalised by a contract entered into between the employer and the apprentice and registered with the authorised governing body;
 - 6.3.2 the apprentice completed on-the-job training under the direct supervision of a qualified tradesperson in the occupation or trade;
 - 6.3.3 successful completion of the apprenticeship resulted in the person being recognised by an acceptable employer as a fully qualified tradesperson; and
 - 6.3.4 where applicable, the apprentice had reached the standard required to be recognised as a tradesperson by the military service and/or upon discharge, be eligible for recognition by the relevant union or industry association as a skilled tradesperson.
- 6.4 **Formal training:** The training cited must be formal, vocational training which:
- 6.4.1 consists of not less than 900 hours of structured tuition (including tuition by the military);
 - 6.4.2 has been conducted in concurrence with employment;
 - 6.4.3 is directly related to the occupation;
 - 6.4.4 has been accredited by an authorised governing body whose standards can be independently verified by TRA (eg. government, military or recognised industrial party); and
 - 6.4.5 results in the award of certification verifying completion of such training.
- 6.5 **Restrictions:** A formal apprenticeship has not been completed where the applicant cites circumstances which include but are not limited to:
- 6.5.1 training which is determined not to be equivalent (see paragraph 1.7);
 - 6.5.2 an apprenticeship in a country or countries where no formal apprenticeship system exists; or
 - 6.5.3 an apprenticeship in a country or countries where there is no authorised governing body whose standards can be independently verified by TRA.

7. Skill Pathway B (5 years informal apprenticeship)

- 7.1 **Employment:** The apprenticeship cited must comprise of a period of directly related and relevant employment and acceptable formal training of not less than five years duration.
- 7.2 In addition, the employment must meet the following conditions:
- 7.2.1 the apprentice completed on-the-job training under the direct supervision of a qualified tradesperson in the occupation or trade; and
 - 7.2.2 successful completion of the informal apprenticeship has resulted in the person being recognised by an acceptable employer as a fully qualified tradesperson.
- 7.3 **Formal training:** The training cited must be formal, vocational training which:
- 7.3.1 consists of not less than 900 hours of structured tuition;
 - 7.3.2 has been conducted within 2 years of the directly related employment; is directly related to the occupation;
 - 7.3.3 has been accredited by an authorised governing body whose standards can be independently verified by TRA (eg. government, military or recognised industrial party); and
 - 7.3.4 results in certification verifying completion of such training.
- 7.4 **Restrictions:** An informal apprenticeship has not been completed where the applicant cites circumstances which include, but are not limited to:
- 7.4.1 training which is determined not to be equivalent (see paragraph 1.7); or
 - 7.4.2 an apprenticeship or employment arrangements which are determined not to be equivalent or are incomplete.

8. Skill Pathway C (5 years vocational traineeship)

- 8.1 **Employment:** The traineeship must comprise of a period of directly related and relevant trade-level employment and acceptable formal training of not less than five years duration.
- 8.2 In addition, the employment must meet the following conditions:
- 8.2.1 the applicant completed on-the-job training under the direct supervision of a qualified tradesperson in the occupation or trade; and
 - 8.2.2 successful completion of the traineeship resulted in the applicant being recognised by an acceptable employer as a fully qualified tradesperson.
- 8.3 **Formal Training:** The training cited must be formal, vocational training which:
- 8.3.1 consists of not less than 1800 hours of structured tuition;
 - 8.3.2 has been conducted within 2 years of the directly related employment; is directly related to the occupation;
 - 8.3.3 has been accredited by an authorised governing body whose standards can be independently verified by TRA (eg. government, military or recognised industrial party); and
 - 8.3.4 results in certification verifying completion of such training.
- 8.4 **Restrictions:** A vocational traineeship has not been completed where the applicant cites circumstances which include, but are not limited to:
- 8.4.1 training which is determined not to be equivalent (1.7); or
 - 8.4.2 traineeship or employment arrangements which are determined not to be equivalent or are incomplete.

9. Skill Pathway D (work experience)

- 9.1 **Employment:** The applicant must have completed a period of employment of not less than six years (or seven years in the case of electrical trades) that is both relevant and directly related to the trade or occupation and involves a *verifiable skill level transition process* under the supervision and direction of a fully qualified tradesperson.
- 9.1.1 *A verifiable skill level transition process* is one which articulates the applicant's acquisition of the full range of trade-level skills, commencing with a period of supervised semi-skilled work; progressing to supervised trade skilled work; and finally progressing to unsupervised trade skilled work.
- 9.2 In addition, the employment must have resulted in the applicant having been formally recognised as a skilled tradesperson and remunerated by an employer as a skilled tradesperson or licensed as a skilled tradesperson by an authorised governing body whose standards can be independently verified by TRA (eg. government, military or recognised industrial party).

10. Skill Pathway E (Australian Qualification (AQ) holders)

- 10.1 **Work experience:** Applicants citing Australian Qualification Framework ('AQF') qualifications awarded on the basis of acceptable formal training (10.4) must also provide evidence of relevant and directly related work experience equalling not less than 900 hours.
- 10.2 Applicants citing AQF qualifications awarded on the basis of an acceptable workplace assessment (see paragraph 10.6) must also provide evidence of relevant and directly related work experience equalling not less than 4 years.
- 10.3 Such work experience must be;
- 10.3.1 verifiable work experience under the supervision and direction of a suitably-qualified person (ordinarily a fully-qualified person in the relevant occupation); and
 - 10.3.2 for the purposes of paragraph 10.1, completed within 2 years of the commencement of cited formal Australian training.
- 10.4 **Formal Training:** Acceptable formal training must be bona fide formal vocational training which:
- 10.4.1 is delivered by a Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS) provider in accordance with the Education Services for Overseas Students (ESOS) Act;
 - 10.4.2 is a CRICOS registered, full time course; and
 - 10.4.3 results in the award of an appropriate qualification, under the AQF, for a relevant skilled occupation listed in the ASCO.
- 10.5 **Credit Transfer (CT) / Recognition of Prior Learning (RPL):** Applications citing AQF qualifications awarded on the basis of acceptable formal training (see paragraph 10.4) which include competencies recognised by CT / RPL, must include evidence of how the competencies recognised by CT / RPL were achieved.
- 10.5.1 Such evidence may include transcripts provided by alternative CRICOS providers or evidence of acceptable work experience (see sub-paragraphs 10.3.1, 10.3.2).
- 10.6 **Workplace Assessments: Acceptable workplace assessments must be conducted:**
- 10.6.1 by an Australian Registered Training Organisation;
 - 10.6.2 by a qualified workplace assessor (AQF IV or above);
 - 10.6.3 in the presence of an Australian trained and qualified subject matter expert;
 - 10.6.4 across any and all compulsory core competencies as defined by the relevant training package; and
 - 10.6.5 consistent with the requirements of the relevant training package.

11. Supervisor or Vocational Education Teacher

- 11.1 **Supervisor:** Applicants must first be recognised under a skill pathway (A–D) and also possess at least three years post-recognition supervisory experience involving qualified tradespersons.
- 11.2 A supervisor is expected to demonstrate a working understanding of staff management, occupational health and safety policies and procedures and relevant quality standards. In addition, a supervisor would be expected to demonstrate that they have had direct supervision of at least four subordinates in allied occupations.
- 11.3 An applicant under consideration for recognition as a supervisor will also be entitled to claim a maximum 1000 hours credit resulting from the completion of supervisory-related training. This training must have been completed within two years of commencing in a supervisory role.
- 11.4 **Vocational education teacher:** Applicants must first be recognised under a skill pathway (A–D) and also must demonstrate at least three years post-recognition experience as a vocational teacher.
- 11.5 A vocational education teacher is expected to demonstrate an understanding of:
- 11.5.1 adult education processes particular to vocational disciplines;
 - 11.5.2 adult student supervision;
 - 11.5.3 management of student records;
 - 11.5.4 occupational health and safety policies and procedures; and
 - 11.5.5 relevant quality standards.
- 11.6 An applicant under consideration for recognition as a vocational education teacher will also be entitled to claim a maximum 1000 hours credit resulting from the completion of vocational education related training and assessment. This training must have been completed within two years of commencing an educative role.
- 11.7 Applicants who achieve recognition through pathway E are eligible for consideration as a vocational education teacher upon completion of the following additional requirements:
- 11.7.1 AQF Certificate IV in assessment and workplace training; and
 - 11.7.2 minimum three years experience in a vocational teaching capacity (11.5).