

Industry expectations for the delivery of the electrical qualification



How the qualification **SHOULD BE DELIVERED** or otherwise **INDUSTRY BEST PRACTICE**.

Off-the-job training in a technical training facility (e.g. TAFE or specialist RTO) is essential to achieving valid, safe and nationally consistent competency outcomes for the UEE30820 Certificate III in Electrotechnology Electrician. Workplace-only delivery or assessment models are not in line with the purpose of the qualification. ***The UEE30820 qualification requires a blended assessment model.*** While authentic workplace experience is critical, many core units contain knowledge and performance evidence that cannot be consistently, safely or validly demonstrated in real workplaces alone.

Why Workplace-Only Assessment Is Insufficient

1. Knowledge Evidence Cannot Be Reliably Demonstrated On-the-Job. Core units require explicit demonstration of:

- Electrical theory (single- and three-phase calculations)
- Interpretation and application of AS/NZS Wiring Rules
- Circuit protection design and discrimination
- Control logic and motor theory

In practice:

- Workplaces rarely require apprentices to formally explain or calculate theory
- Many employers rely on established practices rather than structured standards

interpretation

- Assessment of theory requires controlled conditions, not production environments

Training facilities are essential to ensure assessors can reliably validate underpinning knowledge.

2. Performance Evidence Requires Controlled and Repeatable Scenarios. Several core units require apprentices to demonstrate:

- Multiple fault-finding scenarios
- Safe isolation and testing under varied conditions
- Construction and modification of control circuits
- Exposure to a range of wiring systems and apparatus

In real workplaces:

- Faults occur unpredictably and cannot be “created” for assessment
- High-risk tasks (isolation, testing, fault simulation) are often restricted
- No single employer can provide exposure to all required scenarios

Simulated environments are necessary to ensure breadth, safety and assessment consistency.

3. Safety and Risk Management Constraints

Some performance evidence requirements involve:

- Live electrical systems
- Isolation and verification procedures
- Testing of newly installed or modified circuits

Allowing apprentices to demonstrate these tasks solely in workplaces:

- Introduces unacceptable safety risks
- Exposes employers and clients to liability
- Limits assessment opportunities due to operational pressures

Training facilities provide safe, controlled environments aligned with WHS obligations.

4. Profiled Units Still Do Not Eliminate the Need for Off-the-Job Training

While some units (e.g. installation and commissioning) require authentic workplace evidence, profiling:

- Does not address gaps in theory and fault exposure
- Does not guarantee exposure to full performance evidence range
- Must be complemented by structured off-the-job learning

Profiling supports, but does not replace, formal training delivery.

Implications for Policy and System Design

Training Design

- Block release or day-release models remain essential
- Technical colleges play a critical role in ensuring national consistency

Funding and Regulation

- Funding models must continue to support off-the-job training delivery
- Any move toward “workplace-only” assessment risks non-compliance with training package requirements

Workforce Quality and Safety

- Removing or reducing formal training increases safety risks
- Inconsistent competency outcomes undermine industry confidence and public safety

In Summary

UEE30820 is not a workplace-only qualification. The structure of its core units, assessment conditions and safety requirements mandate a blended approach combining: Authentic workplace experience, and structured, simulated and theory-based training in a technical facility.

Any policy, funding or reform proposal must recognise that training facilities are foundational to electrical apprenticeship quality, safety and national consistency.

If you know of a person who is interested in becoming an electrician with a licenced outcome in NSW, please give them this article. It is disheartening to hear of candidates who have spent \$1000's of dollars and chosen a dodgy RTO only to realise that they are unable to get the licence in NSW.