Appendix C: Unit Mapping Analysis

BSZ40198 Certificate IV in Assessment and Workplace Training to TAA40104 Certificate IV in Training and Assessment

Overview

The mapping of BSZ98 Training Package for Assessment to TAA04 Training and Assessment Training Package involves a detailed analysis of the units in each Training Package to identify:

- which TAA units and what TAA unit content is addressed by and within the BSZ units
- what the gaps are between the specifications of TAA units and the BSZ units.

The analysis is undertaken at unit level through setting out each TAA unit and then mapping a BSZ unit or combination of units that most closely relates to the specifications of the TAA unit.

The mapping determines which BSZ unit, or BSZ units in combination, have equivalence to a TAA unit, which unit/s have partial equivalence and which unit/s have no equivalence.

In undertaking the mapping some critical points need to be clarified.

In this context, the term 'equivalence' is used to mean that a BSZ unit or combination of units has the same outcome as the TAA unit. Any gaps that are identified are classified as being of such insignificance that overall competency is not compromised.

Partial equivalence indicates that a BSZ unit or combination of units exist that has some similarity in focus, scope and specifications but the identified gaps are of significance, for example coverage may address a couple of elements. No equivalence is determined when it is clear that no BSZ units exist that have a similar focus, scope or specifications to the TAA unit or where the similarity between the units is so limited that no elements are addressed.

The following Table summarises the mapping analysis for units packaged within the TAA40104 Certificate IV in Training and Assessment in relation to the BSZ98 Training Package for Assessment and Workplace Training. The detailed unit analysis follows.

Summary of Mapping Analysis – Certificate IV

TAA40104 Certificate IV in Training and Assessment	BSZ98 Certificate IV in Assessment and Workplace Training and other BSZ units
TAAENV401B Work effectively in vocational education and training	There is no equivalent unit or units in BSZ.
TAAENV402B Foster and promote an inclusive learning culture	There is no equivalent unit or units in BSZ.

TAA40104 Certificate IV in Training and Assessment	BSZ98 Certificate IV in Assessment and Workplace Training and other BSZ units
TAAENV403B Ensure a healthy and safe learning environment	There is no equivalent unit or units in BSZ.
TAAENV404B Develop innovative ideas at work	There is no equivalent unit or units in BSZ.
TAADES401B Use Training Packages to meet client needs	There is no equivalent unit or units in BSZ.
TAADES402B Design and develop learning programs	BSZ405A Plan and promote a training program is equivalent to TAADES402B.
TAADEL301C Provide training through instruction and demonstration of work skills	BSZ404A Train small groups is equivalent to TAADEL301C.
TAADEL401B Plan and organise group-based delivery	BSZ406A Plan a series of training sessions is equivalent to TAADEL401B.
TAADEL402B Facilitate group-based learning	BSZ407A Deliver training sessions is equivalent to TAADEL402B.
TAADEL403B Facilitate individual learning	There is partial equivalence between BSZ404A Train small groups and TAADEL403B but application would need to be demonstrated to an individual learning relationship applying the relevant techniques for individual facilitation that are specified in TAADEL403B. Individuals holding BSZ404A would need to show evidence of one-to-one approach to gain equivalence.
TAADEL404B Facilitate work-based learning	There is partial equivalence between both BSZ404A and BSZ407A with TAADEL404B. It would be possible for an individual holding BSZ404A and/or BSZ407A to demonstrate evidence of having applied those units in a work context. In that case the units would be equivalent.
TAADEL405B Coordinate and facilitate distance-based learning	BSZ407A Deliver training sessions is equivalent to TAADEL405B.
TAAASS401C Plan and organise assessment	BSZ401A Plan assessment is equivalent to TAAASS401C.
TAAASS402C Assess competence	BSZ402A Conduct assessment is equivalent to each of TAAASS402C and TAAASS301B.

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TAA40104 Certificate IV in Training and Assessment	BSZ98 Certificate IV in Assessment and Workplace Training and other BSZ units
TAAASS403B Develop assessment tools	BSZ506A and BSZ507A are each equivalent to TAAASS403B BSZ401A has partial equivalence. Application of Element 3 would need to be demonstrated against all the specifications of TAAASS403B.
TAAASS404B Participate in assessment validation	BSZ403A has partial equivalence with TAAASS404B.
TAATAS401B Maintain information requirements of training and/or assessment organisations	There is no single BSZ unit that addresses TAATAS401B. When held together BSZ402A, BSZ405A and BSZ408A would make up equivalence to TAATAS401B.

Detailed mapping analysis of unit equivalence: BSZ40198 Certificate IV in Assessment and Workplace Training to TAA40104 Certificate IV in Training and Assessment

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAAENV401B Work effectively in vocational education and training	There is no similar unit in BSZ		Yes	BSZ does not include a unit that addresses these vocational outcomes, nor are the performance criteria met through a mix of BSZ units.
Element 1: Work within the vocational education and training policy framework	No specific element in BSZ		Yes	
Element 2: Work within the training and/or assessment organisation's quality framework	No specific element in BSZ		Yes	
Element 3: Manage work and work relationships	No specific element in BSZ		Yes	
Element 4: Demonstrate a client-focused approach to work	No specific element in BSZ		Yes	
SUMMARY There is no BSZ unit or combination of units that is equivalent to TAAENV401B.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAAENV402B Foster and promote an inclusive learning environment	No similar unit in BSZ		Yes	A range of BSZ units touch on aspects of this unit especially in relation to characteristics of candidates/participants
Element 1: Practise inclusivity	No specific element in BSZ		Yes	
Element 2: Promote and respond to diversity	No specific element in BSZ		Yes	
Element 3: Develop and implement work strategies to support inclusivity	No specific element in BSZ		Yes	
Element 4: Promote a culture of learning	No specific element in BSZ		Yes	
Element 5: Monitor and improve work practices	No specific element in BSZ		Yes	

SUMMARY

There is no BSZ unit or combination of units that is equivalent to TAAENV402B.

There are some PCs in BSZ402A and 406A as well as PC 4.4 in BSZ406A. The emphasis in TAAENV402B is stronger, such that a successful outcome would require the individual to demonstrate in greater depth that they had specifically fostered an inclusive environment for all aspects of training rather than just identifying delivery methods appropriate for participant characteristics.

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TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAAENV403B Ensure a healthy and safe learning environment	No similar unit in BSZ	OHS is referenced across all BSZ Certificate IV units as part of the knowledge requirements. Broad reference to a safe assessment environment in BSZ402APC3.1 and BSZ406A PC5.4	Yes	OHS is included in BSZ but not as a comprehensive unit
Element 1: Identify OHS responsibilities	No specific element in BSZ		Yes	
Element 2: Identify hazards in the learning environment	No specific element in BSZ		Yes	
Element 3: Assess risks in the learning environment	No specific element in BSZ		Yes	
Element 4: Develop and implement actions to ensure the health safety and welfare of learners and/or candidates	No specific element in BSZ		Yes	
Element 5: Provide appropriate OHS requirements to learners and/or candidates	No specific element in BSZ		Yes	
Element 6: Monitor OHS arrangements in the learning environment	No specific element in BSZ		Yes	
SUMMARY There is no BSZ unit or combination of units that is equivalent to TAAENV403B				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAAENV404B Develop innovative ideas at work	No similar unit in BSZ		Yes	
Element 1: Interpret the need for innovation	No specific element in BSZ		Yes	
Element 2: Generate a range of ideas	No specific element in BSZ		Yes	
Element 3: Collaborate with others	No specific element in BSZ		Yes	
Element 4: Reflect on the idea/s	No specific element in BSZ		Yes	
Element 5: Represent the idea/s	No specific element in BSZ		Yes	
Element 6: Evaluate the idea/s	No specific element in BSZ		Yes	
SUMMARY There is no BSZ unit or combination of units that is equivalent to TAAENV404B.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAADES401B Use Training Packages to meet client needs	No specific unit in BSZ	A number of BSZ units address different performance criteria of this unit	Yes	The specific focus of this unit is not addressed in BSZ however some aspects are embedded with BSZ units
Element 1: Define the basis for using Training Package/s	No specific element in BSZ		Yes	
Element 2: Analyse and interpret the qualification framework	No specific element in BSZ			

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Element 3: Analyse and interpret competency standards for client application/s	No specific element in BSZ	BSZ405A PC 1.3 BSZ401A PC 1.2	Part	Specific to the application of BSZ406A
Element 4: Contextualise competency standards for client application/s	No specific element in BSZ		Yes	
Element 5: Analyse and interpret Assessment Guidelines for client application	Not evident as element in BSZ		Yes	
Element 6: Use Training Package/s as an integrated tool for client application	Not evident as element BSZ PC		Yes	
SUMMARY There is no equivalent unit in BSZ98.				

TAA unit	**BSZ unit**	**Other BSZ units of relevance**	**Gap**	**Comments**
TAADES402B Design and develop learning programs	BSZ405A Plan and promote a training program	BSX406A or BSX404A	No	
Element 1: Define the parameters of the learning program in consultation with the client/s	Element 1: Identify competency needs		No	BSZ goes further than TAA
Element 2: Generate options for designing the learning program	No specific element in BSZ		Yes	There is no specific matching outcomes by PC outcomes are met in BSZ405A
Element 3: Develop the learning program content	Element 2: Document training program requirement		No	
Element 4: Design the structure of the learning program	Element 2: Document training program requirement		Part	BSZ does not have the same emphasis on learning design

Element 5: Review the learning program	No specific element in BSZ	BSZ404A	Yes	

SUMMARY

BSZ405A and TSSDES402B are equivalent because the outcomes are equivalent. It would be argued that BSZ405A goes further than DES402A as it includes a gap analysis of participants (PC 1.3, 1.4 of BSZ405A). Although there is less emphasis on learning design, the outcomes still remain equivalent. Element 5 appears similar to Element 4 Review Training of BSZ404A. However Element 5 has a focus on documentation, and reviewing the content of the program before it is delivered. Element 4 of BSZ404A has a focus on reviewing the outcomes of the training. Its focus is on evaluation of learning outcomes.

TAA unit	**BSZ unit**	**Other BSZ units of relevance**	**Gap**	**Comments**
TAADEL301C Provide training through instruction and demonstration of work skills	BSZ404A Train small groups	BSZ407A	No	
Element 1: Organise instruction and demonstration	Element 1 Prepare for training		No	
Element 2: Conduct instruction and demonstration	Element 2 Deliver training		No	
Element 3: Check training performance	Element 4 Review Training		No	
Element 4 Review personal training performance and finalise documentation			Yes	

SUMMARY

An individual with BSZ404A would have met the requirements for TAADEL301C. An individual with TAADEL301C may not have met all the requirements for BSZ404A, which implies the trainer is choosing methods rather than following predetermined steps.

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TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAADEL401B Plan and organise group-based delivery	BSZ406A Plan a series of training sessions		No	
Element 1: Interpret the learning environment and delivery requirements	Element 1 Identify training requirements Element 5 Arrange resources		No	
Element 2: Prepare session plans	Element 4 Develop training sessions		No	
Element 3: Prepare resources needed for delivery	Element 3 Develop training materials		No	
SUMMARY BSZ406A and TAADEL401B are equivalent as they provide equivalent outcomes.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAADEL402B Facilitate group-based learning	BSZ407A Deliver training sessions		No	
Element 1: Establish an environment conducive to group learning	Element 1: Prepare training participants		No	
Element 2: Deliver and facilitate training sessions	Element 2: Present training session		No	

Element 3: Demonstrate effective facilitation skills	Element 3: Facilitate individual and group training		No	
Element 4: Support and monitor learning	No specific element		Part	Partly addressed in BSZ Element 3
Element 5: Review and evaluate effectiveness of delivery	Element 5: Review delivery of training session		No	BSZ emphasis is on review of singular session although unit has broader focus
SUMMARY BSZ407A and TAADEL402B are equivalent as they provide equivalent outcomes.				

TAA unit	**BSZ unit**	**Other BSZ units of relevance**	**Gap**	**Comments**
TAADEL403B Facilitate individual learning	There is no similar BSZ unit	BSZ404A Train small groups	Yes	This TAA unit addresses a clearly defined one on one learning relationship that is defined by both parties. BSZ404A covers one on one learning but the elements and PC are focused on a delivery model rather than learning relationship model in TAA 403B
Element 1: Identify individual learning facilitation requirements	No specific or similar element	Element 1 of BSZ404A has training focus	Yes	
Element 2: Establish the learning/ facilitation relationship	Not evident as specific element			
Element 3: Maintain and develop the learning/facilitation relationship		No specific element evident	Yes	

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Element 4: Close and evaluate the learning/facilitation relationship		Element 4 of BSZ404A and or Element 5 of BSZ407A	No	The outcomes are that the individual can evaluate the process. Equivalent to Element 4 of BSZ404A and or Element 5 of BSZ407A
SUMMARY Emphasis in TAA is on the process of learning. TAADEL403B Facilitate individual learning and TAADEL301C Provide instruction and demonstration of work skills both link to BSZ404A Train Small Groups. Both relate to one to one knowledge and skill transfer. 301A is work skills oriented (i.e. what the skill is) whereas 403A is facilitator/mentor/coach oriented (i.e. how the skills are learned). Individuals holding BSZ404A would need to show evidence of 1: 1 approach to gain equivalence.				

TAA unit	**BSZ unit**	**Other BSZ units of relevance**	**Gap**	**Comments**
Unit TAADEL404B Facilitate work-based learning	No specific BSZ unit		Yes	BSZ does not specifically address learning through work. Work activities are incorporated into BSZ404A & BSZ407A but the focal point of these units is a delivery based model focusing on presentation, facilitation, instruction
Element 1: Establish an effective work environment for learning	No specific element in BSZ		Yes	
Element 2: Develop a work-based learning pathway	No specific element in BSZ		Yes	
Element 3: Implement the work-based learning pathway	No specific element in BSZ but similar outcomes	Not significantly different from outcomes of Element 2 of BSZ407A	No	

Element 4: Monitor learning and address barriers to effective participation	No specific element in BSZ but similar outcomes	Outcomes the same as BSZ 407A Element 3 and BSZ404A, Element 4	No	
Element 5: Review the effectiveness of the work-based learning pathway	No similar element in BSZ but similar outcomes	Element 4 of BSZ404A and/or Element 5 of BSZ407A	No	Standard evaluation process found in Element 4 of BSZ404A and/or Element 5 of BSZ407A
SUMMARY The first two elements are significantly different from anything explicitly defined in BSZ98. It would be possible for an individual holding BSZ404A and/or BSZ407A to demonstrate evidence of having applied those units in a work context. In that case the units would be equivalent.				

TAA unit	**BSZ unit**	**Other BSZ units of relevance**	**Gap**	**Comments**
TAADEL405B Coordinate and facilitate distance-based learning	No specific BSZ unit addresses distance learning	BSZ407A	No	The context of distance-based learning is not significantly different in the skill set required to say that it is not equivalent to BSZ407A.
Element 1: Prepare for distance-based learning	No specific BSZ element		Yes	
Element 2: Manage distance-based learners	No specific element in BSZ			
Element 3: Monitor learner progress	No specific element in BSZ		Yes	
Element 4: Review the distance-based learning process	No specific element in BSZ		No	Standard evaluation process found in Element 4 of BSZ404A and/or Element 5 of BSZ407A
SUMMARY Equivalent to BSZ407A. If an individual holds BSZ407A the contingency management skills and transferability skills will ensure they can apply that competency to this new context.				

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TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAAASS401C Plan and organise assessment	BSZ401A Plan assessment		No	
Element 1: Determine focus of assessment	Establish evidence required for a specific context		No	
Element 2: Prepare the assessment plan	Covered by parts of Elements 1-3 of BSZ401A		No	BSZ401A does not refer to an assessment plan as such but addresses most aspects covered within the assessment plan through the assessment procedure. In TAA units, the assessment procedure is part of the assessment tool, consistent with definition in Assessment materials project
Element 3: Contextualise and review assessment plan	Addressed through Elements 2 & 3 of BSZ401A		No	
Element 4: Organise assessment arrangements	Not covered as element in BSZ401A	Covered by Element 3 of BSZ402A	No	
SUMMARY Recommend that BSZ401A and TAAASS401C be treated as equivalent.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAAASS402C Assess competence	BSZ402A Conduct assessment		No	
Element 1: Establish and maintain the assessment environment	Element 1 of BSZ has same focus/ outcome		No	
Element 2: Gather quality evidence	Covered by Elements 2, 3 & 4 of BSZ402A		No	
Element 3: Support the candidate	Not covered as specific element; partly addressed in PCs of other elements		Part	Outcomes totally covered
Element 4: Make the assessment decision	Same as Element 5		No	
Element 5: Record and report the assessment decision	Addressed in elements 6 & 8		No	
Element 6: Review the assessment process	No specific element in BSZ402A	BSZ403A Review assessment Element 1	No	
SUMMARY Recommend that BSZ402A and TAAASS402C be treated as equivalent. BSZ402A goes further than TAAASS301B so should allow it as equivalent.				

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TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAAASS403B Develop assessment tools	BSZ401A addresses this unit in part	BSZ507A Develop assessment tools & BSZ506A Develop assessment procedures address in full	No	The comparable BSZ unit/s to TAAASS403B are BSZ506A & BSZ507A, which form part of the Diploma. BSZ401A Element 3 addresses assessment tool development for a specific context -- it is very limited and does not address the TAAASS403B specifications in sufficient detail
Element 1: Determine the focus of the assessment tool	Not evident in BSZ401A	BSZ507A Element 1 Identify the context for the assessment tool	No	
Element 2: Determine assessment tool needs	No comparable element in BSZ401A	Forms part of Element 1: Identify context for assessment tool in BSZ507A & Element 2 in BSZ506A	No	
Element 3: Design and develop assessment tools	In part Element 3 BSZ401A - but much narrower focus	Element 2: Draft assessment tools in accordance with plan	No	
Element 4: Review and trial assessment tools	Partly addressed in Element 4 Trial assessment procedure	BSZ507AElement 4 Pilot assessment tools and Element 5 Validate assessment tools BSZ506A Element 4	No	BSZ separates trialling, piloting and validation - in TAA all are covered by trialling

SUMMARY

There is limited equivalence between BSZ401A and TAAASS403B

There is high degree of equivalence between BSZ506A & BSZ507A and TAAASS403B

Element 1 and PCs are fully addressed by both BSZ units
Element 2 and PCs are fully addressed by both BSZ units
Element 3 are fully addressed by both BSZ units
Element 4 are fully addressed by both BSZ units

Recommend that each of BSZ506A and BSZ507A be recognised as equivalent to TAAASS403B.

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAAASS404B Participate in assessment validation	There is no specific unit on validation in BSZ	Addressed partly in BSZ403A Review assessment	Yes	The BSZ403A Review assessment unit could be interpreted to address some aspects of TAAASS404B. However, BSZ403A is generally interpreted as the assessor reviewing their own assessment process, evidence, and assessment decisions rather than participating in a collaborative process as defined in TAAASS404B
Element 1: Prepare for validation	No specific element		Yes	
Element 2: Contribute to validation	No specific element		Yes	
Element 3: Analyse and contribute to outcomes of validation	No specific element		Yes	

SUMMARY

The outcomes of BSZ403A and TAAASS404B are not equivalent. However an individual with BSZ403A would have a variety of evidence that could be used towards meeting the requirements of TAAASS404B.

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TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAATAS401B Maintain information requirements of training and /or assessment organisations	No specific/ unit in BSZ	Some parts of BSZ units address some outcomes and/PCs of this unit	Part	TAATAS401B focuses on information to clients, record keeping and reporting in the context of a dedicated work function relating to this competence or as part of work carried out by trainers/assessors. It is in this latter context that some aspects of the unit are addressed in a number of BSZ units in part
Element 1: Provide initial and ongoing information and advice on training and/or assessment services		No specific element in any BSZ unit	No	
Element 2: Complete training/assessment records		BSZ408A Element 1 Record Training data & BSZ402A Record assessment results	No	
Element 3: Complete reporting requirements		Partly addressed by BSZ504A manage the record keeping system	Part	BSZ element is focused on managing these arrangements whereas TAA element is about the processing
SUMMARY This unit is predominantly about an administrative function and therefore not easily linked to units in BSZ that were predominantly about a training or assessment function and its requisite record keeping arrangements. Although it sets out these administrative steps in more detail than the BSZ units, an individual holding all of BSZ402A, 405A and 408A would have achieved the outcomes of TAATAS401B.				

BSZ50198 Diploma of Training and Assessment Systems to TAA50104 Diploma of Training and Assessment

Overview

The mapping of BSZ98 Training Package for Assessment to TAA04 Training and Assessment Training Package involves a detailed analysis of the units in each Training Package to identify:

- which TAA units and what TAA unit content is addressed by and within the BSZ units
- what the gaps are between the specifications of TAA units and the BSZ units.

The analysis is undertaken at unit level through setting out each TAA unit and then mapping a BSZ unit or combination of units that most closely relates to the specifications of the TAA unit.

The mapping determines which BSZ unit, or BSZ units in combination, have equivalence to a TAA unit, which units have partial equivalence and which units have no equivalence.

In undertaking the mapping some critical points need to be clarified.

In this context, the term 'equivalence' is used to mean that a BSZ unit or combination of units has the same outcome as the TAA unit. Any gaps that are identified are classified as being of such insignificance that overall competency is not compromised.

Partial equivalence indicates that a BSZ unit or combination of units exist that has some similarity in focus, scope and specifications but the identified gaps are of significance, for example coverage may address a number of elements. No equivalence is determined when it is clear that no BSZ units exist that have a similar focus, scope or specifications to the TAA unit or where the similarity between the units is so limited that no elements are addressed.

The following table summarises the mapping analysis for units packaged within the TAA50104 Diploma of Training and Assessment in relation to the BSZ98 Training Package for Assessment and Workplace Training. The detailed unit analysis follows.

Summary of Mapping Analysis – Diploma

TAA50104 Diploma of Training and Assessment	BSZ98 Diploma of Training and Assessment Systems
TAAENV501B Maintain and enhance professional practice	No equivalent or partially equivalent unit in BSZ98
TAADES501B Design and develop learning strategies	BSZ508A Design training courses is equivalent
TAADES502B Design and develop learning resources	No equivalent or partially equivalent unit in BSZ98

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TAA50104 Diploma of Training and Assessment	BSZ98 Diploma of Training and Assessment Systems
TAADES503B Research and design e-learning learning resources	No equivalent or partially equivalent unit in BSZ98
TAADES504B Develop and evaluate e-learning resources	No equivalent or partially equivalent unit in BSZ98
TAADES505B Research and develop competency standards	No equivalent or partially equivalent unit in BSZ98
TAADEL501B Facilitate e-learning	No equivalent or partially equivalent unit in BSZ98
TAADEL502B Facilitate action learning projects	No equivalent or partially equivalent unit in BSZ98
TAADEL503B Provide advanced facilitation to support learning	No equivalent or partially equivalent unit in BSZ98
TAADEL504B Lead and coordinate training services	BSZ504A is equivalent
TAAASS501B Lead and coordinate assessment systems and services	No equivalent or partially equivalent units in BSZ98
TAATAS501B Undertake organisational training needs analysis	BSZ501A is equivalent
TAATAS502B Prepare a tender bid	No equivalent or partially equivalent unit in BSZ
TAATAS503B Manage contracted work	No equivalent or partially equivalent unit in BSZ
TAATAS504B Facilitate group processes	No equivalent or partially equivalent unit in BSZ
TAACMQ501B Develop training and/or assessment organisational policies and procedures	BSZ502A, BSZ503A and BSZ504A together provide equivalence
TAACMQ502B Coordinate training and/or assessment arrangements for apprenticeships/traineeships	No equivalent or partially equivalent unit in BSZ98
TAACMQ503B Lead and conduct training and/or assessment evaluations	BSZ505A Evaluate the training and assessment system is equivalent
TAACMQ504B Determine and manage scope of training and/or assessment services	No equivalent or partially equivalent unit in BSZ98
TAACMQ505B Lead a team to foster innovation	No equivalent or partially equivalent unit in BSZ98

Unit Mapping Analysis: BSZ50198 Diploma of Training and Assessment Systems to TAA50104 Diploma in Training and Assessment

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAAENV501B Maintain and enhance professional practice	There is no unit in BSZ that addresses this competence	There are no other units in BSZ that partially address this competence	Yes	
Element 1: Model high standards of performance	No specific element in BSZ		Yes	
Element 2: Determine personal development needs	No specific element in BSZ		Yes	
Element 3: Participate in professional development activities	No specific element in BSZ		Yes	
Element 4: Reflect on and evaluate professional practice	No specific element in BSZ		Yes	
SUMMARY This is a new unit with no clear parallel in BSZ98.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAADES501B Design and develop learning strategies	BSZ508A Design training Courses		No	Both units address the same area of competence
Element 1: Determine the parameters of the learning strategy	Element 1: Determine the need for a course & Element 2: Identify learner profile		No	
Element 2: Develop the framework for the learning strategy	Element 3: Develop course structure		No	

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Element 3: Devise the content and structure of the learning strategy	Element 3: Develop course structure Element 5: Define the training content and Element 7: Identify career/educational pathways		No	
Element 4: Review the learning strategy	Element 6: Develop course monitoring arrangements		No	Standard evaluation - covered in 508A, Element 6 and other BSZ units.
SUMMARY BSZ508A goes further than TAADES501B as it specifically includes identifying career and educational pathways. TAADES501B goes beyond BSZ508A in the way in which review and evaluation is concurrent with development. In summary the two should be seen as equivalent.				

TAA unit	**BSZ unit**	**Other BSZ units of relevance**	**Gap**	**Comments**
TAADES502B Design and develop learning resources	There is no similar unit in BSZ98	There are no other units in BSZ that in combination address this unit of competency	Yes	BSZ406 has a narrower focus
Element 1: Research and interpret the learning resource requirements	No specific element in BSZ		Yes	
Element 2: Design the learning resource and plan the content	No specific element in BSZ		Yes	
Element 3: Develop the learning resource content	No specific element in BSZ		Yes	
Element 4: Review learning resource prior to implementation	No specific element in BSZ		Yes	
Element 5: Evaluate the design and development process	No specific element in BSZ		Yes	

SUMMARY
TAADES502A has a focus on producing 'learning materials that have been specifically developed to address a substantive area of teaching/learning and or assessment guidance and support'. This takes the area beyond what is addressed in some of the elements in BSZ406 where the focus is much narrower.

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAADES503B Research and design e-learning resources	There is no similar unit in BSZ98	There are no other units in BSZ that in combination address this unit of competency	Yes	
Element 1: Research and interpret the e-learning resource requirements	No specific element in BSZ		Yes	
Element 2: Generate options for e-learning resource	No specific element in BSZ		Yes	
Element 3: Create the design concept	No specific element in BSZ		Yes	
Element 4: Finalise the e-learning design concept	No specific element in BSZ		Yes	
SUMMARY There is no unit in BSZ98 that focuses on e-learning.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAADES504B Develop and evaluate e-learning resources	There is no similar unit in BSZ98	There are no other units in BSZ that in combination address this unit of competency	Yes	
Element 1: Participate in the development process	No specific element in BSZ		Yes	

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Element 2: Develop the e-learning resource prototype in conjunction with others	No specific element in BSZ		Yes	
Element 3: Trial and evaluate the e-learning resource prototype	No specific element in BSZ		Yes	
Element 4: Collaborate in developing the full e-learning resource	No specific element in BSZ		Yes	
SUMMARY There is no unit in BSZ98 that focuses on e-learning.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAADES505B Research and develop competency standards	BSZ501A Analyse competency requirements		Yes	Gap exists
Element 1: Interpret requirements and research competency area	Element 1: Identify client competency needs & Element 2: Confirm findings of research		Yes	Competency area must be researched
Element 2: Formulate competency standards			Yes	
Element 3: Validate competency standards	Element 5: Validate competencies and implementation plan		Yes	The validation in BSZ is that the competencies chosen for use are agreed by the client, not validation of competencies themselves
Element 4: Finalise competency standards	No specific element		No	Covered by Element 5, PC5.3
SUMMARY There is a substantial difference in outcome between these two units. The focus of BSZ501A is on a TNA and the identification of competencies required to be developed by the individuals themselves. The emphasis of TAADES505B is on the development of the standard itself. BSZ501A assumes the documented competencies already exist and choices are being made, based on research, about which ones are suitable for a particular context. TAADES505B requires the competencies to be developed. It is a different skill.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAADEL501B Facilitate e-learning	There is no similar unit in BSZ98	There are no other units in BSZ that in combination address this unit of competency	Yes	While BSZ407A refers to interactive delivery as a training delivery method applicable to this unit, the elements and PCs are not focused on an e-learning model, and do not meet the TAA specifications.
Element 1: Establish the e-learning environment	No specific element in BSZ		Yes	
Element 2: Introduce e-learning	No specific element in BSZ		Yes	
Element 3: Guide and facilitate e-learning	No specific element in BSZ		Yes	
Element 4: Monitor e-learning	No specific element in BSZ		Yes	
Element 5: Review e-learning processes	No specific element in BSZ		Yes	
SUMMARY There are no equivalent units in BSZ98.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAADEL502B Facilitate action learning projects	There is no similar unit in BSZ98	There are no other units in BSZ that in combination address this unit of competency	Yes	While BSZ407A refers to action learning as a training activity applicable to this unit, the elements and PCs are not focused on an action learning process or cycle and do not meet the TAA specifications
Element 1: Prepare for action learning	No specific element in BSZ		Yes	

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Element 2: Introduce action learning	No specific element in BSZ		Yes	
Element 3: Facilitate action learning	No specific element in BSZ		Yes	
Element 4: Continuously evaluate action learning	No specific element in BSZ		Yes	
Element 5: Identify ongoing group purpose and sustainability	No specific element in BSZ		Yes	
Element 6: Facilitate group evaluation	No specific element in BSZ		Yes	
Element 7: Reflect on personal facilitation skills	No specific element in BSZ		Yes	
SUMMARY There is no equivalence with units in BSZ98.				

TAA unit	**BSZ unit**	**Other BSZ units of relevance**	**Gap**	**Comments**
TAADEL503B Provide advanced facilitation to support learning	There is no similar unit in BSZ98	There are no other units in BSZ that in combination address this unit of competency	Yes	
Element 1: Develop and extend teaching, facilitation and learning practices	No specific element in BSZ		Yes	
Element 2: Develop learner independence	No specific element in BSZ		Yes	
Element 3: Manage learning	No specific element in BSZ		Yes	
Element 4: Reflect on teaching, facilitation and learning practices	No specific element in BSZ		Yes	
SUMMARY There is no equivalence with units in BSZ98.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAADEL504B Lead and coordinate training services	BSZ504 Manage the training and assessment system	BSZ502A and BSZ503A	Part	These BSZ units address some of the specifications of TAADEL504B. The emphasis in TAADEL504B is coordinator function whereas emphasis in two of the BSZ units is on design
Element 1: Organise and arrange training services		No specific element with this focus PCs are addressed across BSZ units	Part	BSZ502A &BSZ503A both contain elements about determining training/assessment boundaries - TAA unit is addressing these aspects at coordination level BSZ504A Element 2 addresses a number of the PC of the TAA element
Element 2: Organise and lead training personnel		BSZ504A Element 2: Support trainers/and or assessors	No	
Element 3: Monitor training operations		Related to BSZ504A Element4: Maintain quality assurance procedures and evaluation elements in other units	No	
SUMMARY TAADEL504B is equivalent to BSZ504A. This is because the key outcomes are the same and there are only minor differences in low risk areas.				

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TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAAASS501B Lead and coordinate assessment systems and services	There is no similar BSZ unit	Limited parts of BSZ503A & BSZ504A	Yes	
Element 1: Develop and extend assessment expertise	No specific element in BSZ		Yes	
Element 2: Lead assessment activities	No specific element in BSZ		Yes	
Element 3: Monitor assessment practice	No specific element in BSZ		No	Links to Element 4 of BSZ504A if applied to assessment context
Element 4: Coordinate assessment validation	No specific element in BSZ		Yes	
Element 5: Manage assessment appeals	No specific element in BSZ		Yes	Whilst BSZ504A Element4 PC addresses monitoring QA procedures, the range statement on QA does not include appeals and there is certainly no element addressing management of this process
SUMMARY There is no equivalence between TAAASS501B and BSZ98 units. BSZ504A has some features in common but the greater emphasis in TAAASS501B on details of assessment and appeals as well as the other differences outlined above mean that they are not equivalent.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAATAS501B Undertake organisational training needs analysis	BSZ501A Analyse competency requirements		Part	TAATAS501B is focused on training analysis at an organisational level. Such an analysis can be used to inform competency or training needs. BSZ501A addresses researching and analysing competency requirements. Competency requirements can be interpreted to mean defining competency specifications or determining competency /training needs In the TAA Training Package these two possible interpretations are separated into distinct units
Element 1: Identify organisational/ client needs	Element I Identify client competency needs		No	
Element 2: Conduct training needs analysis	Element 2 Undertake needs analysis		No	Competency needs in Range Statement of BSZ has much narrower focus
Element 3: Provide advice to clients	Element 3 Confirm findings of research		Part	BSZ element has different flavour
SUMMARY The units TAATAS501B and BSZ501A are equivalent. The outcomes are the same. Both are about analysing the competency development needs of a group of individuals, whether through a TNA within an enterprise or across some other grouping. The differences between the units are not significant.				

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TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAATAS502B Prepare a tender bid	No similar unit in BSZ	No parts of other BSZ units that are similar/address focus and scope of this unit	Yes	
Element 1: Determine tender requirements	No specific element in BSZ		Yes	
Element 2: Develop tender content	No specific element in BSZ		Yes	
Element 3: Prepare tender bid	No specific element in BSZ		Yes	
SUMMARY There is no equivalent unit in BSZ98.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAATAS503B Manage contracted work	No similar unit in BSZ	No parts of other BSZ units that are similar/address focus and scope of this unit	Yes	
Element 1: Develop effective planning instruments	No specific element in BSZ		Yes	
Element 2: Organise resources and support processes	No specific element in BSZ		Yes	
Element 3: Manage implementation of contractual requirements	No specific element in BSZ		Yes	
Element 4: Evaluate management efficacy	No specific element in BSZ		Yes	

SUMMARY There is no equivalent unit in BSZ98.

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAATAS504B Facilitate group processes	No similar unit in BSZ	No parts of other BSZ units are similar/address focus and scope of this unit	Yes	TAATAS504B focuses on group facilitation to identify an outcome; it is quite different in focus and specifications to TAADEL402B & BSZ407A
Element 1: Establish group objectives and processes	No specific element in BSZ		Yes	
Element 2: Manage facilitation	No specific element in BSZ		Yes	
Element 3: Develop group outcomes	No specific element in BSZ		Yes	
Element 4: Finalise group process	No specific element in BSZ		Yes	
SUMMARY There is no equivalent unit in BSZ98.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAACMQ501B Develop training and/or assessment organisational policies and procedures	No similar unit in BSZ	BSZ502A, BSZ503A and BSZ504A address the development of training/assessment policies and procedures as PC of these units	No	The development of procedures is strong in BSZ504A
Element 1: Gather and analyse information for policy and procedure development		No similar element in BSZ units	No	Researching information is in several BSZ units

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Element 2: Develop the policies and procedures		Element 2 is partially addressed as PCs in BSZ units	Part	
Element 3: Identify implementation requirements		No similar element in BSZ	Yes	
Element 4: Monitor and review policies and procedures		Partially addressed in BSZ504A Element 4 in relation to QA procedures	Yes	
SUMMARY The outcomes of TAACMQ501B are linked to those of BSZ502A, 503A and 504A. An individual holding all three of these units would be deemed to have met equivalence requirements.				

TAA unit	**BSZ unit**	**Other BSZ units of relevance**	**Gap**	**Comments**
TAACMQ502B Coordinate training and/or assessment arrangements for apprenticeships/ traineeships	No similar unit in BSZ	No parts of other BSZ units that are similar/address focus and scope of this unit	Yes	
Element 1: Establish training and/or assessment requirements for apprenticeships/ traineeships	No specific element in BSZ		Yes	
Element 2: Plan and organise training and/or assessment arrangements	No specific element in BSZ		Yes	
Element 3: Monitor workplace training and/or assessment	No specific element in BSZ		Yes	
Element 4: Manage compliance requirements	No specific element in BSZ		Yes	
Element 5: Review apprenticeship/ traineeship arrangements	No specific element in BSZ		Yes	
SUMMARY There is no equivalent unit in BSZ98.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAACMQ503B Lead and conduct training and/or assessment evaluations	BSZ505A Evaluate the Training and Assessment system	BSZ504A also addresses internal audit and report	No	
Element 1: Identify the basis for the evaluation	Element 1: Plan a system evaluation		No	
Element 2: Plan evaluation of training and/or assessment services/system	Element 1: Plan a system evaluation		No	
Element 3: Conduct evaluation of training and/or assessment services/systems	Element 2: Conduct the evaluation		No	
Element 4: Determine and report evaluation outcome/s	Element 3: Report evaluation findings		No	
SUMMARY TAACMQ503B and BSZ505A should be seen as equivalent as outcomes are equivalent. Differences are minor and insignificant.				

TAA unit	BSZ unit	Other BSZ units of relevance	Gap	Comments
TAACMQ504B Determine and manage scope of training and/or assessment services	No similar unit in BSZ	BSZ502A & BSZ504A		BSZ 502A identifies determining training services in PC 1.1 but the whole process of defining the scope is not addressed; BSZ504A could addresses managing scope as part of QA but Range Statement for QA procedures does not incorporate scope

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Element 1: Investigate scope of training and/or assessment services		Element 1 of BSZ502A & Element 3 of BSZ503A - determine boundaries	Part	PCs that cover these BSZ elements have quite different focus to TAA unit
Element 2: Identify organisational capacity and appropriateness of providing training and/or assessment services		No specific element in BSZ	Yes	PC 1.3 of BSZ502A and PC 2.3 of BSZ503A both address resources to support the system (organisational capacity) but this does not address the critical outcome of whether the organisation should provide the training/assessment service
Element 3: Coordinate legal/ organisational requirements		No specific element in BSZ	Yes	
Element 4: Monitor scope of training and/or assessment services		No specific element in BSZ	Yes	
SUMMARY There is no equivalent unit in BSZ98.				

TAA unit	**BSZ unit**	**Other BSZ units of relevance**	**Gap**	**Comments**
TAACMQ505B Lead a team to foster innovation	No similar unit in BSZ	No parts of other BSZ units that are similar/address focus and scope of this unit	Yes	
Element 1: Provide a model of innovative practice	No specific element in BSZ		Yes	
Element 2: Organise teams to maximise innovation	No specific element in BSZ		Yes	
Element 3: Organise work to facilitate innovative practices	No specific element in BSZ		Yes	

Element 4: Provide guidance and monitor innovation at work practices	No specific element in BSZ		Yes	
Element 5: Review the use of innovation at work skills in a team environment	No specific element in BSZ		Yes	
SUMMARY There is no equivalent unit in BSZ98.				

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