Cancelled VET Qualifications – employer factsheet

As the national regulator for Vocational Education and Training (VET), the Australian Skills Quality Authority (ASQA) is conducting a program of investigation into poor quality and fraudulent training providers. ASQA has cancelled the registration of a number of training providers and cancelled the qualifications the providers have issued. The program is ongoing and further cancellations may occur.

Qualifications have been cancelled in areas such as early childhood education and care, aged care, disability support, construction and automotive industries. There could be a serious risk to the health and safety of your employees or the public if staff are not properly trained in these sectors.

Your employees might be affected

There are a number of things you can do to find out if your employees are affected.

1. Check the ASQA website at www.asqa.gov.au for information on the cancelled qualifications including the name of the training providers, the qualifications affected and the timeframes of when the affected qualifications were issued.

2. Ask your employees if they have been contacted by ASQA about a qualification cancellation. If so, they should follow the advice provided by ASQA about the next steps.

3. Ask your employee for a copy of their Unique Student Identifier transcript which will include a link and a QR code for accessing their online training records. More information is available at www.usi.gov.au/transcripts/info-for-employers.

Further cancellations can happen at any time, so it is important to review this information to ensure your employees are properly trained and qualified.

What to do if an employee is affected

It is important to remember that your employee remains qualified until any cancellation decision by ASQA comes into effect.

If your employee's qualification is cancelled, the options available to you will depend on your sector, your regulatory obligations, any licencing requirements for employees, and your employee's terms of

employment which may be set out in an award, enterprise agreement or contract. Some general options could be:

1. Keep the employee – if qualifications are not mandatory for your sector or industry and the employee has demonstrated they have the skills and knowledge they need for the job.

2. Keep the employee and support them to get the appropriate training and qualifications – you could support your employee to search for a training provider on www.yourcareer.gov.au.

3. Terminate the employment – if qualifications are a mandatory requirement for the role and the terms of employment allow it. You may like to seek legal advice on these matters.

It is important to remember that if a qualification is cancelled it does not mean your employee engaged in any fraudulent activity to obtain the qualification.

What to do while the process is still underway

If an employee receives a notice that ASQA is considering cancelling their qualification, they will have an opportunity to respond. ASQA will consider these responses in any cancellation decisions, and the process can take weeks or months from the first notice that employees receive.

Your employee continues to hold the qualification until any decision by ASQA takes effect, so you will need to make sure their legal rights are met while managing any potential risk.

Possible actions could include:

- Moving your employee to a role that does not require the qualification

- Increasing the supervision and oversight of the employee

- Suspending your employee with pay until the process is finalised.

In making this decision things you could consider include:

- Is the qualification a mandatory requirement of the role for regulatory or licencing purposes?

- Is a qualification a requirement due to the nature of the role?

- What are the terms of the person's employment?

- What risk would an unqualified person pose to the health and safety of your clients, other staff or the community?

You may like to seek legal advice or contact your industry peak body or regulator for advice.

More information

If you have any questions about ASQA's process you can contact them on 1300 701 801 or visit their website: www.asqa.gov.au.