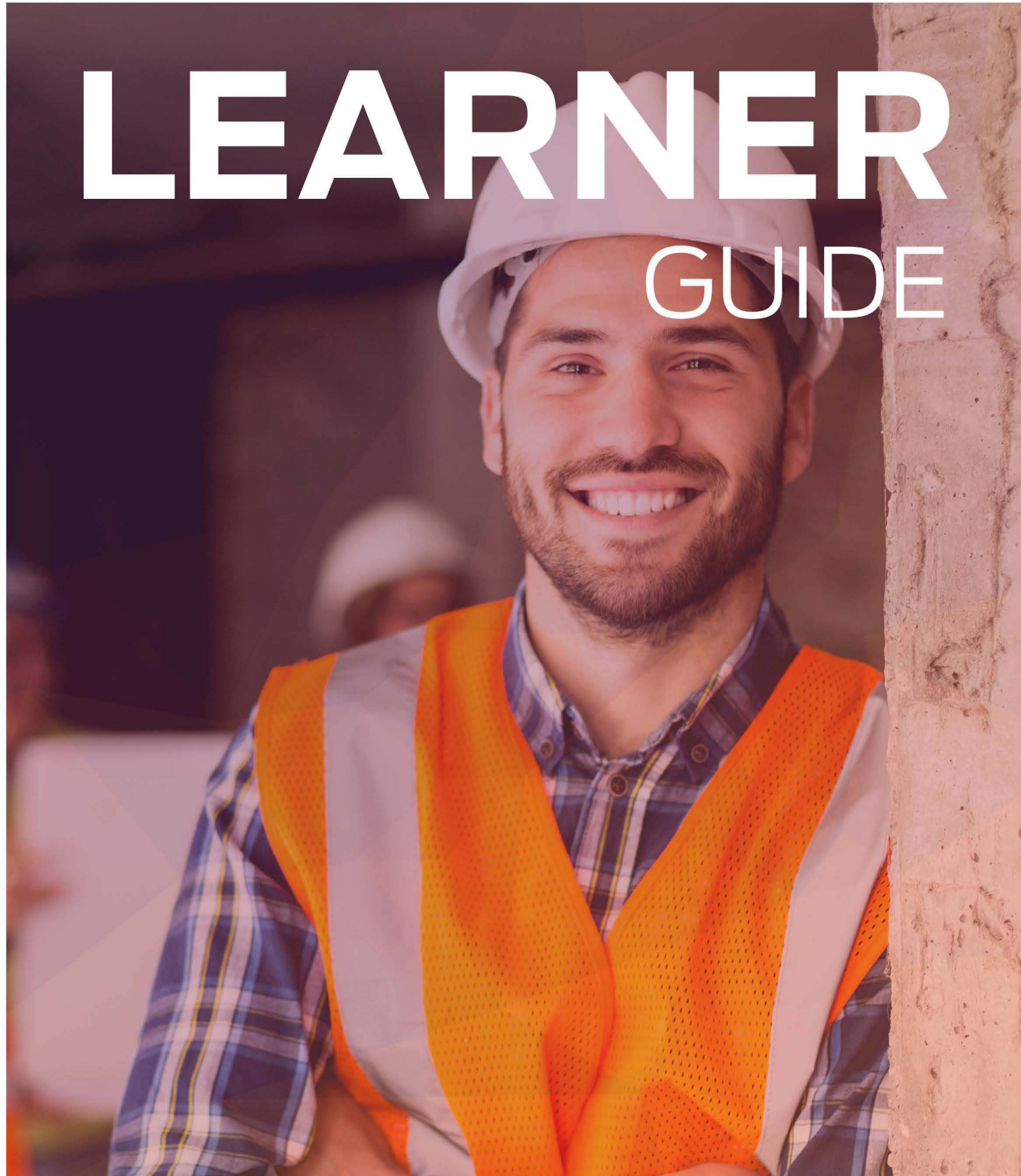


LEARNER GUIDE



DEVELOPING HUMAN POTENTIAL

Your ultimate guide to studying with Foundation Training Australia. Enrolling, Funding, Code of Conduct and everything you could need to know.

www.fta.edu.au 07 3505 5989 info@fta.edu.au



ambition inspired

RTO ID:31972

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WELCOME

We believe that training and the development of people, in skills, knowledge and experience is a lifelong commitment and is critical to the future success of not only you, but also the organisation you work with.

At Foundation Training Australia (FTA), our core purpose for being in business is to 'Develop Human Potential' Everything we do must align – this is our “Why” and our commitment to our business objective. - Developing Human Potential

You will find us a progressive and innovative company with a highly experienced and passionate team. We are committed to doing things differently – authentically, ethically, sustainably and of course with a no bullshit manner.

Together we have a shared vision of what is possible for you and we look forward to providing you with an enriching education experience.

Your future starts now...Let's Inspire your Ambition!



Heather Gardner, CEO
Foundation Training Australia

Through enhancement and learning growth, FTA prepares you to do your best work today, making sure you are ready and equipped to do better work tomorrow.

We invest in our learners so you can invest in your future, together building a better skilled workforce. As such we believe in, and champion limitless learning, and will constantly innovate to deliver on this vision.



So congratulations, we're super excited that you're going to join us and can't wait to get you started on your learning journey!

Embarking on new study is an exciting journey and there is always plenty to learn and understand. This handbook has been designed to give you an overview of what is to be expected from us and what we expect from you. It provides information on FTA's policies and procedures and other information which you may find useful to get you started.

If you can't find what you are looking for, by all means give us a call and one of our rockstar team members are certainly more than happy to answer any queries you may have.

Our number is (07) 3505 5989 or send us a quick email on info@fta.edu.au. Our website at www.fta.edu.au is full of info as well – check out some of the blog's for some extra inspiration!





INTRO

Our Learner Handbook is provided to all prospective students of Foundation Training Australia prior to completing their enrolment. We have endeavoured to provide you with all the relevant information which you require in order to undertake your training with us so you know the 'rules of engagement' before you start.

When you make the choice to engage in study with us, you are giving your commitment as a student, towards achieving your personal goals and future career aspirations. We will hold you accountable for completing your assessments in a timely manner so that you keep progressing to the end.

We've studied too and we know and appreciate that at times life gets in the way. If this happens, just give us a yell and we can help you get back on track. Remember, you have to prioritise your time, we just don't want excuses, because upskilling takes time and an ironclad commitment to getting it done. We want you to execute and complete.

Think of us as your Accountability Buddy, we will support, assist and back you along your learning journey, to achieve your goals but you've got to be resilient to distractions!

DEVELOPING HUMAN POTENTIAL

WHO IS

FOUNDATION TRAINING AUSTRALIA?

FTA

At Foundation Training Australia (FTA), our team believes that lives are enriched through upskilling and development and everything we do must align with this purpose.

We are a highly experienced team who are passionate about delivering quality training in innovative and engaging ways to produce real and relevant outcomes to contribute to your career success.

To ensure you are confident and competent in your abilities we have stringent curriculum requirements and make no excuses about this. To be the best, you must be prepared to train hard today, making sure you gain the skills, knowledge and experience to do better work tomorrow.

Foundation Training Australia is an Australian owned and operated Registered Training Organisation that offers a range of high-quality industry courses across Australia.





OUR VALUES

Our values are what we live and breath by, they drive our culture.

Genuine. We are real because we are authentic.

No BS. We focus on stuff that matters.

Fun. As one team we are a fun, focussed family.

We Care. We actually give a shit, experience our commitment.

Disruptors. We don't stand still.

Legit. Our word is our bond, our bond is our truth.

Grit. We operate with integrity, we are resilient.

Cheers. We celebrate all wins.

Growth. We embrace lifelong learning.

Impact. Not your everyday thinkers.

OUR MISSION

DEVELOPING HUMAN POTENTIAL

Our mission is the essence of our why and the driver of what we do.

Our passion is people and the amazing things they can do when given the opportunity to do them, so this is what we offer.

We dont 'sell' courses and we dont push 'qualifications' we offer the opportunity to level up your life, connect with best in industry people, develop amazing skills, develop a sense of self, develop the future you want by **developing your human potential.**

OBLIGATIONS

We're excited that you've chosen to enrol with us and it's important that you understand the "rules of play" before we start.

As we have said, FTA will be your Accountability Buddy.

By enrolling with FTA, you inherit responsibilities to ensure that we are able to support you during your study and that we are all held accountable for our expectations to each other. They're pretty simple.

What You Can Expect From FTA

- We will abide by our Access and Equity Policy.
- We will notify you if FTA, or a third-party delivering training and assessment on our behalf, ceases to deliver any part of the training course that you're enrolled in.
- We will inform you of important policies including how we ensure your privacy, how we handle complaints and appeals, and under what circumstances we administer refunds.
- We will inform you if any part of the agreed services, including training and assessment are to be delivered by a third party.
- We will be responsible for the quality of training and assessment in compliance with the Standards for RTOs 2015, and for the issuance of AQF (Australian Qualifications Framework) certification documentation.
- We will inform you on the implications for your government training entitlements and subsidy arrangements in relation to the delivery of services as outlined within this handbook.
- We will abide by our published policies and the information contained within this handbook.
- We will notify you of any changes such as changing ownership or closure.
- We will hold you accountable so you progress and complete.

What FTA Expect of You

- You will commit to your training which helps get you closer to your goals.
- You will ensure you make regular allocation of time over the length of your training to complete.
- You will have an active email address and mobile phone to receive contact from FTA and willingness to respond in a timely manner.
- You will advise us as soon as you become aware of any issues which may affect your study, including additional learning support.
- You will abide by the conditions outlined in this document and the Code of Conduct policy in all dealings with FTA.
- You will meet your assessment obligations, where this is not possible, you must advise FTA as soon as possible.
- You will keep your contact information up to date by advising us as soon as possible about changes.
- You will ensure that the work you submit is your own; any discovery of plagiarism, collusion or contract cheating will be dealt with as outlined in the Code of Conduct Policy outlined in this document.

ENROLMENT INTO YOUR COURSE

Your Client Development Manager has already discussed with you and completed, along with your employer (if applicable) the initial documentation to get the process of your enrolment underway.

As part of FTA's pre-enrolment progression, you will receive an email from our Enrolments Team, to your nominated email account, with the following information:

- Your selected course information (estimated duration, mode of delivery etc.)
- A copy of this Learner Handbook
- Our Policies Page on our website; **<https://www.fta.edu.au/policies/>**

and

- Any important information relating to any government training entitlements and subsidy arrangements applicable to your chosen course.

It's important that you familiarise yourself with the contents of the above information and this handbook as it's your guide to the various stages during our time together.

So you understand the various steps in our enrolment process, we will require you to:

- Review the course information documentation provided to you electronically or from the FTA website, **www.fta.edu.au**
- Complete and submit the enrolment form (electronic or paper)
- Provide colour copies of your Identification (Drivers Licence back and front, Medicare Card, Passport etc.)
- Provide evidence and confirmation of eligibility for enrolment (as requested by our CDM's)
- Complete a Language, Literacy and Numeracy (LLN) assessment to identify your LLN skills are of a level necessary to successfully complete your chosen training.
- Confirm you have read and understand all parts of this Learner Handbook and course information for your chosen training.

In the event that you are paying for your own course student contribution fees, you will:

- Receive in a separate email providing details of your course fees/learner contribution fees.
- For further information see our course fees section.

Once all the enrolment steps above have been completed and the fees and charges have either been arranged or paid, we will process your enrolment.



ENTRY REQUIREMENTS TO BE ACCEPTED INTO A COURSE

Eligibility

Information on any pre-requisites or eligibility requirements for entry are provided within your course information prior to confirming your enrolment for the training you are interested in.

All learners must be over the age of 18 to participate in learning with FTA unless written permission from a parent or guardian is supplied. In accepting this enrolment, you are confirming that you are at least 18 years of age.

If you are under 18 years of age, you must ensure that your parent or guardian has read and understood all conditions contained in this booklet and co-sign all enrolment documentation supplied at the time of your enrolment.

Equipment

Workbook and on-site delivery requirements

- You will need access to all relevant tools of trade for the qualification being undertaken, including Fit For Purpose.
- You will need access to a suitable worksite relevant to the trade and qualification.
- FTA will work you and/ or your employer to ensure these requirements are accessible prior to completing your enrolment.

Online learning requirements

- You will need access to a computer/laptop with either built-in webcam or webcam with appropriate computer software: Microsoft Office or equivalent, Adobe Reader or equivalent.
- Our recommended browser, which is Google Chrome Internet Browser.
- PC requirements: Windows 7 or higher.
- Mac Requirements: Mac OS x 10.15 or later.
- Some assessments include a component for you to record an audio or video. The requirements for these vary depending on the assessment. (Instructions are provided within your training).

In the event that you prefer workbooks to on line delivery - just let us know and we will endeavour to make this happen.

Note: Not all our resources are paper based.

Language, Literacy and Numeracy (LLN)

FTA understands that reading and writing can present challenges for some individuals. This can create anxiety and fear around any learning. We've had many students who we have worked with to support their learning, and it is certainly not a barrier for us to ensure you achieve your goals.

In order for us to determine any support needs for your chosen training, we require you to complete a LLN assessment as part of your enrolment prior to commencing your training (excluding short courses). The assessment is designed to be a simple process and will help identify where additional training and support resources may be needed to help you overcome any LLN barriers during your training. In addition to this, as part of your pre-enrolment, it's important you inform us of any difficulties you may have with completing your study.

FTA determines the support needs of individuals and provides access to the educational and support services necessary; the individual learner needs to meet the requirements of the training product as specified in training packages or VET [vocational education and training] accredited courses.

To maximise you successfully completing your training with FTA:

- We identify any support individual learners need prior to their enrolment or commencement (whichever is the earliest)
- We provide access to the required support throughout training.

This may include providing support through:

- LLN support.
- Additional one on one support from a trainer.
- Other mechanisms, such as assistance in using technology for online delivery components.

If this support attracts an additional cost, FTA will provide this information prior to confirming enrolment.

Your trainer will help identify any extra educational and support services you may require; which could include learning materials in different formats or contextualising the learning and assessment resources to your workplace. We encourage all learners to discuss any LLN needs you have with your trainer.



Unique Student Identifier (USI)

Learners studying nationally recognised training in Australia from 1 January 2015 are required to have a Unique Student Identifier (USI). You must have or apply for a Unique Student Identifier (USI) prior to commencing a course. As a student, you are required to apply and provide FTA with your own USI.

For more information on how to apply for a USI please view the following video, which provides you with a general overview of how to create your USI:

<https://www.usi.gov.au/video/create-your-own-usi-student-video>
or visit the USI website to create a USI.

<https://www.usi.gov.au/students/create-usi>

Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) is all about the skills and knowledge you've collected through work and life experiences and then transferring them to current training course requirements. Any RPL must take place at the start of your training, apprenticeship or traineeship after your enrolment has been approved.

Recognition of Prior Learning (RPL) is intended for individuals who can demonstrate that they have current industry competencies or experience reflecting performance criteria in the unit/s for which they are applying for RPL. Your skills will be assessed against industry standards and is undertaken by our Trainer/ Assessor.

Note. This process can be lengthy; and it relies solely on the evidence and information that you provide. It is your responsibility to provide the relevant evidence for the unit/s of competency that you wish to have assessed for RPL. When submitting your evidence, keep in mind that your evidence needs to be:

- Current – Does the evidence reflect your current skills? (within the last 6 months)
- Relevant – Is your evidence relevant to the Qualification and/or the Unit of Competency that you are applying?
- Authentic/Valid – Does your evidence prove/demonstrate that you have the skills/ knowledge/ attributes/ competency for the unit for which you are applying?



- Sufficient – Is your evidence sufficient to demonstrate that you are competent in the skills relevant to the unit for which you are applying?

When you have your initial meeting with your Trainer - they will discuss RPL opportunities, express your interest in this process, and your trainer will supply you with an RPL application kit specific to your chosen training.

Credit Transfer

FTA recognises the Qualifications, Certificates and Statement of Attainments issued by all other RTO's for nationally recognised training, delivered in Australia. Where it is identified upon enrolment that you have completed identical units of competency, or equivalent, you will be granted Credit Transfer automatically upon providing the relevant certified copy of your prior completed training.

You must provide a copy of the Statement of Attainment and/or Qualifications (including the transcript of results). FTA will then advise you the outcomes of your Credit Transfer request and the impact on your chosen training.



COURSE FEES

Your course fee includes the delivery and assessment of your qualification, all resources and study materials for the course, as well as the support you receive from our Learning Engagement Team. You may also be required to purchase additional materials including PPE, tools or textbooks, at your own cost, unless specified by FTA, as being supplied.

Relevant course fees depend on factors including:

- The course you choose
- The length of your course
- Whether you study full time, part time or online
- If you apply for course credits or Recognition of Prior Learning (RPL)
- Your eligibility for subsidised training, concessions or fee exemptions

In some instances, your Employer/Third party (e.g. jobactive provider) will elect to pay for your course fees on your behalf. If this is the case, a quote will be provided to your employer/ third party prior to your enrolment being confirmed. This will detail the total course fees applicable and relevant payment terms.

Please note: if you change employer and/ or cease employment, unless directly arranged with your employer, you will become liable to pay any outstanding course fees owing on your training with us.

FTA reserves the right to not issue any Statement of Attainment or Qualification Certificate should fees remain outstanding.

WHAT HAPPENS NEXT?

Once your enrolment into your course is confirmed, you will be sent a confirmation welcome email from the FTA Enrolment Team, which will confirm your training and introduce you to your trainer.

You will also receive an on-boarding phone call from our Learner Engagement Team. In the event that our team is unable to get in contact with you, you will be sent a text to contact our office.

During the on-boarding phone call we will also complete your training induction, to make sure you're satisfied with our enrolment process and to check you are fully equipped with the knowledge and tips to get started on your training with us.

Don't forget questions are good, so if you don't know or understand something – please ask us!

YOUR TRAINER

Our Rock Stars of Industry

Following your successful contact with our support team, your allocated trainer will make contact with you to introduce themselves and either arrange your first visit to catch up and receive your learning materials and assessment. Or if you're completing your study online they will organise the best time to regularly catch up with you.

We want you to be the best, therefore we only work with the best. Our trainer and assessors are rock stars in their own right. These men and women are true industry professionals whose sole aim is to provide you with exceptional learning outcomes.

Our team of trainers have been "on the tools" just like you. You can expect them to be experts, mentors and supportive at all times, in their individual approach to your learning and requirements.

Throughout your training with us, you will receive regular contact from your trainer, through site visits, phone calls and text messages.

Your trainer will LOVE that you video or photo your work – they can't be around all the time when you're doing your best stuff, so be proud to share it with them. Of course, it all goes to further evidence your level of competency in what you're doing, so snap away!

NOTE: make sure you're in the photo or the video – we can't verify it's you if you're not!!

When you get your trainer's details, make sure you save your trainer's number in your phone! You can jump over to our website www.fta.edu.au to check out your trainer's bio.

You may also receive a message from FTAAAdmin (Our office) or FTA Trainer (Your Trainer)

FTA Admin - +61 437 829 730
FTA Trainer - +61 419 791 708



APPRENTICESHIP TRAINEESHIP



What is an Apprenticeship/ Traineeship?

Australian Apprenticeships are available to anyone of working age. You don't need a secondary school certificate or other qualification to be able to do an Australian Apprenticeship. You can undertake an Australian Apprenticeship if you are a school-leaver, re-entering the workforce or as an adult worker simply wishing to change careers. You can even begin an Apprenticeship while you're still at school finishing years 11 and 12.

Australian Apprenticeships offer great opportunities for you to train, study and earn an income in a variety of qualification levels, in most occupations, as well as in traditional trades.

When you complete your Australian Apprenticeship, you will have a nationally recognised qualification that can take you anywhere in Australia and one that is held in high regard in many overseas countries as well.



USER CHOICE FUNDING

Most Apprenticeships or Traineeships with FTA are subsidised by the Queensland Government and this contribution towards the cost of training is referred to as User Choice Funding. You are issued a letter of Registration from the State Government, along with details of the User Choice funding contribution. Your Training Contract is a legally binding document between you and your employer. It also includes FTA, as your training provider.

There are a number of specific requirements which relate only to Apprenticeship/ Traineeships.

Before applying for an Apprenticeship/ Traineeship there are Government requirements with regards to eligibility. Up to date information can be read at the following link

<https://desbt.qld.gov.au/training/apprenticeships>.

Enrolments Apprenticeship/ Traineeship (QLD only)

After you and your employer have completed the initial enrolment documentation with us (as detailed under Enrolment into your course), we wait for the confirmation of what is called a notification form, SRTO which nominates FTA as the supervising registered training organisation (SRTO).

Your training contract is then lodged by the relevant Australian Apprentice Support Network (AASN) to the Department of Employment, Small Business and Training (DESBT).

For your enrolment to be confirmed with FTA, DESBT need to approve your training contract and this can take anywhere from 4-6 weeks. Once this has been approved, your enrolment will be finalised, and training may commence.

Your Training Plan Apprenticeship/ Traineeship (QLD only)

During the pre-enrolment meeting with the Client Development Team, an initial Training Plan is compiled. This initial training plan is not finalised until your trainer has conducted their first meeting with you and your supervisor / employer. Your training plan will be discussed with you by your trainer and it is negotiated and agreed to by all parties (including your employer) and includes planned assessments and any arrangements necessary for delivery.

Once agreement for the planned unit of competency delivery and assessment is confirmed, you will be provided (along with your employer) with a fully signed copy. The training plan is an important document and must be with you whilst on the job at all times. From time to time the Department of Employment, Small Business and Training (DEBST) can and will visit you in your workplace. It is a requirement that you have available the current version of your training plan.

During your training, FTA will be checking and updating your training plan with the training that has been completed, at a minimum of every 3 months. You will be required, along with your employer to sign updated training plans when they are sent via email and returned to our office. On receipt you will be provided with the updated version for your records.

Training Record Book/ Log Book Apprenticeship / Traineeship (QLD only)

As already mentioned, but we can never say this enough. Your Trainer will LOVE you getting trigger happy with a camera and either video you doing tasks showing your abilities or taking photos.

NOTE: if we cannot see you either in the photo or video, then it didn't happen!

Depending on the requirements of your site, you may have to get approval to use your phone/ camera on site, so check with your supervisor first.

Most employers understand that you will require supporting evidence of your ability to undertake tasks, as we really do need to see that you are capable of undertaking projects throughout your training, and whilst your trainer regularly visits you on site or chats with you – it's always a great way to boost your competency skills and show off your work.

That gets us to the Training Record Book – this document is in written form and lists the various tasks you will be required to undertake during your training – so whilst you're taking photos, jot down what you were also doing.

And if you're Apprenticeship/Traineeship involves mobile Plant or Machinery – you will need to keep a Log Book which records the hours on any pieces of plant and equipment relevant to your study. This supports and evidences that you are getting to undertake time on machinery, which supports your level of capability and competency.



Student Contribution Fees Apprenticeship/ Traineeship (QLD only)

FTA is an approved, pre-qualified skills assure supplier by the Queensland Government (SAS) under the User Choice Program (Apprenticeships/ Traineeships), which allows eligible learners to obtain subsidised training for approved courses only.

A Standard Student Contribution Fee is to be charged per unit of competency and it is calculated at \$1.60 per nominal hour. For those qualifications not covered by the debt fee free training subsidy.

Where applicable, as part of your enrolment, you will receive a quote from your Client Development Manager outlining the total learner contribution fees (based on unit selection). If your employer has elected to pay for your student contribution fees, this quote will be sent directly to your employer. Please note that if you change employer or cease employment then unless directly arranged with your employer, you will become liable to pay any outstanding course fees owing on your training with us.

FTA do not charge for the entire student contribution fee upfront, unless agreed.

Please see below for payment structure:

- Enrolment confirmed: Invoice will be sent for the first 3 core units of competency within your training. Payment to be made within 7 days of invoice raised.

- Progression Invoicing: Invoice will be sent for any successfully completed units of competency. Also including the continuing enrolment units. Payment to be made within 7 days of invoice raised.

- Successful completion of your training: Final invoice will be sent for remaining successfully completed units of competency. Payment to be made within 7 days of invoice raised.

In the event that your employment ceases and your training contract is cancelled, you (or your employer) will be invoiced for any successfully completed units of competency within your apprenticeship. Payment to be made within 7 days of invoice raised.



Partial Exemption Apprenticeship/ Traineeship (QLD only)

FTA will charge 40 percent (40%) of the student contribution fee where the student falls into one or more of the following exemption categories

(a) The student was or will be under 17 years of age at the end of February in the year in which FTA provides training, and the student is not at school and has not completed year 12.

(b) The student holds a Health Care Card or Pensioner Concession Card issued by the national or state government or is the partner or a dependant of a person who holds a Health Care Card or Pensioner Concession Card and is named on the card.

(c) The student has issued FTA with an official form from the national or state government confirming that the student, his or her partner or the person of whom the student is a dependant, is entitled to concessions under a Health Care Card or Pensioner Concession Card.

(d) The student is of Aboriginal or Torres Strait Islander descent. Acceptable evidence is as stated on the Training Contract and AVETMISS VET Enrolment Form.

Full Exemption Apprenticeship/ Traineeship (QLD only)

FTA will apply full exemption from the Student Contribution Fee where the student falls into one or more of the following exemption categories:

(e) AVETMISS outcome 60 – Credit Transfer - where credit transfer/national recognition has been applied to a unit of competency/module.

(f) AVETMISS outcome 65 - superseded qualification - This relates to transitioning a student from a superseded qualification to the new qualification and a completed unit of competency is identified during the mapping process as similar but not equivalent between the superseded qualification and new qualification, therefore gap training is required.

(g) The student is a school-based apprentice or trainee.

(h) The student is under 25 and undertaking an Apprenticeship or Traineeship in specified 'Fee Free Training' qualifications.



Free Apprenticeships for under 25s Apprenticeship/ Traineeship (QLD only)

Free apprenticeships for under 25s offers fully subsidised training for 139 priority apprenticeship and traineeship qualifications

For the full list visit:

<https://desbt.qld.gov.au/training/providers/funded/freeapprenticeships/eligible-qualifications>

The free apprenticeships for under 25s program will cover the cost of training for Queensland apprentices or trainees who commenced or are undertaking 1 of the 139 high priority apprenticeship or traineeship qualifications from 1 January 2021 to 30 September 2022.

*Eligibility Required

More information visit:

<https://desbt.qld.gov.au/training/training-careers/incentives/free-apprenticeships>

School Based Apprentice/Trainee (SAT) - Full Exemption Apprenticeship/ Traineeship (QLD only)

A student who is a school-based apprentice is exempt from paying a Student Contribution Fee. When a student converts from a school-based apprentice or trainee to a full-time or part-time apprenticeship or traineeship, Student Contribution Fees will be charged for training and assessment for any units of competency not yet commenced.

This does not apply when the participant is a Year 12 graduate and is undertaking a high priority qualification as identified by the Department of Employment, Small Business and Training.

**Extensions
Apprenticeship/ Traineeship (QLD
only)**

Any extension to your training contract must be coordinated between you, your employer, and the State Training Authority. An application to extend your contract will be required by the Queensland Department of Education - Small Business and Training.

Refer to

<https://desbt.qld.gov.au/training/apprentices/resources/forms>

Upon receiving notification of the change to your contract, we will issue you with a revised training plan and extend your enrolment end date.

Students who experience illness or injury during their apprenticeship/traineeship can apply to temporarily suspend their obligations under the training contract. For further details, contact your AASN as listed on your training contract, or email **info@fta.edu.au**.

**Cancellations
Apprenticeship/ Traineeship (QLD
only)**

Where both parties mutually agree to cancel the training contract of an apprenticeship or traineeship, "ATF-034 Cancel a registered training contract (by all parties)" is to be completed.

Alternatively, where one party is actioning the cancellation ATF-043 Notification that employment has ceased or ATF-050 Cancel a registered training contract (on application by one party) can also be used.

Visit

<https://desbt.qld.gov.au/training/apprentices/resources/forms> for the most updated and current version of this form. To return completed forms, please email to info@fta.edu.au for FTA to lodge with your preferred AASN on your behalf.

Once a cancellation is processed, a Statement of Attainment for units that have been awarded with full competency will be issued, generally within 30 calendar days to the apprentice/trainee.

CONSTRUCTION SKILLS QUEENSLAND (CSQ)

CSQ

PROVIDER

What is Construction Skills Queensland?

Construction Skills Queensland connects builders, tradespeople and construction workers to the latest industry recognised training. As an industry-funded body, CSQ supports in skilling Queensland's building and construction industry by subsidizing the cost of short courses and full Qualifications for eligible workers.

CSQ is a not-for-profit, industry funded body. As part of the The Building and Construction Industry Training Levy (the levy), CSQ subsidises training costs to support workers, apprentices, trainees and career seekers in the building and construction industry.



CSQ FUNDING

FTA is an approved supplier of Construction Skills Queensland (CSQ). CSQ funded programs are designed to help subsidise the cost of training and assessment for the following programs:

- Skills Assessment and Gap Training
- Higher Qualification
- [FAA](#)
- [FAA](#)

CSQ is a not-for-profit industry funded body supporting employers, workers and apprentices across the Building and Construction Industry.

On completion of your enrolment into your course, an invoice will be sent to you (or your nominated third party or employer if they have elected to pay on your behalf) outlining your total course fees during the enrolment process.

Eligibility requirements for Construction Skills Queensland (CSQ)

In addition to the requirements under “Entry requirements to be accepted into the course”, students must demonstrate they are currently working in the Construction industry (or have been in the last 2 years), are living in Queensland and not currently enrolled in a CSQ course or undertaking training under any other funding opportunity.

For the Eligibility Criteria, per contract, please refer to the Construction Skills Queensland website.

<https://www.csq.org.au/>

Student Contribution Fees Construction Skills Queensland

As part of your enrolment, you will receive a quote from your Client Development Manager outlining the total student contribution fees based on the qualification you are undertaking. If your employer has elected to pay for your student contribution fee, this quote will be sent directly to your employer.

Please note that if you change employer or cease employment then unless directly arranged with your employer, you will become liable to pay any outstanding course fees owing on your training with us.

Mates in Construction Do you need someone to talk to?

The building and construction industry can be a transient, sometimes unstable and dangerous workplace, which can add extra pressure and stress to people's lives. Research shows that every year 190 Australian construction workers take their own lives. Sadly, suicide has now become a part of the reality of working in this industry.

It's really important to know that there is help available and that you're not alone. It can be difficult to discuss with your colleagues. If you would like someone to talk to please contact:

Mates in Construction on 1300 642 111 or on their website
<http://matesinconstruction.org.au/>

Extensions Construction Skills Queensland

Students are required to complete their course within the contract period approved at the time of enrolment. No extensions can be granted, and if a student doesn't complete their study within the period, their enrolment will be cancelled and re-enrolment at a higher rate (Fee for Service) will be charged.

Cancellation Construction Skills Queensland

Cancellations must be provided in writing to info@fta.edu.au. FTA will endeavour to acknowledge receipt of the written request within one business day and provide formal confirmation of cancellation as soon as practicable. It should be noted that course cancellation does not warrant refund or waiving of future tuition fees due. Refer to the refund policy for further information.

All relevant policies will be applied to cancellation requests, with any out of policy requests investigated in full. Once a cancellation is processed, a Statement of Attainment for units that have been awarded with full competency will be issued, generally within 30 calendar days providing that all agreed fees have been paid in full.

FEE FOR SERVICE (FFS)

A woman with her hair in a ponytail, wearing sunglasses and a high-visibility yellow and grey jacket, stands outdoors. She is holding a circular 'SLOW' sign on a wooden post. The jacket has 'AUTHORISED TRAFFIC CONTROLLER' printed on the chest. The background shows a blurred outdoor setting with buildings and a white van. The entire image has a purple-to-orange gradient overlay.

What is Fee For Service?

Our Fee For Service (FFS) courses allow Learners to access further education delivered on a self-paced basis, in a time frame that suits you.



FEE FOR SERVICE

Individual Paying Learners Fee for Service

This option is for self-funded individual learners. This applies when a learner is not eligible for subsidies or where no subsidies are available. During the enrolment process, an invoice will be sent to you outlining your total course fees, which may include an agreed payment plan.

It is important that you be aware that FTA cannot process your enrolment until we have received your payment of the invoice as per the agreed payment terms. In some circumstances, the course fees may exceed \$1,500, the payment for which will be split into an agreed payment plan over a period not exceeding 6 months, each monthly payment will not exceed \$1,500.

If you are unable to pay your course fees, you will be asked to pay a deposit to secure your position and enable us to begin the enrolment process. Your payment plan details, including the duration and weekly/ fortnightly/ monthly contribution as discussed with your Client Development Manager, will be confirmed by our compliance team once your enrolment is processed.

Employer Paying Learners Fees Fee for Service

This option is for employers who choose to cover the cost of their staff training. During the enrolment process, an invoice will be sent to the employer outlining the total course fees.

It is important that you be aware that FTA cannot process the enrolment until we have received payment of the invoice in full.

Student Contribution Fees Fee for Service

Your student contribution fees are included in the course costs. As such no additional student fees are applicable.

Extensions Fee for Service

Students are required to complete their course within the timeframe set for their course. If you need additional time or wish to continue study beyond the end date of your course, an application for course extension must be made prior to your expiry date. This must be requested in writing to info@fta.edu.au. FTA is not obliged to extend an enrolment if a student has not made appropriate arrangements or course progression prior to their end date.

Cancellations Fee for Service

Cancellations must be provided in writing to info@fta.edu.au.

FTA will endeavour to acknowledge receipt of the written request within one business day and provide formal confirmation of cancellation as soon as practicable. It should be noted that course cancellation does not warrant refund or waiving of future tuition fees due, refer to the refund policy below for further information.

All relevant policies will be applied to cancellation requests, with any out of policy requests investigated in full. Once a cancellation is processed, a Statement of Attainment for units that have been awarded with full competency will be issued, generally within 30 calendar days providing that all agreed fees have been paid in full.



VET INVESTMENT CERTIFICATE 3 GUARANTEE (C3G)

What is Certificate 3 Guarantee?

The Certificate 3 Guarantee provides eligible individuals with access to a subsidised training in Certificate III level qualifications.





Certificate 3 Guarantee

FTA is an approved pre-qualified supplier by the Queensland Government under the Vet Investment Certificate 3 Guarantee program; which allows eligible learners to obtain subsidised training for approved courses only. During the enrolment process, an invoice will be sent to you outlining your total course fees, and broken down into the cost per unit of competency.

It is important that you be aware that FTA cannot process your enrolment until we have received your payment of the invoice in full.

Further information please visit
www.fta.edu.au/funding/certificate-3-guarantee

Eligibility Requirements for Certificate 3 Guarantee (QLD only)

- The Certificate 3 Guarantee program supports eligible Queenslanders in completing their first Certificate III level qualification. Learners are entitled to one government-subsidised training place, so it is important that you choose the right course to support you in your chosen industry.

- In addition to the above, eligible learners will also need to complete a training and employment survey within three months of completing or withdrawing from the chosen qualification. If you have completed a qualification since finishing high school, you may not be eligible for a government subsidy, see the Learner Factsheet for more information:

<https://desbt.qld.gov.au/training/training-careers/incentives/certificate3>



Student Contribution Fees Certificate 3 Guarantee

As part of your enrolment, you will receive a quote from your Client Development Manager outlining the total student contribution fees based, on the qualification you are undertaking. If your employer has elected to pay for your student contribution fee, this quote will be sent directly to your employer.

Where your Employer/ Third party (e.g. jobactive provider) has elected to pay for your student contribution fees on your behalf, a quote will be provided to your employer/ third party prior to your enrolment being confirmed, which will detail total course fees applicable and relevant payment terms.

Please note that if you change employer or cease employment then unless directly arranged with your employer, you will become liable to pay any outstanding course fees owing on your training with us.

Please see below for payment structure:
• Enrolment confirmed: Invoice will be sent for the nominated qualification. Payment to be made within 7 days of invoice raised.

Your training will not begin until student contribution fees are paid in full.

Extensions Certificate 3 Guarantee

Students are required to complete their course within the timeframe set for their course. If you need additional time or wish to continue study beyond the end date of your course, an application for course extension must be made prior to your expiry date. This must be requested in writing to **info@fta.edu.au**. FTA is not obliged to extend an enrolment if a student has not made appropriate arrangements or course progression prior to their end date.

Cancellations Certificate 3 Guarantee

Cancellations must be provided in writing to **info@fta.edu.au**.

FTA will endeavour to acknowledge receipt of the written request within one business day and provide formal confirmation of cancellation as soon as practicable. It should be noted that course cancellation does not warrant refund or waiving of future tuition fees due, refer to the refund policy below for further information. All relevant policies will be applied to cancellation requests, with any out of policy requests investigated in full.

Once a cancellation is processed, a Statement of Attainment for units that have been awarded with full competency will be issued, generally within 30 calendar days providing that all agreed fees have been paid in full.

A man with short dark hair and a light beard, wearing a plaid shirt, is looking directly at the camera. He is leaning forward, and his hands are resting on a surface. In the foreground, there is a white coffee cup on a saucer. The background is slightly blurred, showing what appears to be a window with blinds. The entire image has a semi-transparent purple and orange geometric overlay.

LEARNER INFORMATION

What's next?

Keep reading for more information on your Code of Conduct and our responsibilities as your Training Provider.





YOUR CODE OF CONDUCT

What we expect of you as a Learner

In order for us to all work together harmoniously to achieve your goals, we need to have some clear expectations of acceptable conduct and what you commit to when undertaking your training with us. FTA insists that all learners conduct themselves with integrity, honesty and in a respectful manner in all interactions with FTA and other learners.

Our Code of Conduct is designed to set the standard of acceptable behaviour, investigative procedures and any consequences for inappropriate behaviour. We all work together better when each party is treated respectfully and with dignity. So let's get you clear on what we expect!

How you behave

Now we're not your mum, but this is what we see as acceptable behaviour:

- Being courteous and respectful – this is across the board, with all your interactions with FTA and any other learners.
- Think about your choices – make them responsible and thoughtful.
- No-one likes a liar – so don't bullshit us. Be honest, fair and considerate in your actions and communications.
- Be a professional - in all dealings with any FTA personnel or other learners.

- You get out of your training and education what you put into it – so participating actively and positively in your learning at all times maximises this.

- We're here to support you getting started in your learning – but we don't do it for you. So completing all assigned assessment tasks when you say you will, or asking for help when you need it is all part of your successful progression. You must commit to and do, otherwise you're just big on excuses!

- Being on time for sessions/ site visits/ appointments that are arranged with your trainer – this gets back to being respectful. Things happen and change, but make sure you're prepared for your training session, or reschedule – it's really that simple.

Unacceptable behaviour

- Swearing – we know this is common language being a tradie, but we just ask for you to keep it in check and be respectful.

- Threatening language or tone of voice – this really doesn't impress anyone

- Any form of harassment or discrimination, whether based on gender, race, age, sexual preference or religious belief.

- Plagiarism, collusion, contract cheating, and/ or engaging in dishonest behaviour – don't be a cheat – you're cheating your future self if you do.

- Fraud or any breach of the law – go to jail and don't collect the \$200.

- Racial, religious, or sexual slurs towards staff or other learners – raise the bar.

- Threatening behaviour towards staff or other Learners – no one likes a thug.

- Abuse, or endangering the health or safety of any person – it's a given really.

- Misuse of equipment – it might not be yours yet, but would you like it if someone did it to something you owned?

- Actions that lead to putting yourself, staff, or other learners at risk.

Seriously, if you do the wrong thing in life there are consequences and this Code of Conduct is no different. Any breach will be investigated and you will be requested to provide a written response to any allegation of breach. If we find that a learner has breached the code of conduct, the learner in question may be issued a warning and depending on the severity of the breach, or may be terminated from their course without notice and they will forgo any refund on fees which have been paid. Our CEO, Heather Gardner will make the final decision on any actions resulting in the termination.

Plagiarism, Collusion and Contract Cheating

Plagiarism, collusion and contract cheating constitute breaches of academic integrity. We don't tolerate this behaviour, so just make the work your own.

Plagiarism means the practice of taking someone else's work or ideas and passing them off as your own without appropriately citing or acknowledging the owners of the intellectual property. Plagiarism may be intentional or unintentional. Intentional plagiarism involves the deliberate act of presenting someone else's work and ideas as if you had written them yourself, while unintentional plagiarism may arise due to confusion over how and when to reference another author or contributor. The following acts constitute plagiarism unless the source of each quotation or borrowed material is clearly acknowledged or referenced (cited):

- Failing to adequately reference the work of others or sources of information.
- Copying part or all of another person's work.
- Submitting work that in part, or in it's entirely has been copied from written material including electronic materials sourced on the internet.

Collusion is the act of collaborating with someone else on an assessment exercise which is intended to be wholly your own work, or the act of assisting someone else to commit plagiarism. When working with others (collaborating) on a joint assessment, you must always acknowledge the work that any other participant has contributed to the project.

Contract Cheating is where a learner commissions or seeks to commission another party (paid or unpaid) to produce academic work on their behalf. Contract cheating may occur when a learner seeks help with their assessment task through an online company specialising in producing work for a fee, an unauthorised editing service that advertises via social media, or another learner or non-learner who has offered to help.

Breaches of academic integrity contravene the Learner Code of Conduct Policy and are deemed unacceptable behaviours. If a breach of academic integrity is suspected, a full investigation is carried out which may result in an official warning, failure of a subject (Not Yet Competent status), or in severe cases, the cancellation of enrolment.

In all breaches of academic integrity, learners are notified in writing and have the opportunity to 'show cause' by responding to the allegations in writing.



ADDITIONAL IMPORTANT INFORMATION

Incidental Fees

- If you elect to pay for your course via Study Loans, establishment and additional fees will be charged as per the relevant terms and conditions as contained within your Study Loans Application Form.
- If you misplace any AQF certification documentation issued by FTA, you may purchase a replacement for \$120.00 (Incl. GST) plus postage. Electronic only copies will be free of charge.
- If you misplace your White Card issued by FTA, you may purchase a replacement for \$55.00 (Incl. GST). This request must be submitted in writing and include a Statutory Declaration explaining how you lost the original White Card issued.
- If you misplace your Learner Competency Card, you may purchase a replacement card for \$75.00 (Incl. GST).
- All replacement document/ card requests can be requested by emailing us at info@fta.edu.au.

Feedback

FTA value open and honest communication with all learners and we draw on your feedback to make improvements to our training and processes.

From time to time you may receive surveys from us at FTA asking for feedback on particular topics of your training (whether it's feedback on your assessment, learning experience etc.)

Most surveys will be sent out by our client engagement team, or depending on the topic we will send you an email or text to provide us with return feedback. A mandatory questionnaire will be given to all learners that either complete or withdraw or cancel their training.

Refunds

All refunds are considered in accordance with guidelines outlined in our Refunds Policy.

Please visit www.fta.edu.au/policies for our most current policy and information.

Privacy

We all need to be serious around privacy of our information.

Our Privacy Policy & Notice sets out how FTA respects and protects your right to privacy, and explains how we collect, share and use your personal information and how you can exercise your privacy rights. To view this Policy and Notice please visit www.fta.edu.au/policies

Access & Equity

In line with obligations under Commonwealth legislation, FTA is committed to promoting a fair and equitable environment for personnel and clients that is free from discrimination, harassment and vilification. To view this Policy please visit

www.fta.edu.au/policies

COMPLAINTS AND APPEALS

The team at FTA work hard to ensure all our interactions with our clients and employers goes as smoothly as possible, however we know that on occasion this may go off track, so we need to give our clients the ability to make a complaint or appeal a decision. All complaints and appeals are taken seriously and in fact we will always use them as a way to continuously improve. For the full policy, please see our Complaints and Appeals Policy located at

www.fta.edu.au/policies.



In all initial grievance or complaint matters, students should first attempt to resolve the issue informally by contacting FTA direct on:

**P 1300 990 064 or
E info@fta.edu.au**

To discuss the issue with our Learning and Engagement team. If this is unable to be resolved informally, the complainant will be asked to supply all available evidence before an investigation proceeds. The concern will then be attended to by our Management Team. This is considered the formal stage. Decisions made at this stage are in accordance with the relevant policies and information outlined within the Learner Handbook.

All formal complaints should contain a personal statement from the student outlining the relevant timeline of events, a clear statement about the preferred outcome, and all available evidence to substantiate the claim. Complaints about a particular incident should be made within 60 calendar days of the incident or event occurring.

All genuine complaints are taken seriously and investigated in full, with complainants advised of the outcome in writing as soon as practicable (generally within 10 business days) and no more than 60 days without cause.

02 MAKING AN APPEAL

(Academic and Non-academic)

Formal appeals should be lodged in writing addressed to:

Margie Bradbury - Chief Operating Officer at info@fta.edu.au

Or by surface mail addressed to the:

Chief Operating Officer at
PO BOX 7322 East Brisbane QLD 4169.

When lodging a formal appeal, the appellant is required to provide all relevant information or evidence to ensure the efficiency of a full independent investigation. The appellant is advised of the appeal outcome in writing including the reasons for the decision/s and action/s taken as soon as practicable (generally within 10 business days), and no more than 60 days without cause.

03 MEDIATION

In cases where the complainant or appellant believes that the result of a formal appeal was made contrary to policy, or the decision maker was bias in their decision making process, upon request by the student, an independent mediator will be sourced by FTA through 'Australian Mediation Association'.

The independent mediator will assess all of the available evidence from both parties and make a formal judgement on the matter. FTA agrees to be bound by the recommendations which arise from the external review of the complaint or appeal.

FTA's CEO, Heather Gardner or Delegated Authority will ensure that any recommendations made are implemented within 30 days of receipt of the recommendation.

Mediation costs will be shared equally by the complainant/appellant and FTA. Requests for mediation assistance are to be made in writing addressed to FTA 's CEO either by:

E info@fta.edu.au or,
Mail to PO BOX 7322 East Brisbane
QLD 4169.

Assessment Appeals

Appeals relating to an assessment decision (competent/ not yet competent) must be lodged with your trainer and assessor within 21 days of receiving notification of the assessment outcome. All assessment appeals will be reassessed by an independent trainer and assessor (validation process). If the same outcome is yielded, the original assessment outcome stands, with the results communicated within 7 days. If the student believes that the decision was made contrary to policy or the relevant training product, and can evidence this, a formal appeal can be lodged with the Management Team for independent review. Refer to complaints and appeals section of this document or full policy located at www.fta.edu.au/policies

External Complaints

Prior to lodging a formal complaint external to FTA, it is important that you follow our formal complaints and appeals process as outlined in this document. The National Training Complaints Hotline is a joint initiative between the Commonwealth, State and Territory governments. Anyone with a complaint or query about the training sector now has one number to call, so they can report a complaint and have it referred to the right authority for consideration.

Phone: 13 38 73 – Please select option 4.
For further information please visit www.education.gov.au/NTCH

ISSUING CERTIFICATES

We want you to be proud of your new skills and the qualification. So we make sure your certificate looks great!

FTA ensures AQF certification documentation is issued to you as a graduating student within thirty (30) calendar days of you being assessed as meeting the requirements of the training product. If the training program in which you are enrolled is complete and providing all agreed fees owed by either you or your employer have been paid to FTA.

FTA will not issue AQF certification documentation to a learner without being in receipt of a verified Unique Student Identifier (USI) for that learner, unless an exemption applies under the Student Identifiers Act 2014.

If the student is a Queensland apprentice or trainee funded under the Queensland Department of Employment Small Business and Training (DESBT), User Choice program, the Department's User Choice program (Clause 2.6.9) specifies that FTA as a Supplier (SAS) "must not withhold the results, statement of attainment or qualification from any apprentice or trainee due to non payment of fees."

All FTA students who have completed an accredited unit(s) of competency or partially completed a qualification are entitled to receive a Statement of Attainment.

FTA maintains a register of all AQF qualifications and Statements of Attainment issued. Please see Incidental Fees section for information on the charges and fees for any reissuance of qualifications or statements of attainment.





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FEE FOR SERVICE DELIVERY

If for any reason FTA or any of its Third-Party partners cancel or delay your course, you will first be offered a transfer to another course in order to continue your study.

You may be eligible for a pro-rata refund where you have commenced your course and FTA or any of its Third-Party partners cancel, postpone, or delay the course or sessions. This pro-rata refund is dependent on the number of units of competency that you have accessed and how long you have been enrolled. You may also have the option to be transferred to another course.

If you have elected to pay your course fees by payment plan, the same pro-rata refund will apply. However, if you have not paid the minimum balance for the units of competency that you have accessed and commenced you will be liable for the remaining fees.

LEGISLATION

As an RTO, FTA is required to adhere to legislation designed to uphold the integrity of nationally recognised qualifications. This includes:

- National Vocational Education and Training Regulator Act 2011.
- Standards for Registered Training Organisations (RTOs) 2015.

Additionally, FTA abides by a range of other legal requirements at a State and Commonwealth level including, but not limited to:

- Anti-discrimination
- Children and Young People
- Fair Work (including harassment and bullying)
- Unique Student Identifiers (USI)
- Apprenticeships and Traineeships
- Equal Opportunity
- Privacy
- Workplace Health and Safety

FTA is dedicated to following the provisions in the VET Quality Framework. More information about these regulations and legal frameworks can be found at www.comlaw.gov.au and www.asqa.gov.au

CONSUMER AGREEMENTS

Solicited Consumer Agreements

Where you have invited negotiations for the purchase of a FTA training product, e.g., you have expressed interest in our courses or have contacted one of our sales people directly, you are considered to be a 'solicited consumer'.

There is no cooling off period that applies to your enrolment, and refund of course fees are approved in accordance with the guidelines outlined in our Refunds and Cancellation/ Extension Policies.

Unsolicited Consumer Agreements

Where you have not invited negotiations for the purchase of an FTA training product, e.g., one of our sales people telephones you uninvited or approaches you in a place other than our place of business, then you are considered to be an 'unsolicited consumer'.

If this is the case, then Australian Consumer Laws will apply to ensure there is a cooling-off period to your contractual commitment to enrolment upon a course at FTA (Contract).

During this cooling-off period, you are entitled within a period of 10 business days, to change your mind and cancel the Contract by giving written notice of termination to us at info@fta.edu.au.

For all unsolicited agreements negotiated, the cooling-off period begins on the first business day after the agreement was made, which is the day you confirm your enrolment application to us in writing (completing and signing the enrolment documentation).

Under Australian Consumer Laws, we must not accept or require any payment during the 10-day cooling-off period; however, if electing to make payment via credit card, we will pre-authorise the details you have supplied to us. No funds will be debited until the day after the cooling-off period has expired.

If you cancel your contract within the cooling-off period, the agreement will be void, but you must immediately return any materials that we may have supplied you.



DEVELOPING HUMAN POTENTIAL

www.fta.edu.au 07 3505 5989 info@fta.edu.au



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