

BSB40420 CERTIFICATE IV IN  
HUMAN RESOURCE MANAGEMENT



Program Information Guide 2025  
Nine-Month Program via Virtual Workshop /  
Distance Independent Study

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# About BSB40420 Certificate IV in Human Resource Management

The nationally accredited BSB40420 Certificate IV in Human Resource Management program offered by AHRI covers essential HR knowledge and skills to further your career in human resources. The program covers contemporary HR and people management and takes a practical approach to a range of HR functions drawing upon case studies and student on-the-job experience. The course is ideal for:

- Aspiring HR professionals seeking the foundational skillset to start their career
- HR professionals looking to uplift and expand their capabilities
- Administrative employees responsible for HR functions within their workplace

## Program pre-requisites

There are no pre-requisites for entry into the BSB40420 Certificate IV in Human Resource Management program. If you are not currently working in an HR-related role, AHRI strongly encourages you to study via virtual workshop delivery to ensure maximum opportunity for learning and skills development.

## Program duration and delivery

The AHRI BSB40420 Certificate IV in Human Resource Management program is available part-time via Virtual Workshop or Independent Guided Study (Distance) delivery modes over a study period of nine (9) months. AHRI recommends 12-14 hours of study time per week for the duration of each topic of study, inclusive of time spent at virtual workshops.

## 2025 key dates

The table below lists the key enrolment and course dates for the 2025 program intakes.

Intakes	RPL Applications close	Enrolment close	Course Commences	Course completion
<b>Intake 1, 2025</b>	10 Feb 2025	2 Mar 2025	24 Mar 2025	2 Feb 2026
<b>Intake 2, 2025</b>	5 May 2025	25 May 2025	16 Jun 2025	27 April 2026
<b>Intake 3, 2025</b>	25 Aug 2025	14 Sep 2025	06 Oct 2025	24 Aug 2026

# Program Information

## Course topics and units of competency

The AHRI BSB40420 Certificate IV in Human Resource Management program consists of seven (7) Topics aligned to the following Units of Competency. A total of twelve (12) Units of Competency are addressed in the Certificate IV program, comprising of six (6) core units and six (6) elective units.

Please refer to [www.training.gov.au](http://www.training.gov.au) to access the following units of competency in full.

Topic of Study	Unit Code	Unit Type	Unit of Competency Title
<b>Topic 1: HR Effectiveness and Business Strategy</b>	BSBHRM417	Core	Support Human Resource Functions and Processes
<b>Topic 2: Workplace and Employee Relations</b>	BSBHRM412	Core	Support Employee and Industrial Relations
<b>Topic 3: Digital Collaboration and Communication</b>	BSBOPS405	Elective	Organise Business Meetings
	BSBTEC404	Elective	Use Digital Technologies to Collaborate in a Work Environment
<b>Topic 4: Wellbeing, Health and Safety</b>	BSBWHS411	Core	Implement and Monitor WHS Policies, Procedures and Programs
	BSBHRM531	Elective	Coordinate Health and Wellness Programs
<b>Topic 5: Recruiting and Growing Talent</b>	BSBHRM415	Core	Coordinate Recruitment and Onboarding
	BSBHRM413	Core	Support the Learning and Development of Teams and Individuals
<b>Topic 6: Talent and Performance Management</b>	BSBHRM411	Core	Administer Performance Development Processes
	BSBCMM412	Elective	Lead Difficult Conversations
	BSBLDR413	Elective	Lead Effective Workplace Relationships
<b>Topic 7: Leading Your HR Development</b>	BSBPEF403	Elective	Lead Personal Development

## Topic overviews

### Topic 1: HR Effectiveness and Business Strategy

The first topic is all about the underpinnings of Human Resource functions, the employee lifecycle and how HR integrates within organisational structures, goals and the overall workplace culture. You will get to know the Australia HR Capability Framework (AHRCF) and all the elements HR practitioners play a part in to better understand different HR roles and how effective partnering makes an impact for the HR function and workplace.

### Topic 2: Workplace and Employee Relations

Topic 2 covers the essential elements of employment practice that includes current legislation that underpins our practices. You will learn all about the legislative authorities, regulations and governing principles to better understand workplace compliance. The skills and knowledge gained in this topic will enable you to effectively implement employee and industrial relations policies and procedures within the workplace.

### Topic 3: Digital Collaboration and Communication

This topic addresses the performance outcomes, skills and knowledge required to run everyday workplace meetings and agendas within the HR context. You will also gain skills and knowledge on the use of digital technologies to collaborate with colleagues within the HR function and workplace, including working as part of a remote team. It covers the essential elements of analysing and introducing digital technologies into the workplace to create efficiencies in organisational and HR processes through the use of technology.

### Topic 4: Wellbeing, Health and Safety

In this topic, we address the performance outcomes, skills and knowledge required to implement and monitor the organisation's work health and safety (WHS) (also known as occupational health and safety or OHS) policies, procedures and programs to meet legislative requirements. This topic also deep dives into coordinating programs with a health and wellbeing focus where we research employee health and wellbeing matters, and plan and evaluate a range of programs associated with the health and wellbeing of employees within an organisation.

### Topic 5: Recruiting and Growing Talent

Now that we have our foundational HR elements and understanding, we move onto managing our talent within the workforce. In this topic we look at the start and the evolution of the employee lifecycle stages. We focus on effectively integrating the processes of sourcing, recruiting, selecting and onboarding the right candidates for the right positions. We also learn

to identify the link between employee retention, engagement and development by having the great and sufficient development and training opportunities in place within organisations.

### Topic 6: Talent and Performance Management

Continuing with managing the employee lifecycle, we get into the nitty-gritty of what to do when performance doesn't go so well. The topic provides you with in-depth analysis of how business performance indicators and individual performance outcomes provide the context for performance appraisal, coaching and mentoring for individual performance. You will deep dive into the role of managers in the implementation and success of performance management processes, and how HR plays a pivotal role within these, including having some of these challenging conversations as well as managing relationships effectively.

### Topic 7: Leading Your HR Development

As a well-rounded HR practitioner on the successful completion of the six prior topics, to ensure that you keep growing and developing your capabilities in your HR career, we focus the last topic on supporting your ongoing growth and development. This topic is all about YOU and what's next. We will further deep dive into our Australian HR Capability Framework, undergo the Capability Assessments to better understand your future development opportunities, and construct a development plan to ensure you keep growing.

*For some of you, this is only the start of your HR journey, and for others, it may have already started.*

*Your learning and growth journey never stops. AHRI is here to support that, every step of the way.*

## Study Options

### Study Option 1: Virtual Workshop

Students who choose to complete their studies via Virtual Workshop delivery are required to attend a total of seven (7) full-day virtual workshops. The virtual workshops are designed to deliver the content of the program topics in an environment where engaging peer discussion take place. Virtual workshops provide the opportunity for interactive learning, and they are an ideal way to form new professional networks. AHRI recommends undertaking this mode of study if you are new to HR, and/ or need to deeply broaden your skillsets, and/ or require additional support throughout your study, and/ or if you would like to learn from others in the field.

Virtual workshops align sequentially to the topics of study, where each topic runs for a minimum of 4 and maximum of 6 weeks between topic commencement and assessment submission.

***Places for Virtual Workshop delivery are limited.***

## Virtual Workshop platforms and times

AHRI offers Virtual Workshop delivery mode in each Australian capital city when sufficient enrolment numbers are met. Virtual workshops run from approx. 9:00am to 5:00pm (AEST/AEDT) and are hosted online, via platforms such as [Zoom](#) / [Microsoft Teams](#) conferencing. Details will be advised prior commencement of the program. At a minimum, an up-to-date computer operating system, a reliable internet connection and a web browser are required to participate in a virtual workshop.

## Virtual Workshop delivery

AHRI's Virtual Workshops are delivered by qualified and experienced Academic Coordinators (AC). They are experts in human resources and have been selected based on their training skills, qualifications and practical human resources experience. Students studying via virtual workshop normally have the same Academic Coordinators (AC) throughout the course. However, from time to time, there may be instances where a different facilitator conducts one or more of the virtual workshops.

## What is included in Virtual Workshop delivery?

<b>Learning and assessment materials</b>	Digital course handbook, topic workbooks, online e-learning, assessment tasks and additional resources and supporting learning material.
<b>Academic Coordinator support</b>	Academic support for the topic learning and assessments is provided by your dedicated AC.  Your AC is an experienced HR practitioner and a long-standing member of AHRI, who provides you with support throughout the study period and answers any learning and assessment questions you may have.
<b>Workshops</b>	Seven (7) virtual workshop session delivered by the AC to provide learning guidance and interactive discussions on the topic content and assessments. Workshops are held at the commencement of each topic.
<b>AHRI Student Support</b>	Access to the AHRI Student Support team during business hours (AEST) Mon-Fri to assist with any course administration matters or questions.
<b>AHRI student portal (Canvas)</b>	Access to an online student portal which will include online course material, supporting material and resources, access to ACs, discussion boards and interactive activity conversations with other students.

### **Will I need to do additional study outside of virtual workshop hours?**

Yes. Students studying via virtual workshop learning must also complete additional reading and learning outside of the virtual workshops. As well as their reading, students must complete the assessment tasks in their own time. AHRI recommends approx. 12-14 hours of study time per week for duration of each topic of study. Please note virtual workshop hours are inclusive for the recommended study time for that week.

### **What if I miss a virtual workshop?**

If you have enrolled in virtual workshop delivery, missing a single workshop will not affect your ability to successfully complete all the assessment tasks; however, if necessary, you can contact your AC for further assistance. AHRI does not offer refunds if you do not attend a workshop.

## **Study Option 2: Distance Independent Study**

Studying via distance independent study is a popular option for those unable to attend the full-day virtual workshops or have a bit more of understanding of HR already. Students have the option to attend a live one-hour webinar session for each topic with their AC to get a top-level understanding of the topic. This form of independent study requires a self-motivated approach to studying where students take responsibility for their own learning experiences – using their initiative in researching, undertaking online learning, time management and applying links between theory and practice. Topic delivery and assessment due dates are the same as virtual workshop delivery, and units are undertaken in the same sequential order.

### **Distance Independent Study delivery**

Distance webinars are delivered by your dedicated Academic Coordinator (AC). Webinars are designed to give students an introduction and overview of key themes of each topic, as well as providing some guidance on the assessment task requirements, workbook activities etc. The Academic Coordinator also conducts a live check-in session prior to each assessment date. This is an opportunity to raise queries regarding the assessment requirements or to discuss more complex HRM concepts or forum discussion topics. Students may seek advice or guidance on the assessments, however academic coordinators will not provide specific answers. Students studying via distance mode normally have the same Academic Coordinator throughout the course, however, from time to time, there may be instances where a different facilitator conducts one or more of the webinars or check-in sessions.

## What is included in Distance delivery?

<b>Learning and assessment materials</b>	Digital course handbook, topic workbooks, online e-learning, assessment tasks and additional resources and supporting learning material.
<b>Academic Coordinator support</b>	Academic support for the topic learning and assessments is provided by your dedicated AC.  Your AC is an experienced HR practitioner and a long-standing member of AHRI, who provides you with support throughout the study period and answers any learning and assessment questions you may have.
<b>Webinars</b>	Seven (7) facilitator led virtual webinar sessions delivered by an AC to discuss topic content and assessments. Webinars are held at the commencement of each topic.
<b>Virtual Check-Ins</b>	A drop-in session is organised so that you have the opportunity to check in with your AC and ask any questions you may have about the learning content or assessments.
<b>AHRI Student Support</b>	Access to the AHRI Student Support team during business hours (AETD) Mon-Fri to assist with any course administration matters or questions.
<b>AHRI student portal (Canvas)</b>	Access to an online student portal which will include online course material, supporting material and resources, access to ACs, discussion boards and interactive activity conversations with other students.

## What if I miss a webinar?

If you have enrolled in Distance Independent Study mode, attendance at topic webinars is considered compulsory. If, for some reason, you cannot attend, it should not affect your ability to successfully complete all the assessment tasks. AHRI provides a recording of each topic webinar within 48 hours which is available for students via the Canvas portal.

## 2025 Delivery Dates

Topic	Workshop / Webinar dates (week commencing)	Workshop / Webinar dates (week commencing)	Workshop / Webinar dates (week commencing)
	Intake 1	Intake 2	Intake 3
Onboarding Week	24 Mar 2025	16 Jun 2025	06 Oct 2025
Topic 1: HR Effectiveness and Business Strategy	31 Mar 2025	23 Jun 2025	13 Oct 2025
Topic 2: Workplace and Employee Relations	5 May 2025	28 Jul 2025	17 Nov 2025
Topic 3: Digital Collaboration and Communication	9 Jun 2025	1 Sep 2025	12 Jan 2026

Topic 4: Wellbeing, Health and Safety	21 Jul 2025	13 Oct 2025	23 Feb 2026
Topic 5: Recruiting and Growing Talent	1 Sep 2025	24 Nov 2025	13 Apr 2026
Topic 6: Talent and Performance Management	13 Oct 2025	26 Jan 2026	25 May 2026
Topic 7: Leading Your HR Development	1 Dec 2025	16 Mar 2026	13 Jul 2026

**Note:** The above Virtual Workshop / Webinar dates are indicative and subject to change. The final dates will be confirmed a week prior to course commencement.

### Transferring between study modes:

Please note, should you wish to convert your mode of study, you can make a request to Student Support team. Availability will depend, and additional enrolment fees may apply.

# Course Enrolment / Administration Information

## Enrolment

To enrol in the BSB40420 Certificate IV in Human Resource Management, visit the [Certificate IV in Human Resource Management](#) page on the AHRI website and navigate to the enrolment page.

## Unique Student Identifier (USI) requirement

As a student intending to study Nationally Recognised Training in Australia, you are required to have a Unique Student Identifier (USI). Your USI links to an online account that contains all your training records and results (transcript) that you have completed from 1 January 2015 onwards. One of the main benefits of the USI is the ability to provide students with easy access to their training records and results (transcript) throughout their life.

AHRI requires you to provide your USI details at the commencement of the course. Your USI will be used when issuing your certificate of completion. Please ensure that all information on your USI registry record and in your enrolment with us is accurate and up to date.

If you do not have a USI, it's a free and simple process to obtain one. For further information and to create your USI visit the website [www.usi.gov.au](http://www.usi.gov.au). Once the process is complete you will be instantly issued with your USI. **You MUST provide your USI as part of the enrolment process.**

## Pre-course requirements

To ensure students receive the learning and assessment support and resources required, prior to course commencement, and once access to the student portal has been provided, students will be required to complete following tasks:

- **Training Plan** – the Training Plan provides an outline and schedule of the learning and assessment that will occur as you complete the course.
- **Language, Literacy and Numeracy (LLN) Test** – the LLN must be completed by all students. This provides AHRI with a preliminary assessment of your language, literacy and numeracy skills and the level required to complete this qualification and will indicate any additional support needs you may have.

In addition to the above, prior to course commencement, students must read the AHRI Certificate IV in Human Resource Management **Course Handbook** and complete declaration of terms and conditions. Detailed information about these pre-course requirements will be made available at course commencement and during onboarding processes.

## Course fees

The following course fees are for enrolment in the full BSB40420 Certificate IV in Human Resource Management program (i.e., for all seven topics) – to be completed within 9 months.

### Full course fees\*

	Distance Independent Study Mode	Virtual Workshop Study Mode
<b>AHRI member</b>	\$2,700	\$3,600
<b>Non-member</b>	\$3,300	\$4,300

*\*Note: Program fees published are subject to changes.*

AHRI course fees are paid up-front at the time of enrolment before the course enrolment close date. See 'Key dates' table for relevant registration and enrolment dates. If AHRI has not received payment by the course enrolment close date, your enrolment will be cancelled.

Course fees are not subject to the Australian Goods and Services Tax (GST) as this program is a GST-free education course. Payment must be made to AHRI in Australian Dollars (\$AUD) at the time of enrolment.

*\*Note: AHRI has in place an assurance that protects all pre-paid courses fees, as required by the Australian Quality Training Framework.*

### \*AHRI membership

Being a member of AHRI is highly beneficial during the duration of your studies with AHRI, as well as for the duration of your HR career. Becoming an AHRI member means you can access member only webinars, resources and information as well as receive discounts on AHRI events and training, including the Certificate IV in Human Resource Management. You also gain full access to our Australian HR Capability Framework and Capability Assessment tool.

To see the full range of AHRI member benefits, refer to the AHRI [Member Benefits page](#).

If you are not currently an AHRI member, you may wish to consider becoming a member before you enrol. Visit our [website](#) for more information.

## Additional fees

Item	Description	Amount
<b>Re-issue of Qualification/ Statement of Attainment</b>	Student request for the reissue of a qualification / statement of attainment which has already been issued or provided	\$25.00

## Resources – course textbook

The prescribed textbook that supports the course learning is not included in the course fees. Students are advised that they are required to purchase the following textbook prior to commencing the course (available via the link provided).

Item
Raymond J Stone (2024), <i>Human Resource Management</i> , 11 <sup>th</sup> Edition
Link to purchase either Digital or Print version: <a href="#">Human Resource Management, 11th Edition - 9781394183593 - Wiley Direct</a>

## Course Deferral

Course deferral applies to a student who has secured a place in the course and who wishes to postpone the commencement of their studies.

### Before you defer from the program

Before deferring from the program, please check the deferral fees and timelines in the Certificate IV in HRM Course Handbook and speak to your Academic Coordinator or Student Support team to discuss your options to determine whether deferral is the most appropriate option.

### Conditions of deferral

- A deferral will not be accepted until the deferral form has been received (this form is available in the AHRI student portal).
- AHRI membership fees are non-refundable.
- Program deferral is available for a maximum of up to one year.
- One deferral per enrolment is permitted.

## Deferral timelines and fees

Timeline	Fees
Deferral before the enrolment close date.	No fees payable – enrolment is deferred upon request.
Deferral between the enrolment close date and one week after the program commencement date.	\$300 admin fee – enrolment is deferred upon receipt of payment.
Deferral from program week 2 onwards.	Enrolment can no longer be deferred unless special consideration request is granted.

## Course Withdrawal

Course withdrawal refers to the process of permanently withdrawing from the program.

### Before you withdraw from the program

- Check the withdrawal fees and timelines in the program handbook.
- Speak to your Academic Coordinator or Student Support team to discuss your options to ensure program withdrawal is the most appropriate option.
- Consider alternatives to program withdrawal outlined in the Course Handbook (e.g., deferral).

### Conditions of withdrawal

- A withdrawal will not be accepted until the withdrawal form has been received (the form is available in the AHRI student portal).
- Should you wish to resume your studies after you have withdrawn from the program you will be required to re-enrol into a new program intake.
- A previously deferred student is not eligible for any refund.
- AHRI membership fees are non-refundable.

### Withdrawal timelines and fees

Timeline	Refund
Withdrawal before the enrolment close date	Course fees are refunded in full.
Withdrawal between the enrolment close date and one week after the program commencement date	\$300 admin fee is retained by AHRI – any remaining course fees are refunded.
Withdrawal from program week 2 onwards	Course fees can no longer be refunded.

# Student Study Support and Services

## Learning and assessment support

AHRI is committed to ensuring that all students receive the learning support they need to successfully complete their studies and to continuously improve its training and assessment services.

AHRI seeks to ensure:

- The learning and support needs of all students are identified and assessed upon entry into a program through information provided by students upon enrolment and during the onboarding process.
- All students are informed on how to access the services they require to successfully complete their training and assessment.
- Feedback is collected about AHRI's provision of support services, and the feedback is collated, analysed, and used to improve training and assessment services.

## Access and equity

AHRI encourages people from all backgrounds, abilities and needs to participate in its training and education programs. AHRI is committed to providing training and assessment services that are responsive to the diverse needs of individuals and enabling equal opportunity to all students to develop their skills and achieve their vocational outcomes. AHRI's policies and procedures ensure learning support is available to meet the individual needs of students and that alternative arrangements for assessment are available where required.

Alternative versions of key information can also be provided upon request to those students with accessibility issues. Please contact AHRI on 1300 811 880 (toll free) during business hours if you require assistance.

## Reasonable adjustment

Reasonable adjustment to learning and assessment can be made available for learners with a disability and / or special needs. Reasonable adjustment involves modification of the learning environment or making changes to the training delivered to ensure the student is given the same opportunities in learning and assessment as a person without a disability/ needs. Where advanced support needs are required outside of the scope of 'reasonable' adjustments, students are responsible for additional costs that may arise for accommodations that incur additional costs.

## Student rights and responsibilities

Students have the right and responsibilities to:

- be free from any form of discrimination and /or harassment and are responsible for their health and safety,
- have their learning needs recognised and addressed by their Academic Coordinator,
- have their privacy and confidentiality respected,
- access a fair and transparent system to help with appeals, complaints, and grievances,
- flexible learning and assessment procedures that cater for individual differences in learning styles and needs,
- access AHRI's student policies and procedures,
- timely access to current and accurate records of participation and assessment progress, and
- to treat staff and education team with respect, fairness, and courtesy.

## Registered Training Organisation (RTO) rights and responsibilities

The RTO (AHRI 110087) has the right and responsibilities to:

- deliver quality training and assessment in compliance with ASQA Standards and National Training requirements,
- investigate and deal with complaints and appeals matters, as well as any plagiarism matters,
- issue AQF certification documentation,
- specify all relevant fee information and payment terms and conditions, and
- where there are any changes to agreed services, AHRI will advise the learner as soon as applicable, including relation to any new third party arrangements or a change in ownership, or changes to existing third-party arrangements.

## Complaints and appeals

At AHRI every effort is made to ensure each student can appeal against any decision or incident they feel is unfair. All feedback, complaints and appeals are handled with confidentiality and sensitivity and according to the AHRI Complaints and Appeals Process.

A Complaints and Appeals Process exists for both academic and non-academic issues. This process is fully detailed in the AHRI Complaints and Appeals Policy and Procedure which is available from the AHRI student support team and from the AHRI website. This policy governs the process for responding to complaints about a situation, a process, a person or people, a facility or a service provided by AHRI.

A complaint or appeal should be lodged in writing, using the AHRI Complaints and Appeals Form. This form is available from the AHRI student support team and/or on the AHRI website:

[Complaints and Appeals Policy](#)

AHRI will investigate and respond to all complaints and appeals lodged by students:

- The process will commence within 10 working days of the formal lodgement of the complaint or appeal and supporting information and all reasonable measures will be used to finalise the process in the shortest possible time.
- The student's enrolment will be maintained while the complaint or appeal is being investigated.
- The student will have the opportunity to formally present their case at no cost. Where a meeting is required regarding the complaint or appeal, the student and the other party may be accompanied and assisted by a support person.
- The student will be given a written statement of the outcome, including details of the reasons for the outcome.

In relation to all academic complaints or appeals, if the process results in a decision that supports the student, AHRI will immediately implement the decision or preventive action required and advise the student in writing of the outcome within five working days.

## Skills Recognition

### Credit Transfer (CT)

Credit Transfer is available at no cost to the student as part of the enrolment process into accredited training programs offered by AHRI. Credit Transfer applies when a student has already met the learning/competency outcomes through previous formal learning. For further guidance on CT and eligibility or to apply for CT, go to our website at [Recognition of Prior Learning](#) and download the CT Request Form.

### Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) is available prior to enrolling in AHRI's accredited training programs. Skills and knowledge gained through life and work experiences, which meet the competency requirements of VET training, can be formally recognised through the RPL process.

Students who wish to apply for RPL can also visit our website at [Recognition of Prior Learning](#) and contact AHRI at [studentsupport@ahri.com.au](mailto:studentsupport@ahri.com.au) to receive an RPL Application Form and

more information about the AHRI RPL procedure. Full payment for the RPL process must accompany the completed RPL application form. Please note that RPL is subject to the withdrawal and deferral conditions of the BSB40420 Certificate IV in Human Resource Management program.

**Note:** *Credit Transfer and RPL applications close FOUR (4) weeks prior to standard enrolment close date. Completed applications with supporting documents must be received by Student Support by the closing date.*

### RPL fees

Students may apply for RPL for any number of the seven (7) topics within the Certificate IV package but must be able to demonstrate sound knowledge and understanding of **each unit of competency that makes up the entirety of the selected topic/s**.

Where the RPL application is successful, students will be awarded a statement of attainment and enrolled into any remaining topics they are required to complete. The cost will be calculated individually by the Student Support team.

RPL fees are calculated by unit of competency and membership status. Where multiple units of competency are embedded in a single topic, fees are bundled together, so a candidate pays for each unit of competency which they apply for. **Each unit of competency for RPL is calculated at \$225 for AHRI members and \$275 for non-members.**

RPL fees are non-refundable. Where an application has been deemed unsuccessful, the candidate is required to enrol in the full qualification, with full course fees payable upon enrolment.

## Assessment Requirements

Assessment in the BSB40420 Certificate IV in Human Resource Management requires both knowledge and skills to be formally assessed. Each topic of study may consist of one or more of these assessment components:

- Written Assessment tasks
- Project tasks
- Simulated Workplace tasks
- Role Play / Presentation tasks
- Skills Practice Demonstration tasks

Further information will be provided once a study is enrolled, however assessments may include both written and visual presentation components.

## Assessment submission

Assessments are submitted in electronic format and uploaded to the AHRI online student portal. The Course Handbook (provided to students at course commencement) contains detailed information about how students can upload assignments and view assessment progress and results using the student portal.

## Special consideration

### Special consideration for enrolment

If you experience circumstances beyond your control that significantly affect your ability to continue your studies, causing you to withdraw, defer or re-enrol, you can apply for special consideration to have any associated fees reduced or waived at the discretion of AHRI. Grounds for special consideration include:

- Serious illness or psychological condition
- Serious hardship or trauma
- Loss or bereavement

### Special consideration for extension

Where students experience temporary hardship during their studies, they may be eligible for special consideration. Special consideration is an assessment adjustment for unexpected circumstances that are outside of a student's control, which have a significant adverse impact on their performance in assessment or prevent them from submitting their assessment. If a student wishes to apply for special consideration, they are encouraged to speak with their Academic Coordinator in the first instance to check if it is appropriate for their given circumstances. Details about what is and is not considered appropriate for 'special consideration' is provided in the Course Handbook.

## Privacy Statement

AHRI is concerned with the protection of your privacy. We support the Australian Privacy Principles (APPs) in the *Privacy Act 1988* (Cth), as amended. AHRI collects and stores your personal information for the purposes of providing membership services, education, and training programs. AHRI may use your contact details to promote AHRI products and services to you in the form of email communications and/or other types of communication. AHRI does not disclose any details of your education assessments without prior permission from you.

AHRI may contact you for opportunities to profile your education assessments in AHRI communications.

Email [enquiries@ahri.com.au](mailto:enquiries@ahri.com.au) if you would prefer not to receive communications from AHRI. To view AHRI's full privacy policy visit [www.ahri.com.au/privacy-policy](http://www.ahri.com.au/privacy-policy)

### Privacy notice

Under the Data Provision Requirements 2012, AHRI is required to collect personal information about you and to disclose that personal information to the National Centre for Vocational Education Research Ltd (NCVER).

Your personal information (including the personal information contained on this enrolment form), may be used, or disclosed by AHRI for statistical, administrative, regulatory and research purposes. AHRI may disclose your personal information for these purposes to:

- Commonwealth and State or Territory government departments and authorised agencies; and
- NCVER.

Personal information that has been disclosed to NCVER may be used or disclosed by NCVER for the following purposes:

- populating authenticated VET transcripts
- facilitating statistics and research relating to education, including surveys and data linkage
- pre-populating RTO student enrolment forms
- understanding how the VET market operates, for policy, workforce planning and consumer information, and
- administering VET, including program administration, regulation, monitoring and evaluation.

You may receive a student survey which may be administered by a government department or NCVER employee, agent or third-party contractor or other authorised agencies. Please note you may opt out of the survey at the time of being contacted. NCVER will collect, hold, use, and disclose your personal information in accordance with the *Privacy Act 1988* (Cth), the National VET Data Policy and all NCVER policies and protocols (including those published on NCVER's website at [www.ncver.edu.au](http://www.ncver.edu.au)).

# Appendix

## Appendix 1: Online Service Standards

### Introduction

Service standards are intended to ensure students get the support they need in any subject or qualification they study online. These standards can assist to manage student and academic expectations and ensure those studying online have similar access to the standards and levels of communication as those studying in the traditional classroom environment.

Minimum standards help ensure student queries are quickly identified and that appropriate advice and support is provided in a timely manner. These standards are designed to ensure that students are engaged, motivated and achieve results through their training to aid their future employment prospects.

### Student support

AHRI provides the following support to help student with their study:

<b>Academic Coordinators/ Assessors</b>	<p>The Academic Coordinator will respond to your queries within two business days. Assessments submitted on time will be marked and returned within two weeks of the due date.</p> <p>As an AHRI student, you will regularly engage with your Academic Coordinator and other students through messages in Canvas, group discussion boards and webinars.</p>
<b>AHRI Student Support team</b>	<p>Assistance is available from AHRI's dedicated Student Support team by phone or email <b>9:00am – 5:00pm (AEST/AEDT) Monday to Friday</b>, excluding public holidays.</p> <p>You can contact AHRI at <a href="mailto:studentsupport@ahri.com.au">studentsupport@ahri.com.au</a> or on 1300 811 880</p>
<b>IT support</b>	<p>AHRI's Learning Management System (LMS), Canvas, is hosted externally. AHRI can assure all learners engaged in online training and assessment activities that Canvas for the entire time. Occasionally, there may be some down time during software updates or technical issues in the Learning Management System (LMS). Where this is the case, AHRI will notify all students as soon as reasonably possible that the LMS will not be available during a specific period.</p> <p>If you are having technical issues call AHRI on 1300 811 880 (toll free), during business hours, to request assistance. AHRI can escalate the issue/s directly with the external provider for resolution.</p>

<p><b>Education support</b></p>	<p>All students are supported by an Academic Coordinator who is contactable via Canvas (LMS). Their role is to provide support by answering questions in relation to academic matters, including course content and assessments.</p> <p>Students also have access to an online student forum where they can share questions and ideas with other students. These forums are an excellent way for students to communicate with each other about their studies. AHRI encourages students to log in to the forums regularly throughout the course.</p>
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## IT requirements

You will access your learning materials using Canvas (the learning management system). The following are the minimum IT requirements for you to access the course materials:

- A desktop or laptop computer (with 8GB memory and 1.8Ghz processor)
- A reliable internet connection with an up to date internet browser (we recommend Edge, Chrome or Firefox).

## Basic digital skills requirements

To access our learning materials and participate in this program, you will need to be able to do the following:

- Log into the student portal – Canvas
- Navigate through the portal to access the course content
- Download and upload assessments in multiple file formats
- Be comfortable working with multiple file formats inc. Microsoft Word, Excel and PowerPoint
- Research the internet
- Dial into and join the conferencing platform (Teams or Zoom)
- Use the student portal to communicate with Academic Coordinators

## Learning materials

AHRI ensures learning materials are presented in a variety of formats to optimise the learning experience, including:

- Guided content in the form of a digital student handbook, topic workbooks and digital prescribed textbook
- Interaction through online messaging, discussion forums and webinars/videos

Alternative versions of key information can be provided upon request to those students with accessibility issues. Please contact AHRI on 1300 811 880 (toll free) during business hours if you require assistance.

### Student engagement / activity

AHRI provides an online learning experience that enables you to interact and engage with your peers and the Academic Coordinator through group discussion forums, online messaging and live sessions.

Ongoing feedback will be provided as you study through:

- Interaction with Academic Coordinators in workshops / webinars, virtual check-ins, discussion forums and online messaging.
- Detailed feedback on your assessments.

There are measures in place for AHRI to monitor the activity of students through the online activity logs within the LMS. These logs on student activity and Academic Coordinator activity are recorded and can be retrieved by AHRI at any time.

Formal feedback is obtained through two Student Feedback Surveys completed at the mid-point and conclusion of the course. Informal feedback on any aspect of online learning support can be provided by the student to their Academic Coordinator or AHRI Student Support at any time. This provides direct input on the cohort and the quality of the support provided by the Academic Coordinator and AHRI. Continued feedback on matters that affect learner participation and engagement in the course learning and assessment activities are reported and noted by AHRI.

[Online Service Standards Policy](#)