



# STUDENT HANDBOOK V1.0

## CEMO College

RTO #46403

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#### ACKNOWLEDGEMENT OF UNDERSTANDING

To ensure sound judgment and decision making, and to provide the opportunity to potential students to raise issues, concerns and questions prior to commencement of training, CEMO College makes the Student Handbook available to the learners by providing a copy or accessing through the CEMO College website at: [www.cemocollege.com.au](http://www.cemocollege.com.au)

CEMO College requires each student to read and understand the information contained in this Student Handbook prior to enrolment or commencement of training.

For any concerns, questions or clarifications please contact CEMO College at:

**Main Address:** Shop 143 Gladstone Park Shopping Centre, Gladstone Park VIC 3043; Suite 54-55  
Commercial Block C 1 Railway Parade, Burwood NSW 2134

**Email:** [info@cemocollege.com.au](mailto:info@cemocollege.com.au)

**Contact number:** 0393 388 031

## INTRODUCTION

Welcome to CEMO College! Our number one priority is to help you achieve your new qualification. We deliver the training and support that will help you complete your training goals as quickly as you can achieve them. You will receive training from our dedicated, passionate and qualified Trainers who are experienced in your vocational areas. This ensures that the training you will receive is current, relevant and easy to understand.

To ensure that your learning experience will be a positive one, our courses are delivered using excellent quality and innovative course materials. Our student support services team is committed to deliver an excellent experience to you. We wish you all the best in your studies and we look forward to helping you achieve your new qualification to advance your career.

This Student Handbook sets out the policies and procedures around the training and assessment that you will receive at CEMO College. Please read the Student Handbook before enrolling in any CEMO College courses.

CEMO College is a Registered Training Organisation (RTO #46403) and is recognised by Australian Skills Quality Authority as a deliverer of nationally recognised training from the SHB Training Packages.

### Mission Statement

CEMO College pledges to be a beacon of knowledge and support for students venturing into the dynamic landscape of the beauty and laser industry. Embracing the ethos that staying informed is pivotal in this evolving field, the College commits itself to arm students with comprehensive and up-to-date industry insights.

The mission of CEMO College is not only to impart technical expertise but also to foster a culture of ongoing learning and skill development. By weaving the latest industry knowledge into the curriculum, the College provides a solid foundation for students to flourish in their beauty careers. CEMO College's commitment to industry-driven, practical education supported by seasoned trainers encapsulates the College's dedication to transferring invaluable knowledge and ensuring students are well-prepared for the industry landscape.

### Vision Statement

CEMO College is dedicated to transforming the aspirations of beauty therapists and beauticians and transitioning nurses into tangible career success in the vibrant world of skin and beauty therapy. The vision is to be the go-to institution, nurturing and equipping individuals for the ever-evolving laser skin industry.

The College's vision revolves around fostering confidence and competence among its students, enabling them to thrive in their chosen careers. CEMO College aspires not only to be the leading RTO in the state but also a trailblazer in leveraging technology and innovation, redefining the educational landscape in the realm of beauty services.

## Training Programs

As a registered training organisation (RTO) in the vocational education and training (VET) sector, CEMO College offers the following nationally recognised qualifications:

- **SHB60221 - Advanced Diploma of Skin Therapy**

For more information on the courses CEMO College has on offer, please refer to our website: [www.cemocollege.com.au](http://www.cemocollege.com.au)

### **Student Guarantee**

CEMO College guarantees to advise students of any changes to the services provided under the agreement as soon as practicable, including any changes of ownership.

CEMO College guarantees that if, for whatever reason, it is unable to deliver the agreed training for a student, CEMO College will make the necessary arrangements for the training to be delivered by another Registered Training Organisation.

## CEMO College Team

Students may contact CEMO College at 0393 388 031.

### **Student Support**

Students completing a training program will be supported by CEMO College's Student Support Team. Our knowledgeable team will work with you to help you achieve success in your chosen field.

The Support Team can assist students through a variety of activities, which include but are not limited to:

- Assisting with logging in the Student Management System (SMS) and with accessing the resources;
- Supporting flexible learning and processing extensions where applicable;
- Arranging contact between trainers/assessors and students where required; and
- Assisting students with finding and understanding their trainer's feedback.

### **Trainers**

Your trainers are qualified industry professionals, ready to guide you through your learning. Their feedback and guidance will ensure that you are job-ready for your chosen industry.

All CEMO College trainers must follow the requirements below as outlined in the Standards for Registered Training Organisations (SRTOs) 2015 Clauses 1.13 to 1.15:

### **Training and assessment is delivered by trainers and assessors who have:**

1. vocational competencies at least to the level being delivered and assessed;
2. current industry skills directly relevant to the training and assessment being provided; and
3. current knowledge and skills in vocational training and learning that informs their training and assessment.

Industry experts may also assist in training delivery and/or the assessment judgement, working alongside the trainer and/or assessor to conduct the training and/or assessment.

4. The RTO's training and assessment is delivered only by persons who have:
  - TAE40116 Certificate IV in Training and Assessment or its successor, or
  - TAE40110 Certificate IV in Training and Assessment plus the following units:
    - TAELLN411 (or its successor) or TAELLN401A; and
    - TAEASS502 (or its successor) or TAEASS502A or TAEASS502B; or
  - A Diploma or higher-level qualification in adult education or
  - a credential issued by a higher education provider (as defined by section 16-1 of the Higher Education Support Act 2003) which would enable the individual to satisfy the academic requirements for registration as a secondary school teacher in accordance with the registration requirements in at least one State or Territory, and one of the following credentials or the successor to one of the following credentials:
    - TAESS00011/TAESS00019 Assessor Skill Set or
    - TAESS00024 VET Delivered to School Students Teacher Enhancement Skill Set
5. Where a person conducts assessment only, the RTO ensures that the person has:
  - As above; or
  - TAESS00011 Assessor Skill Set or its successor

### Student Selection

CEMO College conducts recruitment of students at all times in an ethical, fair and responsible manner using various methods.

CEMO College is committed to ensuring that all student selection processes are fair, equitable and consistent with workplace performance, competency level and the training package requirements. Therefore, selection into a training program includes but is not limited to the following:

1. The learner meets any pre-requisite qualifications or work experience
2. The learner meets any age requirements that may be in place for a particular course.

Student enrolments are subject to availability of places on the training program. This is based on the maximum number of participants who can be accommodated, type of course, learning structures, student needs, etc. CEMO College shall ensure that any applicants who do not meet entry requirements are advised of any appropriate pre-entry training they may take to meet eligibility criteria.

## Enrolment

### **Pre-Enrolment**

Prior to confirmation of enrolment, students will be required to undergo a Pre-enrolment Assessment, complete and submit pre-enrolment documents for review, including but not limited to:

- a) Pre-Enrolment Assessment Form (sent via email upon course enquiry)
- b) Necessary course requirements / pre-requisite requirements
- c) ID and supporting documents for processing and filing
- d) USI Number

Students are required to go through an initial pre-enrolment interview, where they will be asked to do tasks and answer questions to confirm sufficient computer skills, including knowledge to operate video-communication services with our trainer and/or assessor.

This pre-enrolment interview will be done via online platforms such as Zoom and Microsoft Teams.

While we will endeavour to complete the enrolment process as quickly as possible, please allow up to 5 business days from confirmation of your payment for enrolment. Upon enrolment, students will receive via email course information and personalised logins.

### **Access to the Learning and Assessment Resources**

The learning and assessment resources necessary to complete the selected course will be made available to the student before the start of the course.

Learning and assessment resources may be accessible through one of the following methods, depending on which course you are enrolled in:

- Student online portal accessed with the student's personalised logins
- Email or other online cloud platform services (i.e. Dropbox, Google Drive etc.)
- In-person through the initial classroom-based component of the course
- Printed copies sent via mail

Please contact Student Services if you need assistance with accessing the required learning and assessment resources for your course.

Students can request hard copies or additional copies of the resources at any time during their training period. These requests may incur a fee and shipping costs. Delivery will occur within 10 business days or longer, depending on the student's location.

### **Payment Terms**

All fees and payment terms are available to students before and during enrolment through the enrolment form and course brochures. Students should refer to their enrolment form and course brochure for specific payment terms related to their chosen course.

### **Payment Plan:**

For courses under a payment plan, an initial deposit is required upon enrolment. Subsequent payments will be scheduled throughout the course duration as outlined in the enrolment form. If a student misses a payment, they will receive a payment reminder via email and will be contacted by Student Services. Failure to make the payment within 14 days will result in the suspension of the student's enrolment until payment is received. The student will be notified of this suspension.

Students are considered enrolled once the agreed amount, as specified in the enrolment form, has been received. Please contact Student Services for any questions or clarification regarding the payment terms.

### ***Unique Student Identifier***

An initiative of the Australian Government is the requirement for all students of Vocational Education and Training to supply a Unique Student Identifier number to their VET provider. Students will be assisted by CEMO College to apply for and supply their USI if authorised by the student. CEMO College has a registered facility to verify each USI before issuance of any certification. All students should be aware that CEMO College and no VET provider, can issue a certificate for a VET qualification without being supplied a student's USI.

Exemptions to the USI requirements may apply including for international students studying onshore and outside of Australia. For any student exempt from supplying a USI, completion results and records will not be available through the Commonwealth Registrar. CEMO College can use the following links to search for or create USIs (ONLY with student permission):

- <http://usi.gov.au/Pages/default.aspx>
- <https://portal.usi.gov.au/org/>

### ***Visa Requirements***

CEMO College is not a registered CRICOS provider. It is the student's obligation to advise CEMO College of their visa requirements. Students should contact the appropriate Government Department regarding their visa conditions and restrictions.

## STUDYING AT CEMO COLLEGE

CEMO College conducts training courses to suit student needs, course type, and learning styles. The following student guidelines will help foster a healthy learning environment for all students.

### Student Support

As a student at CEMO College, you will enjoy the many benefits of studying at your own pace with flexible hours. Our student support team is available from Monday to Friday, 9:00 am to 5:00 pm, to assist you with any questions you may have. CEMO College's Trainers are also able to provide guidance by phone and email. Help and support are only a phone call or email away:

**Email:** [info@cemocollege.com.au](mailto:info@cemocollege.com.au)

**Contact number:** 0393 388 031

CEMO College conducts assessment of needs as part of the pre-enrolment process and throughout the duration of the course. In such cases, CEMO College will ensure that the assessment of need is undertaken at the earliest possible opportunity and any identified support needs issues are managed.

Learner support may include, but is not limited to, any disability or impairment that restricts access and equity, as well as computer literacy or English language, literacy and numeracy (LLN) information obtained from learners prior to enrolment and prior to the commencement of their first unit of competency.

Educational and support services may include, but are not limited to:

- pre-enrolment materials;
- study support and study skills programs;
- language, literacy and numeracy (LLN) programs or referrals to these programs;
- equipment, resources and/or programs to increase access for learners with disabilities and other learners in accordance with access and equity;
- learning resource centres;
- counselling services or referrals to these services;
- information and communications technology (ICT) support;
- learning materials in alternative formats, for example, in large print;
- any other services that the RTO considers necessary to support learners to achieve competency.

Where appropriate, CEMO College will seek external assistance to ensure additional support services are available. You will be informed in case additional costs may be incurred to arrange access to external additional support services.

### Language/Literacy and Numeracy

CEMO College makes appropriate concessions for language, literacy and numeracy issues of students where these concessions do not compromise the requirements of the relevant Training Package and the integrity, equity and fairness of assessment.

During the enrolment process, all students complete a brief non-invasive language, literacy and numeracy assessment to enable CEMO College to identify any issues that may need to be addressed prior to the commencement of training. Strategies to address these issues will be negotiated with students and may include adjusting learning and assessment modes and methods.

CEMO College provide materials, resources and assessment tasks at a level of complexity required and also provide opportunities for repeated and supported practice.

***Where can I get help with language, literacy and numeracy?***

Individuals who want to get help with their literacy and numeracy can access information about the nearest LLN provider by calling the Reading Writing Hotline on 1300 655 506.

***What is the Reading Writing Hotline?***

The Reading Writing Hotline is funded by the Australian Government Department of Education, Science and Training. The project is managed by TAFE NSW - Access and General Education Curriculum Centre and is Australia's national telephone adult literacy and numeracy referral service. For the price of a local call from anywhere in Australia, the hotline can provide you with advice as well as a referral to one of 1200 providers of courses in adult literacy and numeracy.

***What happens when I call the Hotline?***

You will speak to an experienced adult literacy teacher who will advise you on ways you can access classes in your local area to improve reading, writing, spelling and maths skills. The information you give about yourself is confidential and will not be given to anyone else.

***When can I call the Hotline?***

You can call the Hotline at any time. If a teacher is unavailable to take your call, your name and number will be taken by the hotline paging service and your call will be returned.

## **Flexible Learning and Assessment**

CEMO College will develop a unique training plan for each student to assist with time management and fitting studying around your work and life commitments.

If you've already completed a qualification, it may be possible to apply for credit transfer and/or recognition of prior learning (RPL) as long as sufficient and current evidence is provided as required. To learn more about credit transfer and recognition of prior learning, please refer to the RPL and Credit Transfer Policy located in the Policies and Procedures section of the handbook.

For further information on how to apply for credit transfer and RPL, you can contact CEMO College's student support team.

## **Assessment Requirements**

All assessments must be submitted by the due date. If you are having difficulty completing an assessment, you may discuss it with your trainer/assessor well in advance of the due date. This way, the trainer/assessor may be

able to provide support or grant additional time. Please note that there may be conditions to gaining an extension.

Students are advised to keep a copy of their assessments prior to submission. CEMO College can accept no responsibility for lost assessment tasks.

**Please note:** *Students will have to complete assessment tasks again if their work goes missing and therefore it is important to keep a copy of their original assessment tasks.*

### **Assessment malpractice**

Assessment malpractice includes cheating, collusion and plagiarism.

CEMO College regards the integrity of assessment as critical to its professional responsibilities as an RTO and therefore strives to ensure the assessment processes are not compromised. CEMO College has policies and procedures in place for dealing with assessment malpractice.

### **What is cheating?**

Cheating within the context of the study environment, means to dishonestly present an assessment task or assessment activity as genuinely representing your own understanding of and/or ability in the subject concerned.

### **Some examples of cheating are:**

- Submitting someone else's work as your own whether you have that person's consent or not.
- Submitting another author's work as your own, without proper acknowledgement of the author.
- To allow someone else to submit your own work as theirs.
- To use any part of someone else's work without the proper acknowledgement.

There are other forms of cheating not contained in this list. These are merely given as some examples. If you are unsure about whether any particular behaviour would constitute plagiarism or cheating, please check with your trainer prior to submitting your assessment work.

### **What is Collusion?**

Collusion is the presentation of work, which is the result in whole or in part of unauthorised collaboration with another person or persons. It is your responsibility to ensure that other students do not have opportunity to copy your work.

### **What is Plagiarism?**

Plagiarism is a form of cheating and includes presenting another person's or organisation's ideas or expressions as your own. This includes, however is not limited to copying written works such as books or journals, data or images, tables, diagrams, designs, plans, photographs, film, music, formulae, web sites and computer programs.

### **What are the Penalties for Plagiarism or Cheating?**

If a trainer suspects that you are cheating, they will investigate further to establish evidence to support their suspicion. By looking at learning resources, searching on Google and reviewing previous or current student's

work. If evidence to support the suspicion is established your trainer will then report their concerns to CEMO College's Training Manager. From there the following process will be followed:

1. The assessor will contact you in writing outlining their concerns with your submitted work.
2. You will then have an opportunity to respond to any allegations of cheating or plagiarism.
3. If the CEO's investigation confirms that you have engaged in cheating or plagiarism, you will be advised of one of the following consequences:
  - If it is determined that your offence is minor or unintentional, you will be asked to resubmit your work and be given a formal warning in writing by CEMO College's CEO
  - OR
  - If it is determined that your offence committed is of a serious and intentional nature, you will be unenrolled in that unit immediately and have to re-enrol if you wish to complete that unit. Your result for that unit will be recorded as Not Competent. A cheating/plagiarism note will also be recorded against your student file. Notification of any such decision will be made in writing by CEMO College's CEO.
4. If the conduct is repeated or if the initial conduct is of a very serious nature (as determined by the CEO), such as knowingly falsifying assessment evidence, the student's enrolment may be terminated. In cases of termination, all fees paid will be non-refundable.

#### **What if I don't agree with the decision?**

If you disagree with the decision or the penalty imposed, you are entitled to lodge an appeal in accordance with the Appeals Policy and Process. For more information, you may refer to the Complaints and Appeals section of the Student Handbook.

#### **How do I avoid Plagiarism or Cheating?**

Students are advised to note the following advice to avoid claims of plagiarism or cheating:

- Always reference other people's work. You may quote from someone else's work (for example, from websites, textbooks, journals or other published materials), but you must always indicate the author and source of the material.
- Always reference your sources. You should name sources for any graphs, tables or specific data, that you include in your assignment.
- You must not copy someone else's work and present it as your own.
- You must not falsify assessment evidence.

#### **Code of Conduct**

All CEMO College participants are expected to take responsibility for their own learning and behaviour during both training and assessment. Any breach of discipline will result in the participant being given a 'written warning'. Further breach will result in a participant being asked to 'show cause' as to why they should not be

excluded from further participation in the program. A third breach will result in instant dismissal from the training environment. Where a breach is deemed as of a serious nature, as determined by the Training Manager, the student's enrolment may be terminated. In instances of dismissal and termination of enrolment, all fees paid will be non-refundable.

Personal interaction, staff-to-student and student-to-student is expected to be respectful. An aggressive manner or degrading and abusive language will be considered contrary to the Code of Conduct and a breach of discipline. The following are further instances of breaches of the Code of Conduct.

### **Discrimination**

Discrimination means treating a person less favourably than another because of a personal attribute that they may have. Under State and Federal equal opportunity laws, discrimination based on attributes is unlawful. The attributes that can initiate a discrimination claim include:

- Gender
- Sexual orientation
- Age
- Race
- Religion
- Marital status
- Disability
- Colour
- Nationality
- Ethnicity
- National origin

### **Harassment**

Harassment is any behaviour which is unwelcome, offends, humiliates or intimidates to the person being harassed. Harassment will not be tolerated at CEMO College and disciplinary action will be taken against any employee or student involved in such behaviour. From a staff perspective, this may include termination of employment. From a student's perspective, enrolment may be terminated, and all fees paid will be non-refundable.

### **Examples of verbal harassment**

- Racist comments or jokes.
- Spreading rumours.
- Comments or jokes about a person's disability, pregnancy, sexuality, age, religion, etc.
- Threats, insults or abuse.
- Offensive, obscene language.

### **Physical Assault/Abuse**

Physical abuse is an act of another party involving contact intended to cause feelings of physical pain, injury, or other physical suffering or bodily harm. Physical abuse will not be tolerated in any shape or form, and any instances of physical abuse will result in instant termination of the student's enrolment.

Some examples of physical abuse include:

- Striking
- Punching
- Pushing, pulling
- Slapping
- Striking with an object
- Excessive pinching on the body
- Kicking
- Tripping
- Kneeing
- Strangling
- Head-butting
- Placing in stress positions (tied or otherwise forced)
- Cutting or otherwise exposing somebody to something sharp
- Throwing or shooting a projectile
- Blinding a person or causing impairment of sight.
- Biting
- Eye poking

#### Change of Personal Details

Students are required to ensure their personal details are recorded with CEMO College are up to date at all times. Students must advise CEMO College of any changes in personal details immediately in writing. If the student has an applicable loan and/or financial arrangement, it is the student's direct responsibility to notify the financial service provider (e.g. Debit Success) of any change in personal details that may adversely affect payment arrangements.

All certification documentation will be sent to the email address and/or posted to the mailing address provided by the student.

#### Evaluation and Feedback

As a matter of quality assurance and continuous improvement, CEMO College relies heavily on the feedback from students. CEMO College requires all students to complete various feedback and evaluation forms.

At the end of the training, students will be asked to provide feedback by completing a Learner Questionnaire and Course Feedback Form. Learner Questionnaires may also be emailed to a student. Participation in the survey is highly valued, but voluntary. CEMO College will fully protect students' anonymity and the confidentiality of students' responses within the limits of the law.

#### Making the Most of Your Training

It is very important to make the most of your training opportunity. Please note that it is your responsibility to do this.

To optimise your own learning and successful completion, CEMO College encourages you to do the following:

1. Attend all training sessions and complete all required reading and learning activities;
2. Prepare well in advance of each training session;
3. Be a willing participant;
4. Work with fellow learners;
5. Respect other people's opinions;
6. Ensure you have a clear understanding of the assessment requirements;
7. Take responsibility for the quality of evidence that you submit to the Assessor;
8. Keep track of your progress;
9. Complete and submit all assessments on time, tasks using clear and concise language;
10. Be willing to contact your trainer/assessor if you do not understand the training activity or assessment task.

## COURSE INFORMATION

All training programs provided by CEMO College are registered under nationally endorsed training packages. These training programs are competency-based based which means that training and assessment focus on the development and recognition of a person's ability to apply relevant knowledge and skills to perform workplace tasks to a specified standard.

### Training Programs

The specific skills and knowledge required for particular activities are set out in Units of Competency, which can be grouped together to formulate the completion of a nationally recognised qualification. Nationally recognised qualifications are outlined in training packages. These can be viewed at [www.training.gov.au](http://www.training.gov.au).

### Competency-Based Training

All programs delivered by CEMO College are assessed under the principles of Competency-Based Training. The aim of Competency-Based Training is to assess the student's ability to complete the activities in each unit.

CEMO College will assess the student's ability (or competence) to carry out the activities in each unit of competency.

Competencies are normally expressed in terms of a unit of competency. For example, if you were working in a retail store, a unit of competency might include "use point of sale equipment." Competencies include the skills and tasks that are required in the workplace. When a student is being assessed on these activities, the student will be required to perform the activity to the level required in the workplace.

All assessment results are recorded in CEMO College's Student Management System. Students have access to their assessment outcomes via the student portal or by request.

Certification documents are issued from the results recorded in CEMO College's Student Management System.

### Mode of Delivery

#### Blended

Blended mode of delivery involves in-person classroom sessions with online components. The classroom sessions provide essential face-to-face instruction, while the online part offers flexibility for students to complete their coursework at their own pace. This approach provides the best of both worlds, with structured guidance and flexible learning.

Please refer to the relevant course brochures and website for course information/delivery options available for each program. Student Services are available to answer any questions regarding our course offering and mode of delivery.

## Computer Specifications and Requirements

The software requirements to ensure the course materials are accessible are as follows:

- The latest versions of Word and Adobe Reader are required
- Some applications (videos) will require the latest version of Flash Player
- We recommend Google Chrome as an Internet Browser most compatible with the student portal.

We recommend an internet speed of at least 5 Mbps. You can check your internet speed with free speed checkers such as this [one](#). Slower connections may suffice for accessing your materials through Adobe Reader. However, you may experience quality and downloading issues with other multimedia resources. We aim for maximum operational efficiency with our high-quality SMS; however, from time to time, outages may occur, but these will be attended to as quickly as possible.

For Webinar-based Blended/Online courses in specific qualifications (please refer to the website). There are important requirements to be able to participate in a Webinar-based course, and these are as follows:

- Internet (Minimum 5 Mbps Downloads & 1.5 Mbps Uploads)
- Google Chrome Web Browser (available as a free download)
- Latest Adobe Flash Player and Adobe Acrobat Reader
- Microsoft Word, PowerPoint, Excel 97 or later (equivalent)
- Webcam (optional)
- Headset with microphone (noise-cancelling preferable)
- Comfortable seating at PC or Mac and a suitable area for breaks

## Evidence Requirements

Evidence is the material proof that you have performed the specified competency or task to the required standard. Your evidence requirements will be determined by the Unit of Competency, employability skill requirements, industry expectations, government regulations, and your qualifications and current experience. Evidence can take many forms, and you will be required to present more than just one piece of evidence.

Assessment tools that we will provide to you set out the exact requirements for evidence for each unit/module.

Examples of evidence could include one or more of the following:

1. Specific assessment tasks set by your assessor
2. Observation reports
3. Certificates and awards
4. Examples of work completed or special projects
5. Current licenses
6. Position descriptions and performance reviews

7. Third-party reports
8. Question responses
9. Tests

Your evidence must also demonstrate the following:

1. That you can do the job or task to the required standard
2. Understand why the job should be done in a particular way
3. Handle unexpected issues or problems
4. Work with others 'in a team'
5. Do more than one thing at a time, e.g. perform the task and be aware of the occupational health and safety requirements
6. Know the workplace rules and procedures

## Assessment

Assessment is defined as the process of collecting evidence and making judgements on the nature and extent of progress towards the performance requirement set out in a (competency) standard, or learning outcome, and, at the appropriate point, making a judgement as to whether competency has been achieved.

Assessment is the process of collecting evidence and making judgements on whether competency has been achieved. To be marked as **'Competent' (C)**, you must receive a **'Satisfactory' (S)** mark in *every* assessment task. You will need to provide evidence that demonstrates that you have the essential knowledge and skills to complete the relevant unit to the required standard successfully. You have to demonstrate that you can do the task safely and with confidence to the required industry standard as outlined in the Unit of Competency.

An assessment of **'Not Yet Satisfactory' (NYS)** is not a failing mark. It is simply a request for more information or further confirmation of the knowledge and skills required. Your trainer will provide feedback if you receive this mark to guide your resubmission. You will be allowed to resubmit the assessment with the required rectifications or repeat the task until you achieve a **'Satisfactory' (S)** result. You will be given a limit of three (3) attempts.

Assessment, within competency-based approaches to learning, is criterion-referenced. This means it identifies an individual's achievements of defined outcomes rather than relating their performance to that of other VET students or trainees.

Assessment methods used may include:

- Observations via demonstration, presentations and/or role plays

- Questioning may include self-assessment, verbal answers, written questionnaires, activity modules or interview
- Structured Activities may include Projects, Case studies, presentations, role play, demonstration, progressive tasks

**Principles of Assessment**

There are four key principles that are a part of the assessment process:

<b>Fairness</b>	<p>The individual learner’s needs are considered in the assessment process.</p> <p>Where appropriate, reasonable adjustments are applied by the RTO to take into account the individual learner’s needs.</p> <p>The RTO informs the learner about the assessment process and provides the learner with the opportunity to challenge the result of the assessment and be reassessed if necessary.</p>
<b>Flexibility</b>	<p>Assessment is flexible to the individual learner by:</p> <ul style="list-style-type: none"> <li>● reflecting the learner’s needs;</li> <li>● assessing competencies held by the learner no matter how or where they have been acquired; and</li> <li>● drawing from a range of assessment methods and using those that are appropriate to the context, the unit of competency and associated assessment requirements, and the individual.</li> </ul>
<b>Validity</b>	<p>Any assessment decision of the RTO is justified, based on the evidence of performance of the individual learner.</p> <p>Validity requires:</p> <ul style="list-style-type: none"> <li>● assessment against the unit/s of competency and the associated assessment requirements covers the broad range of skills and knowledge that are essential to competent performance;</li> <li>● assessment of knowledge and skills is integrated with their practical application;</li> <li>● assessment to be based on evidence that demonstrates that a learner could demonstrate these skills and knowledge in other similar situations; and</li> <li>● judgement of competence is based on evidence of learner performance that is aligned to the unit/s of competency and associated assessment requirements.</li> </ul>
<b>Reliability</b>	<p>Evidence presented for assessment is consistently interpreted and assessment results are comparable irrespective of the assessor conducting the assessment.</p>

### **Rules of Evidence**

The Rules of Evidence are closely related to the principles of assessment and provide guidance on the collection of evidence to ensure that it is valid, sufficient, authentic and current as follows:

<b>Validity</b>	The assessor is assured that the learner has the skills, knowledge and attributes as described in the module or unit of competency and associated assessment requirements.
<b>Sufficiency</b>	The assessor is assured that the quality, quantity and relevance of the assessment evidence enables a judgement to be made of a learner's competency.
<b>Authenticity</b>	The assessor is assured that the evidence presented for assessment is the learner's own work.
<b>Currency</b>	The assessor is assured that the assessment evidence demonstrates current competency. This requires the assessment evidence to be from the present or the very recent past.

### **Assessment Results**

Results of the assessment are provided to students as soon as practicable. These results are available through your student login account. Assessment results are confidential at all times and will not be given to any other party unless a written request signed by the student is received in advance.

### **Reasonable Adjustment**

Students with disabilities or learning difficulties are encouraged to discuss with CEMO College any 'reasonable adjustment' to learning and assessment processes which they consider would be necessary or assist them in the performance of their studies.

Careful consideration will be given to any requests for reasonable adjustment of this nature, and, where reasonably practicable, such adjustments will be made. There may, however, be circumstances where it will not be reasonable or reasonably practicable for CEMO College to accommodate or where other adjustments may be more appropriate. Reasonable adjustments cannot compromise the integrity of competency-based training and assessment.

### **Extensions for Assessment**

It is expected that all assessment tasks will be handed in on the due date. Should you require additional time to complete an assessment, you must communicate with your assessor and apply for an extension. Standard extension fees are as follows: \$125 for each additional month requested beyond the student's original course end date. No refund will be approved for any extension period not utilised.

### **Additional Submission and Support**

Further submission attempts may be provided only at the discretion of CEMO College. Students may request additional submission attempts—approval will be at the discretion of the training management. This discretion will rely on the quality of previous submissions and the consideration of the study making progress through the extra effort of the student to address the feedback required.

Should the additional submission attempts be insufficient to gain competency, OR if a discretionary attempt is not granted due to insufficient evidence of extra work, students will have the opportunity to purchase resubmissions/reassessments. The student is advised to speak to a student support officer to assess the need for course extension and/or support services provided by CEMO College.

## Awards

Once a student has successfully completed all assessment requirements for their applicable course, the student will be issued with certification documentation.

For students who have not met all requirements for the course or students who withdraw from a course and have paid relevant fees, have the right to receive a Statement of Attainment from CEMO College for the units of competency they have been deemed competent in.

Students should note that if they are paying for their course via the payment plan option, they will be unable to receive their qualification or statement of attainment until course fees are paid in their entirety.

The Qualification or Statement of Attainment will be emailed to the current email address and mailed to the current address noted in CEMO College's Student Management System. The student should allow 30 calendar days from the date of completion of the course for the issuance of your award.

### Important Information regarding awards at CEMO College

- Awards will only be issued to students whose financial status with the college is up to date
- It is the responsibility of the student to understand their obligations with regard to fees due for units studied
- For a student to be eligible to receive an award, the student must successfully complete all the units listed
- Training package courses have been submitted to the regulatory authorities, and all units specified in that course are the subjects a student must complete to be eligible to receive that award.

Certification documents can be reissued to a student upon written request. Replacement certification documentation will incur a fee of **\$50 per request**.

See the Certificate Issuance Policy for more details.

## Course Delivery

CEMO College ensures the following resources are in place:

- Trainer/assessors and assessors with appropriate qualifications and experience;
- Course materials appropriate to the methods of delivery and assessment requirements;
- All necessary copyright authorisations;
- Appropriate equipment and facilities.

Training and assessment methods used by CEMO College meet specific quality requirements and are chosen to suit the unit of competency best, while giving consideration to the learning style of the student.

A number of delivery methods will be used throughout the training to help you achieve the necessary skills. Learning is a partnership that involves participation from all involved.

Delivery methods may include, but are not limited to:

- practical demonstrations
- audio/visual presentations
- group participation/ discussions
- trainer/facilitator instruction
- practical activities
- self-paced activities
- individual projects
- workplace-based training
- case studies.

### Recognition of Prior Learning (RPL)

All students have the opportunity to apply for recognition of prior learning. This means that you can submit evidence for a Unit(s) of Competency, and have it assessed by a qualified assessor without completing the training.

CEMO College believes that no learner should be required to undertake a unit of competency for which they are already able to demonstrate satisfactory achievement of the performance outcomes, as stated in the endorsed training package or nationally recognised course.

CEMO College aims to maximise the recognition of a learner's prior skills and knowledge whilst at all times maintaining the integrity and standards of the defined learning outcomes of the specific qualification or course of study. Students who consider they already possess the competencies identified in all or part of any course/qualification offered by CEMO College may seek recognition.

If you think you have the necessary knowledge and skills to match a Unit(s) of Competency or a qualification at the required standard, you need to contact your trainer or any CEMO College admissions staff who will provide the information you need to complete an application.

#### **Recognition Process**

Recognition is a method of assessing if you have evidence of competency for a particular unit of competency that you are enrolled in. It is important to remember that recognition is an assessment process, not an assumption of competence.

Recognition is the determination, on an individual basis, of the competencies obtained by a student through:

- previous formal/informal training;
- work experience; and/or
- life experience.

Recognition, therefore, determines the subsequent advanced standing to which the student is entitled in relation to a course/qualification. The main focus of recognition is what has been learned rather than how,

where or when it was learned. Recognition focuses on both the demonstration of competence and the currency of that competence to industry standards.

It is important to note, the onus is on the student to present evidence and demonstrate pre-existing competence to justify a claim for recognition and present their case to the satisfaction of the assessor.

Any documents that you provide to support your claim of competency must be the originals rather than copies. Your original documents will be photocopied and handed back to you. It is also expected that any evidence submitted is your own, and if any part of the work is the work of others, that this is formally acknowledged and advised.

### **Recognition Decision**

Regardless of the type of evidence that you submit, Assessors must be confident that the evidence meets the following criteria:

- Full requirements of the unit(s) of competency;
- Any regulatory requirements;
- Authenticity - That it is your own evidence and can be authenticated;
- That you can perform the competency consistently and reliably;
- Is at the standard expected in industry and set out in the Australian Qualification Framework (AQF);
- Sufficiency - There is sufficient evidence to make a judgment.

The recognition process may include the necessity to demonstrate the application of skills. Where it is identified that this is required to assist the assessor in their judgement of competency, this will be arranged at either the student's workplace or at CEMO College's training facilities.

CEMO College is committed to ensuring that all judgments made by trainers against the same competency standards are consistent. Your trainer will examine the evidence that you present and then make a judgment on that evidence, which will be either:

- Competent (C) - you have been deemed competent against all the requirements of the Unit/s of Competency
- Not Yet Competent (NYC) - you have not yet demonstrated competency in all requirements.

Your trainer will advise you of the outcome of your application for RPL and advise where gap training and/or assessment is required.

### **Credit Transfer**

CEMO College recognises the AQF qualifications and Statements of Attainment issued by other Registered Training Organisations (RTOs). Where a student has completed a unit/s of competency prior to enrolling with CEMO College that are included in the course in which the student is enrolling, the student may apply for recognition. This may result in the student not having to complete the same unit of competency again. This is known as credit transfer. Should you wish to seek credit transfer, contact the CEMO College Admissions Staff for a Credit Transfer Form.

See the RPL and Credit Transfer Policy for more details.

## POLICIES AND PROCEDURES

### Access and Equity

CEMO College is committed to providing opportunities to all people for advancement, regardless of their background. We support government policy initiatives and provide access to our training for all those seeking to undertake it.

We ensure that our student selection criteria are non-discriminatory and provide fair access to training for the disadvantaged. In addition, we liaise with agencies and government departments for assistance in matters of language, literacy and numeracy difficulties.

### Complaints and Appeals Policy

#### **Complaints**

CEMO College supports the rights of a student to lodge a grievance or complaint if a student feels they have been treated unfairly. CEMO College will do everything possible to address grievances or complaints in an unbiased and professional manner. Complaints are welcomed as a means of ensuring that we identify and overcome problems faced by students and provide an opportunity to improve our business and/or the delivery of our training programs.

1. CEMO College recommends that students first try and resolve the complaint/appeal informally by contacting their trainer or CEMO College's Student Services at 0393 388 031 or via [info@cemocollege.com.au](mailto:info@cemocollege.com.au).
2. All complaints should be committed to in writing at the earliest possible opportunity and lodged through CEMO College's Complaints Online Form. You can access the Complaints Lodgement Form through CEMO College's Website. This will constitute a formal complaint from the student. This should only happen once step one has been completed, and the student is unhappy with the outcome of this step.
3. The CEO of CEMO College is automatically notified via email each time a Complaints and Appeals form has been submitted.
4. The CEO of CEMO College will initiate a transparent, participative process to deal with the issues at hand.
5. Complaints are to be resolved within 10 working days of the initial application. The CEO of CEMO College may delegate responsibility for the resolution of the complaint as required. In all cases the final conclusion will be endorsed by CEMO College's CEO.
6. The student will be advised in writing of the outcome of their complaint via email.
7. If the outcome is not to the satisfaction of the student, he/she may contact the CEO to discuss their concerns.

8. All complaints will be handled as Staff-In-Confidence.

Where the student remains unhappy with the outcome:

- The student has the right to request a review of the appeal by an independent party.
- The student will be responsible for the costs of the independent review.
- CEMO College will cooperate fully with this independent review.

CEMO College will aim to complete this complaints process as quickly as possible and within a total of 30 days. Where a complaint takes more than 60 days to be resolved, the RTO will advise and inform the complainant in writing. CEMO College will keep the student informed of the progress of the complaint throughout the process.

### **Appeals**

CEMO College supports the rights of a student to lodge an appeal against any assessment decision and will not impair that right in any way. CEMO College will do everything possible to address the appeal in an unbiased and professional manner.

Any student wishing to appeal the assessment decision/judgment should follow the steps outlined below.

1. CEMO College recommends students to first try and resolve the appeal informally by contacting their trainer to discuss their assessment result and why they believe that the trainer's judgement is incorrect, showing evidence of how they have addressed the assessment criteria. Students may also contact the CEMO College support team at 0393 388 031 or [info@cemocollege.com.au](mailto:info@cemocollege.com.au).
2. All appeals should be committed to in writing at the earliest possible opportunity and lodged through CEMO College's Appeals Lodgement Form through CEMO College's website. This will constitute a formal appeal from the student. This should only happen once step one has been completed, and the student is unhappy with the outcome of this step.
3. The appeal request should contain the following information:
  - a) The student's full name and number
  - b) The unit/subject being assessed
  - c) Each assessment task name/number (where the result is being disputed), including why the result should be overturned. The student should refer directly to how they believe they have met the requirement of each task in detail and reference any evidence to support their claims.
4. The CEO of CEMO College is automatically notified via email each time an Appeals form has been submitted.
5. The CEO will initiate a transparent, participative process to deal with the issues at hand.
6. Appeals are to be responded to within 10 working days of the initial application.
7. The CEO of CEMO College may delegate responsibility for the resolution of the appeal as required. In all cases, the conclusion will be endorsed by CEMO College's CEO.

8. The student will be advised in writing of the outcome of their appeal via email.
9. All appeals will be handled as Staff-In-Confidence.
10. If the outcome is not to the satisfaction of the student, he/she may contact CEMO College to discuss their concerns.

Where the student is unhappy with the outcome at step two, they can follow the formal appeal process outlined below:

- The student has the right to request a review of the appeal by an independent party.
- The student will be responsible for the costs of the independent review.
- CEMO College will cooperate fully with this independent review.
- CEMO College will aim to complete this appeal process as quickly as possible and within a total of 30 days. Where an appeal will take more than 60 days to be resolved, the RTO will advise and inform the appellant in writing. CEMO College will keep the student informed of the progress of the appeal throughout the process.

See the Complaints and Appeals Policies for more details.

#### **Transition of Superseded Courses**

The nationally recognised training courses delivered by CEMO College may be superseded by a new training product qualification. If required, CEMO College will apply to add the replacement training product qualification to its scope as soon as practicable, but no later than 12 months from the date of publication of the replacement qualification on the national register.

CEMO College will manage the transition of students to the updated course as soon as is practicable, but no later than 12 months from the date of publication of the replacement qualification on the national register. There may or may not be a fee payable to transition to the updated course.

#### **Student Records**

All student records are subject to CEMO College's Privacy Policy. However, students may reasonably access their files by notifying CEMO College. The management will endeavour to give students prompt access to their own files where reasonable notice is given.

CEMO College will provide students with timely access to their participation and progress throughout the training course.

#### **Procedure**

1. Students are able to view their grades, trainer feedback and the list of completed units via the student portal. For any other requests on their course progress, students are to contact Student Support by [info@cemocollege.com.au](mailto:info@cemocollege.com.au). Students must list their full name, date of birth, address, course enrolled and Student ID.

2. Alternatively, students can send a written request to: Shop 143 Gladstone Park Shopping Centre Gladstone Park VIC 3043; Suite 54-55 Commercial Block C 1 Railway Parade, Burwood NSW 2134.
3. Students will receive notification that the request has been received and may be contacted by CEMO College to obtain further information.
4. CEMO College will issue a letter of confirmation outlining student results for the course within 7 working days of receiving the request. Students will receive this information by email.

#### ***Record Keeping Policy for Assignments and Student Information***

CEMO College has effective administrative and records management procedures in place that maintains student data in a secure and confidential manner.

Records of results, qualifications and Statements of Attainment for students currently enrolled are stored in individual student files. Electronic files are kept up to date and backed up regularly, with the backup copy being kept in a secure location. All student records are stored for retention, archiving, and retrieval for a period of 30 years.

CEMO College retains all rights to assignments, tests, exams, projects and assessments. All soft copies of assessments submitted are retained via the CEMO College Dropbox. All assessments will be kept for a period of 6 months from the date on which the judgement of competence for the student was made, as outlined in ASQA's General Direction: Retention requirements for completed student assessment items.

#### **Fee Payment and Refund Policy**

CEMO College has developed a fair and equitable process for determining course fees, refunds and payment options.

You must advise us of cancellation in writing or by email. A non-refundable administration fee of 25% of the full course fee, payable (non-discounted) or a minimum of **\$250** (whichever is greater), will be subtracted from any refund granted under the terms and conditions outlined in this policy.

No refund is provided for cancellations outside of the refund period, though some cases may be considered, subject to CEMO College management's discretion. In the case of online learning, training and assessment is deemed to have commenced once the learner has been issued a username and login and these have been used to access the online material.

#### ***Cancellation and Refunds***

CEMO College has a refund period whereby refunds are allowed for any reason, including change of mind, known as the 'Refund Period'. No refunds will be issued for cancellations outside of the refund period.

The 'refund period' is defined as **7** calendar days before the first face-to-face session—this means all pre-enrolment and enrolment steps have been completed, and the student is deemed suitable for the course.

If you do not notify CEMO College in writing within the refund period, you will not be eligible for a refund. All refunds will be paid to the person or organisation that originally paid the fees. Refunds will be paid within four calendar weeks of the date the request is received.

If you wish to terminate your studies before the completion of your course, you must first complete a Refund Request Form, available from our website and support team. In cases where fee payment instalments have been negotiated, you will still be liable to pay any and all outstanding fees to CEMO College before the termination of enrolment. 'Outstanding fees' refer to all due payments for training and/or assessment services rendered by CEMO College to the student before the withdrawal of training is officially approved. CEMO College reserves the right to pursue recovery of any and all fees owed by any and all means legally allowable.

For refund applications within the refund period, the Refund Request Form must be received by CEMO College, within the refund period. A refund of the course fee, less the applicable administration fees, will only be issued if all the above criteria have been met and the student has no previous outstanding monies with CEMO College.

This refund policy does not remove your right to take further action under Australia's consumer protection laws.

#### ***Special Consideration***

CEMO College understands that some students may experience prolonged difficulties that may impact their ability to complete their course or a significant disadvantage as a result of a course change due to updates in the training packages that may not be addressed by:

- Extending the maximum duration of your course
- Providing additional learning support services
- Facilitating your Transfer to a different CEMO College course; or
- Providing you with the option to complete an older version of the course (subject to availability and compliance with relevant regulations)

In such cases, students should apply for a special consideration via email.

CEMO College may grant special consideration in circumstances where:

- you are up to date with all course fees; and submit a special consideration request via email to CEMO College, including the relevant sections completed by a medical doctor (where applicable) and any other requested additional supporting documentation
- you have applied for and been granted a course deferral and the circumstances under which you were granted a course deferral are continuing and serious circumstances which will materially affect your ability to continue with your course; or
- there has been a material change to your course resulting in material disadvantage to you which cannot be addressed as mentioned above.

If special consideration is granted, CEMO College may agree to:

- an extension of the duration of the course;
- provide you with additional support services;
- release you from the payment of future instalments; and/or
- grant a pro rata refund of the Course Fees (taking into account the portion of the course that has been completed and the costs associated with the provision of learning materials).

Without limitation, special consideration will not be given if:

- you change jobs;
- your work hours change;
- you move address (including interstate or international moves);
- your course changes under clause 15 as a result of a regulatory change governing CEMO College;
- you find the course more difficult, time consuming or stressful than you had expected; or
- you are made redundant, retrenched, or otherwise resign from or terminate your employment or have your employment terminated.

### **Exceptions**

In the unlikely event that CEMO College is unable to deliver your course in full, however, in the event that this occurs:

- you will be offered a refund for the part of your course that has not been assessed
- The refund will be paid to you within two weeks of the date on which the course ceased to be provided
- Alternatively, you may be offered enrolment in a suitable alternative course at no additional cost to you. You have the right to choose whether you would prefer a refund for the part of your course that has not been assessed or to accept a place in another course.

### **Privacy Policy**

CEMO College will follow the Australian Privacy Principles in the management of all student and staff information, however, allowing access to all information as required by relevant National and State Training Authorities for the purpose of monitoring and/or auditing CEMO College's operations as an RTO.

The purpose of the privacy policy is to:

- describe the types of personal information that we collect, hold, use and disclose;
- outline our personal information handling systems and practices;
- enhance the transparency of our management of personal information;
- explain our authority to collect personal information, why it may be held by us, how it is used and how it is protected;
- notify whether we are likely to disclose personal information and, if so, to whom;
- provide information on how personal information can be accessed, correct it if necessary and complain if you believe it has been wrongly collected or inappropriately handled.

See the Privacy Policy for more details.

### **Workplace Health and Safety (WHS)**

CEMO College is committed to providing a safe and healthy learning and work environment. The safety of our students and staff is of primary importance in all activities and operations of our organisation. We are committed to implementing, maintaining and continuously improving work health and safety in all of our facilities and operations.

CEMO College encourages all persons to regard accident prevention and safety as a collective and individual responsibility.

CEMO College recognises its responsibility under the Workplace Health and Safety and related regulations. The CEO has responsibility for ensuring the health and safety of staff, students, contractors and visitors. This includes:

1. provide and maintain safe plant, equipment and systems of work.
2. provide, monitor and maintain systems for safe use, handling, storage and transportation of plant, equipment and substances.
3. maintain the workplace in a safe and healthy condition.
4. provide adequate facilities to protect the welfare of all employees.
5. provide information, training and supervision for all staff and contractors, helping them to integrate WHS into their work areas and roles.
6. provide information, where relevant, to students, allowing them to learn in a safe manner.
7. check WHS system compliance via ongoing auditing.
8. integrate continuous improvement into WHS performance.

#### VERSION CONTROL

Version Control Table			
Date	Summary of Modifications	Modified by	Version
9/01/2023	Document creation	360RTO Solutions	v. 1.0
21/05/2025	Audit Rectifications <ul style="list-style-type: none"><li>minor formatting edits</li></ul>	CEMO	v. 1.1

#### RTO INFORMATION

Document Name	Student Handbook v1.0
RTO/Company Name	CEMO College
ABN	45 660 746 592
RTO Code	#46403
Phone	0393 388 031
Email	info@cemocollege.com.au
Website	www.cemocollege.com.au
Address	Shop 143 Gladstone Park Shopping Centre Gladstone Park VIC 3043; Suite 54-55 Commercial Block C 1 Railway Parade, Burwood NSW 2134