

# Strategy 7.

## Skill development

Skill development needs to be addressed in the broader context of workforce management. It includes formal and informal learning opportunities, conducted on site or outsourced from the organisation. It should not be separated from the issues of skills transfer, skills utilisation and job performance.

- Competency based training – full qualifications or specialised disability competency clusters drawn from National Community Services Training Package
- Customised in close working partnership between nominated in-house HR representative and training provider, to reflect service type, workplace requirements and specific job requirements of learners
  - in house by a qualified workplace trainer and assessor
  - conducted onsite in partnership with a registered training organisation
  - outsourced to another disability organisation or registered training organisation
- Standardised, competency based induction (entry, re-entry and refresher)
  - Customised in close working partnership between nominated in-house HR representative and training provider, to reflect service type, workplace requirements and specific job requirements of learners
  - in house by a qualified workplace trainer and assessor
  - conducted onsite in partnership with a registered training organisation
  - outsourced to another disability organisation or registered training organisation
- Analysis of skills held and skills utilised as a basis for development an organisational training needs analysis and HR plan
- Utilise traineeships for new and existing workers
  - Customised in close working partnership between nominated in-house HR representative and training provider, to reflect service type, workplace requirements and specific job requirements of trainees
  - Trainees shared between work areas, sites, and/or organisations in a local area
- Learning circles
  - problem solving and innovation
  - debrief and collegiate support
  - translation of research and formal training into workplace practice



4. Consider the implications of implementing these strategies from the perspective of:

- Current industrial arrangements

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- Client needs and preferences being met

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- Business viability for your organisation

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