



Australian Government

Assessment Requirements for BSBHRM614 Contribute to strategic workforce planning

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 7.0.

Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- contribute to the development and implementation of at least one strategic workforce plan.

In the course of the above, the candidate must:

- analyse information from a range of internal and external sources to determine:
 - workforce strategic direction, objectives and targets
 - trends and emerging practices that may have an impact on workforce
 - relevant technology
 - recent and potential changes to industrial and legal requirements
 - future labour needs and skills requirements
 - options for sourcing labour
 - organisation's preferences regarding workforce
- consult relevant stakeholders and collaboratively develop, implement, monitor and review a strategic workforce plan including:
 - budget
 - priorities
 - agreed objectives, targets, programs and practices based on cost-benefit analysis
 - timeframes
 - risk management
 - evaluation against objectives.

Knowledge Evidence

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- human resource practices and functions
- relevant legislative, regulatory and industrial requirements for the organisation

- common options for sourcing labour
- impact of technology on job roles in the organisation or work area
- options for sourcing labour supply
- risk management plans to support the strategic workforce planning
- format and features of a strategic workforce plan
- modern philosophies, values and policies applicable to the human resources profession.

Assessment Conditions

Skills in this unit must be demonstrated in a workplace or simulated environment where the conditions are typical of those in a working environment in this industry.

This includes access to:

- workplace documents and resources relevant to performance evidence
- relevant legislation, regulations and codes of practice
- business strategic and operational plan
- relevant workplace policies and procedures.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

Links

Companion Volume Implementation Guide is found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10>