



**Australian Government**

# **Assessment Requirements for BSBLDR404 Lead a diverse workforce**

**Release: 1**

# Assessment Requirements for BSBLDR404 Lead a diverse workforce

## Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 1.0.

## Performance Evidence

Evidence of the ability to:

- identify diversity within a team based workforce and outline opportunities and barriers to inclusive engagement of individuals
- promote the benefits of diversity within the workplace and identify the business benefits of incorporating diversity into planning and operations
- demonstrate communication style and methods that encourage inclusion identifying and compensating for own bias and assumptions
- develop work plans that integrate a diverse workforce, adjusting plans and operations to meet legislation, regulations and policy
- structure continuous feedback and review processes into team activities.

Note: If a specific volume or frequency is not stated, then evidence must be provided at least once.

## Knowledge Evidence

To complete the unit requirements safely and effectively, the individual must:

- outline legislation, regulation and business policy and procedures relevant to diversity in the workplace
- explain the origins and types of diverse groups/persons in the workplace
- give examples of strategies, tools and techniques for integrating and engaging a diverse workforce
- explain the potential impacts of gender, race, age, disability, sexual orientation, form of work engagement and flexible work arrangement on workforce engagement
- identify benefits to business of having a diverse workforce and barriers to inclusive engagement.

## Assessment Conditions

Assessment must be conducted in a safe environment where evidence gathered demonstrates consistent performance of typical activities experienced in the management and leadership field of work and include access to:

- legislation and regulations related to workforce diversity
- workplace policies and procedures related to working with diversity
- interaction with others
- case studies and, where possible, real situations.

Assessors must satisfy NVR/AQTF assessor requirements.

## Links

Companion Volume implementation guides are found in VETNet -

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