



Australian Government

**Assessment Requirements for PSPGEN087
Undertake and promote career
management**

Release: 1

Assessment Requirements for PSPGEN087 Undertake and promote career management

Modification History

Supersedes and is not equivalent to PSPGEN052 Undertake and promote career management.

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and on at least one occasion:

- analyse strengths, weaknesses, opportunities, threats (SWOT)
- research and question to inform planning
- reflect on own skills, abilities, values and performance
- conduct skills audits and skills gap analyses
- develop strategies for the management of one's own career
- develop strategies for the management of others' careers
- provide performance feedback and capitalise on new skills developed by others in the workplace.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- organisational policies and procedures in relation to career planning, including:
 - human resources frameworks and strategies
 - performance management systems
 - learning and development systems
 - succession planning
- strategic approach to career management for self and others
- career development options
- workforce trends
- scenario planning in the context of career management
- changing demographics and workforce skill needs
- principles of equal employment opportunity, equity and inclusion
- legislation relating to career management.

Assessment Conditions

Skills must be demonstrated in the workplace or in a simulated environment that reflects workplace conditions.

Assessment must ensure access to:

- organisational policies and procedures in relation to career planning
- legislation relating to career management
- resources and equipment of the working environment.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623>