



Australian Government

Assessment Requirements for BSBDIV801 Conduct strategic diversity 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 1.0.

Performance Evidence

Evidence of the ability to:

- research opportunities for workforce diversity
- develop organisational workforce diversity objectives and strategies
- implement at least three initiatives to support workforce diversity
- critically analyse existing organisational workforce diversity objectives with evaluation of their effectiveness and recommendations for improvement.

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:

- discuss organisational workforce diversity policies including:
 - regulatory requirements
 - rationale for workforce diversity within an organisation
 - policies that promote the leveraging of diversity
 - issues that can be linked to diversity
- outline strategies that support leveraging organisational diversity
- describe diversity planning methodologies
- describe how workforce trends affect workforce planning methodologies
- describe organisational diversity including:
 - cultures
 - beliefs
 - traditions and practices
 - equal opportunity
 - diversity as a business advantage.

Assessment Conditions

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

- legislation, regulations and codes of practice
- organisational records, policies and procedures
- case studies and, where possible, real situations
- interaction with others.

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>