



Australian Government

Assessment Requirements for BSBHRM613 Contribute to the development of learning and development strategies

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 developing a learning and development strategy for at least one work area
- evaluate effectiveness of that strategy when implemented, and recommend improvements.

In the course of the above, the candidate must:

- examine and review organisational policies and procedures relevant to training and assessment
- develop consultation and communication processes to support and encourage stakeholder input into design, implementation and review of organisational learning and development strategy
- source learning resources or assessment tools, and modify, if required, to meet requirements of organisational learning strategies
- implement plans for improving organisational learning strategies.

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:

- legislation, codes of practice and national standards relevant to job role
- organisational technology and systems requirements to support an organisational learning strategy
- consultation and communication processes
- common approaches to learning strategy design
- organisational learning and development strategy design
- relevant continuous improvement processes associated with organisational learning and development strategies
- evaluation strategies
- quality management compliance requirements as it relates to organisational learning

- organisational policies and procedures relating to the development of learning and development strategies.

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:

- relevant organisational policies and procedures
- workplace documents and resources relevant to performance evidence
- information on current training and assessment requirements.

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>