



Australian Government

MSS014019 Facilitate team engagement with sustainability

Release: 1

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Modification History

Release 1. Unit title changed. Unit code changed. Application changed. Performance Criteria changed. Foundation Skills populated. Assessment Requirements changed. Supersedes and is not equivalent to MSS014011 Facilitate team to develop and implement sustainability strategies.

Application

This unit describes the skills and knowledge required to facilitate and guide others in the development and implementation of sustainability improvements.

This unit applies to senior staff, team leaders, managers or similar roles who have been given the responsibility to assist members of a team, work group or section to understand their role in sustainability. The individual will encourage a systems-thinking approach to sustainability, address skills and/or other development needs of team members, facilitate resources and organisational support for the team's improvement ideas and guide implementation of sustainability improvements.

This unit applies to any organisation.

No licensing or certification requirements exist at the time of publication. Relevant legislation, industry standards and codes of practice within Australia must be applied.

Competency Field

Sustainable operations

Elements and Performance Criteria

Elements	Performance Criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Facilitate the development of process and sustainability knowledge	1.1 Identify sustainability goals of enterprise as they relate to work area 1.2 Provide information about sustainability and its relationship to work area using language, style and methods appropriate to team members 1.3 Model and promote a safe and respectful environment for communications and learning 1.4 Recognise skills and/or other development needs for team members to contribute to achieving sustainability improvements in the work area 1.5 Provide mentoring and/or initiate other support to address identified needs

Elements	Performance Criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
	1.6 Structure team activities and communications to facilitate understanding of interconnected processes and systems 1.7 Guide and assist team members to apply technical and/or operational knowledge to work area 1.8 Recognise own needs for skills and/or other development to better engage, guide and assist others and initiate action to address needs
2. Facilitate team improvements to sustainability	2.1 Provide information and related documentation to team on sustainability requirements and operating procedures for work area 2.2 Assist team members to apply this information to work responsibilities 2.3 Guide team members to identify sustainability interactions within work area or process and determine actual and potential impacts 2.4 Encourage team members to identify suboptimal sustainability performance and make improvement suggestions 2.5 Facilitate open and respectful discussion of suggestions in order to develop and evaluate improvement options 2.6 Assist team to identify and collect data relevant to current sustainability performance and improvement options
3. Resource a proactive approach to sustainability	3.1 Develop communications between specialists and team members to support sustainability improvements 3.2 Resource and assist team members to make sustainability improvements within their scope of responsibility 3.3 Facilitate allocation of resources and organisational support for team's sustainability improvements 3.4 Develop processes and support team members to identify and report sustainability issues outside their scope of responsibility
4. Implement sustainability improvements for work area	4.1 Facilitate planning for implementation of team suggested and/or externally directed sustainability improvements 4.2 Guide and assist team members to apply a structured approach to planning, implementing and monitoring improvements 4.3 Facilitate team member commitment to and involvement in the implementation and monitoring of improvements 4.4 Involve team and other key personnel in identifying skills and/or other development needs for continued contribution to sustainability and

Elements	Performance Criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
	improvement processes 4.5 Take or initiate action to address identified needs

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential to performance but not explicit in the performance criteria.

- Reading skills to interpret workplace documentation
- Writing skills to communicate with a range of audiences
- Oral communication skills to facilitate engagement and participation
- Numeracy skills to interpret and explain sustainability measures and indicators
- Learning skills to recognise and initiate action on own skills and/or other development needs.

Other foundation skills essential to performance are explicit in the performance criteria of this unit.

Unit Mapping Information

Release 1. No equivalent unit.

Links

Companion Volume Implementation Guides are available from VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5b04f318-804f-4dc0-9463-c3fb9a3fe998>

Assessment Requirements for MSS014019 Facilitate team engagement with sustainability

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Performance Evidence

There must be evidence the candidate has completed the tasks outlined in the elements and performance criteria of this unit, and demonstrated the ability to:

- facilitate processes with a team of at least 2 other people to develop their skills and knowledge in, and commitment to, sustainability
- guide and assist a team at least 2 other people to apply a structured approach to plan, implement and monitor at least 2 sustainability improvements.

Knowledge Evidence

There must be evidence the candidate has knowledge of:

- methods of identifying skills and/or other development needs
- options to address skills and/or other development needs
- features of and techniques for providing mentoring support
- techniques to address barriers and support engagement and participation
- procedures relevant to jobs and processes in work area
- sustainability interactions, impacts and issues relevant to the work area
- root cause analysis and problem solving
- current and emerging approaches to sustainability, including:
 - identifying, retaining and/or managing residual resources
 - biological materials flow
 - technical materials flow
 - impact of supply chain decisions
 - role of digitalisation
- mitigation strategies as relevant to work area
- standards and regulations relevant to work area
- application of systems thinking to
 - identifying and solving problems
 - evaluating sustainability impact of process, product or service
 - identifying likely impact of change

- structured approaches to planning, implementing and monitoring improvements, including at least one of:
 - plan, do, check, act (PDCA)
 - plan, do, study, act (PDSA)
 - define, measure, analyse, improve, control (DMAIC)
 - similar structured approach being used by the organisation.
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Assessment Conditions

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