



Australian Government

Assessment Requirements for PSPGEN125 Support workplace coaching and mentoring

Release: 1

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Modification History

Supersedes and is not equivalent to PSPGEN048 Support workplace coaching and mentoring.

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:

- establish at least one coaching or mentoring framework including:
 - the application of legislation, regulations and policies relating to workplace coaching and mentoring
 - research and analysis to promote the framework to stakeholders.
 - communication with others to implement and support the program.

Knowledge Evidence

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

- legislation, regulations, policies, procedures and guidelines relating to workplace coaching and mentoring including privacy, freedom of information and equity and inclusion
- codes of ethics
- code of conduct
- policy and procedures for the work environment
- human resource strategies that link to a coaching and mentoring strategy
- principles and practices of coaching and mentoring that need to be addressed in the organisational strategy
- coaching and mentoring methodologies and strategies, including:
 - key characteristics of coaching and mentoring
 - the difference between coaching and mentoring
 - potential benefits for the organisation
 - potential benefits for the person being coached or mentored.

Assessment Conditions

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

Assessment must ensure access to:

- legislation, regulations, policies, procedures and guidelines relating to workplace coaching and mentoring

- 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>