



Australian Government

Assessment Requirements for PSPHRM014 Coordinate career development

Release: 1

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Modification History

Supersedes and is equivalent to PSPHRM008 Coordinate career development.

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 present a career management program that incorporates each of the following:

- consultation with stakeholders
- alignment with at least one organisational priority
- explanation of the program to two different audiences
- information and data that would be used to inform the effectiveness of the program.

Knowledge Evidence

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

- career development and career management as concepts within an organisational context including:
 - importance of retaining human and intellectual capital within an organisation
 - career guidance and counselling strategies
 - concept of career stages
 - strategies for individuals to manage their own career
 - adult learning principles
 - succession planning
 - national competency concept
- the organisation's strategic goals and their implications for career development including:
 - career development strategies and plans
 - identified skills needs
- jurisdictional legislation, policies and practices applying to career development
- national and international models of good practice in career development.

Assessment Conditions

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

Assessment must ensure access to:

- jurisdictional legislation, policies and practices applying to career development
- resources and equipment required 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>