



Australian Government

PSPSCI009 Facilitate innovation and change through extension

Release: 1

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Modification History

Release	Comments
1	This unit was released in PSP Public Sector Training Package release 1.0 and meets the Standards for Training Packages. This unit supersedes and is equivalent to PSPSCI502A Facilitate innovation and change through extension. • Unit code updated • Content and formatting updated to comply with new standards • All PC transitioned from passive to active voice

Application

This unit describes the skills required to perform extension work at a broadly recognised level requiring considerable initiative and independent judgment within generally directed strategic programs. It includes determining extension objectives and methodologies, preparing for extension work, facilitating innovation and change, and monitoring and evaluating the adoption of innovation and change.

This unit applies to those working to facilitate innovation and change through extension.

The skills and knowledge described in this unit must be applied within the legislative, regulatory and policy environment in which they are carried out. Organisational policies and procedures must be consulted and adhered to.

Those undertaking this unit would work autonomously with supervisory responsibilities, while performing sophisticated tasks in a range of contexts.

No licensing, legislative or certification requirements apply to unit at the time of publication.

Competency Field

Government Science and Technology

Elements and Performance Criteria

ELEMENTS	PERFORMANCE CRITERIA
Elements describe	Performance criteria describe the performance needed to demonstrate

the essential outcomes	achievement of the element. Where bold italicised text is used, further information is detailed in the range of conditions section.
1. Determine extension objectives and methodologies	1.1 Identify required program outcomes. 1.2 Determine extension objectives to meet organisational outcomes and client needs. 1.3 Provide leadership to extension colleagues to influence and motivate their work. 1.4 Generate and interpret research data, identify client target groups and tailor information for different target groups. 1.5 Evaluate and modify dissemination methodology, techniques and strategies in accordance with type of research information and client needs and/or preferences. 1.6 Identify and manage issues relating to intellectual property.
2. Prepare for extension work	2.1 Foster and use industry networks to maintain and apply industry knowledge to encourage client decision making and the implementation of improved practices. 2.2 Develop change management approaches to assist clients to find their own solutions and to implement change. 2.3 Identify risks and determine and apply risk management strategies. 2.4 Acquire and manage resources and develop an extension strategy.
3. Facilitate innovation and change	3.1 Implement information strategy and recommend improvements to clients. 3.2 Use feedback from clients to identify problems and new issues, and provide further information and/or advice in response to client needs. 3.3 Implement change management strategies, and negotiate solutions to problems. 3.4 Modify strategies to address resistance.
4. Monitor and evaluate adoption of innovation and change	4.1 Monitor change management strategies, analyse results and manage contingencies. 4.2 Evaluate outcomes and report against extension objectives and required program outcomes, and make recommendations for modification of future strategies. 4.3 Implement and evaluate revised strategies to ensure continuous improvement. 4.4 Identify outcomes with implications for organisational policy and influence policy development.

Foundation Skills

Foundation skills are embedded within the elements and performance criteria of this unit.

Unit Mapping Information

s unit supersedes and is equivalent to PSPSCI502A Facilitate innovation and change through extension.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=bebbece7-ff48-4d2c-8876-405679019623>

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Assessment Requirements for PSPSCI009 Facilitate innovation and change through extension

Modification History

Release	Comments
1	These Assessment Requirements were released in PSP Public Sector Training Package release 1.0 and meet the Standards for Training Packages. • Assessment Requirements created drawing upon specified assessment information from superseded unit

Performance Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the candidate must demonstrate evidence of performance of the following on at least one occasion.

- using facilitation and presentation strategies and/or methods
- using communication styles to suit different audiences and purposes
- using problem solving to overcome resistance and develop professional relationships of trust
- reading and interpreting scientific research information, and designing materials using different media for different audiences
- applying information management strategies
- using technology for materials preparation and monitoring outcomes

Knowledge Evidence

Evidence required to demonstrate competence must satisfy all of the requirements of the elements and performance criteria. If not otherwise specified the depth of knowledge demonstrated must be appropriate to the job context of the candidate.

- well-developed knowledge of the industry
- advanced extension methodology
- principles of change management
- participatory processes in the context of extension activities
- group dynamics and group processes
- community development principles
- research principles and methodology
- evaluation processes relating to extension outcomes
- broad understanding of the scientific area

- specialist area of expertise
- work health and safety, environmental protection and other public sector legislation, public sector standards and organisational code of practice as they relate to work in a scientific research/technological environment

Assessment Conditions

This unit contains no specific industry-mandated assessment conditions. Guidance on suggested and recommended conditions and methods can be found in the Implementation Guide.

Assessors must satisfy the NVR/AQTF mandatory competency requirements for assessors.

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