



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

This 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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