



Australian Government

TAE80210 Graduate Diploma of Management (Learning)

Release: 3

TAE80210 Vocational Graduate Diploma of Management (Learning)

Modification History

Version	Comments
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Release 3	Released with <i>TAE10 Training and Education Training Package version 2.0</i> New release created to correct unit identifier for BSBINN601.
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Release 2	Released with <i>TAE10 Training and Education Training Package version 2.0</i> New release created to update unit identifiers and correct typographical errors.
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Release 1	First released with <i>TAE10 Training and Education Training Package version 1.0</i>
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Description

Descriptor

This qualification reflects the roles of individuals who apply highly specialised knowledge and skills in the field of organisational learning and capability development. In these roles they are required to generate and evaluate complex ideas; and to initiate, design and execute major learning and development functions within an organisation. Typically, they would have full responsibility and accountability for the personal output and work of others.

This qualification may apply to leaders and managers in an organisation where learning is used to build organisational capability.

Job roles

Job roles and titles vary across different industry sectors. Possible job titles and roles relevant to this qualification include:

- general manager human resources
- general manager/head of school registered training organisation (RTO)
- director, workforce planning and development
- learning and development senior consultant
- manager, learning and change management
- manager, learning and development.
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Pathways Information

Qualification pathways

Prerequisite requirements

There are no prerequisite requirements for individual units of competency.

Pathways into the qualification

Candidates may enter the qualification through a number of entry points demonstrating potential to undertake study at graduate level, including:

- with a relevant Diploma or Advanced Diploma, or a relevant Certificate III or Certificate IV together with significant relevant vocational practice
- with a higher education qualification, together with relevant vocational practice
- with the related TAE70210 Vocational Graduate Certificate in Management (Learning), which will credit as four elective units towards this qualification (a candidate with this related qualification will be required to successfully complete the two core units and two further elective units to meet the requirements of TAE80210 Vocational Graduate Diploma of Management (Learning))
- with extensive relevant vocational practice, without formal qualifications.

Examples of job roles include:

- learning and development consultant
- manager/head of department, registered training organisation (RTO)
- organisational learning and leadership manager
- training manager
- workforce capability development leader

- workforce planner
- educational professional working within an RTO
- manager providing research or information related to career development.
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Licensing/Regulatory Information

Licensing, legislative, regulatory or certification considerations

There is no direct link between this qualification and licensing, legislative and/or regulatory requirements. However, where required, a unit of competency will specify relevant licensing, legislative and/or regulatory requirements that impact on the unit.

Entry Requirements

Not applicable.

Employability Skills Summary

EMPLOYABILITY SKILLS QUALIFICATION SUMMARY

TAE80210 Vocational Graduate Diploma of Management (Learning)

The following table contains a summary of the employability skills required by industry for this qualification. The employability skills facets described here are broad industry requirements that may vary depending on qualification packaging options.

Employability skill	Industry/enterprise requirements for this qualification include:
Communication	- consulting with stakeholders and undertaking advocacy for target groups - developing collaborative relationships and cultivating new and existing partnerships - reading and interpreting structurally intricate texts - using conflict resolution and negotiation skills, and applying techniques and tools to identify and change thinking and practice - using highly developed interpersonal and language skills to model and encourage collaborative thinking
Teamwork	- building trust, confidence and respect of diverse groups and individuals - creating a collective responsibility for innovation and changes in practice to respond to client needs - cultivating collaborative and participative work relationships
Problem-solving	- developing strategies to maximise the asset value of human resources - promoting changes to thinking, practice and learning strategies using a range of tools and techniques - researching trends in the industry and analysing research information - securing data and records - systematically evaluating strategic outcomes
Initiative and enterprise	- applying a range of concepts and principles to develop a learning strategy - conducting situational analyses - encouraging learning via an active learning partnership - promoting innovation and entrepreneurial thinking, and exploring and identifying innovation activity and needs in a given context - identifying emerging business opportunities - shaping strategic thinking and inspiring others through a shared

EMPLOYABILITY SKILLS QUALIFICATION SUMMARY

	- vision - using creativity in coaching and mentoring techniques - using influencing strategies
Planning and organising	- determining the relationship between human capital and organisational requirements - establishing rules and procedures, and reporting on programs as required - framing research strategies in consideration of available resources - maintaining currency and relevance of information - planning and developing people, including career development and human capital that links to performance and organisational learning imperatives - planning, developing and implementing a mentoring program - prioritising and implementing strategies for deploying human capital - reviewing performance of resources and people - setting business targets and identifying resource requirements
Self-management	- acting as a role model in the workplace - complying with legislative requirements, codes of practice and organisational policies and procedures - conducting activities ethically, cooperatively and respectfully - demonstrating professionalism in all aspects of work - leading sustainable innovative practices - maintaining professional standards - maintaining self-efficacy and promoting personal reflection on own leadership styles and approaches
Learning	- assisting an organisation to harness learning to achieve improved capabilities and sustainable outcomes - conducting career development sessions - contributing to the learning of others by developing organisational learning strategies - developing, reviewing and updating career plans with individuals and groups - forming partnership learning programs - inducting mentors and mentees - reflecting upon and evaluating personal leadership style, and personal and professional competencies - seeking expert advice on behalf of others
Technology	analysing and implementing technological and system requirements

EMPLOYABILITY SKILLS QUALIFICATION SUMMARY

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| | <ul style="list-style-type: none"> • reviewing and implementing improved electronic business systems, sales, and network and learning technology within the organisation • selecting suitable technology and technical services • using a wide range of online and computer-based technologies • using agreed technology • using basic desktop applications to manage the contribution of learning to human capability enhancement (capital value) • using recordkeeping and reporting systems • using technology to discover, access, store, manage and report on research |
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Packaging Rules**Packaging Rules****Total number of units = 8****2 core units *plus*****6 elective units**

At least **4 of the elective units** must be selected from the elective units listed below.
Up to **two elective units** may be selected from the elective units listed below or any other currently endorsed Training Package or accredited course. Elective units must be relevant to the work outcome, local industry requirements and the qualification level.

Core units

BSBINN801A Lead innovative thinking and practice

BSBRES801A Initiate and lead applied research

Elective units**Financial management**

BSBFIM701A Manage financial resources

Packaging Rules**Innovation**

BSBINN501A Establish systems that support innovation

OR

BSBINN601B Manage organisational change

IT building and implementation

BSBITB701A Implement advanced electronic technologies

Learning and development

BSBLED701A Lead personal and strategic transformation

BSBLED702A Lead learning strategy implementation

TAELED703A Implement improved learning practice

TAELED704A Review enterprise e-learning systems and solutions
implementation

BSBLED705A Plan and implement a mentoring program

BSBLED706A Plan and implement a coaching strategy

BSBLED707A Establish career development services

BSBLED708A Conduct a career development session

BSBLED709A Identify and communicate trends in career development

BSBLED710A Develop human capital

Management

PSPHR616A Manage performance management system

OR

PSPMNGT614A Facilitate knowledge management

Relationship management

BSBREL701A Develop and cultivate collaborative partnerships and
relationships

Selecting elective units for different outcomes

The context for this qualification varies and this must guide the selection of elective units. Examples of appropriate elective units for particular outcomes follow.

Packaging Rules

For specialisation in a **leadership and management role** in an RTO or **human resource development** (HRD) operational area, selection from the following elective units of competency is recommended.

- BSBINN601B Manage organisational change
- BSBLED701A Lead personal and strategic transformation
- BSBLED702A Lead learning strategy implementation
- BSBREL701A Develop and cultivate collaborative partnerships and relationships
- PSPMNGT614A Facilitate knowledge management
- TAELED703A Implement improved learning practice

For specialisation in **organisational learning and leadership of workforce capability development**, selection from the following elective units of competency is recommended.

- BSBFIM701A Manage financial resources
- BSBITB701A Implement advanced electronic technologies
- BSBLED705A Plan and implement a mentoring program
- BSBLED706A Plan and implement a coaching strategy
- BSBLED710A Develop human capital
- PSPHR616A Manage performance management system
- PSPMNGT614A Facilitate knowledge management
- TAELED704A Review enterprise e-learning systems and solutions implementation

For specialisation where managers provide research or information related to **career development**, selection from the following elective units of competency is recommended.

- BSBLED707A Establish career development services
- BSBLED708A Conduct a career development session
- BSBLED709A Identify and communicate trends in career development