

## Training news

### Frontline Management Program scheduled for a face lift!

Peoples Services Branch staff, David Read, Maria Ristic and Michelle Chin recently completed the nationally recognised qualification BSB40812 Certificate IV in Frontline Management as part of the Department's Frontline Management Program offered through the Learning and Development Section. Congratulations!!!

The Frontline Management Program forms part of the Department's Management Leadership Framework and is focused on developing new supervisors, team leaders or managers working in level 3 – 5 within the Department.

The program's alignment to the BSB40812 Certificate IV in Frontline Management finished on the 30 June 2014 with 11 of the 17 staff enrolled having successfully completed the program.

The Frontline Management Program has recently been through a review, with the Learning and Development Section currently working on a new program linked to nationally recognised training for 2015.

Stay tuned!



# Training News

## Aerial Marksmen Training

The Department conducts aerial shooting programs across WA as part of strategic pest animal control programs. To conduct these programs the Department requires Aerial Marksmen used in these shoots to have successfully completed the Department's Aerial Marksmen Training coordinated by Learning and Development's Corporate Firearms Officer, John Rooney.

The existing Aerial Marksmen Training Program was reviewed and updated earlier this year following a request from Regional and Fire Management Services to have the program aligned to the nationally recognised unit of competency AHCVPT304A Conduct vertebrate pest activities from aircraft. John Rooney worked with the section's Registered Training Organisation (RTO) Coordination Team to complete this review and submit an application to the Australian Skills Quality Authority to have the unit added to the Department's RTO Scope of Registration.

The new Aerial Marksmen Training Program was delivered for the first time earlier this month out of the Department's Kununurra office. This saw Learning and Development work closely with Kununurra District staff to ensure resources were available. Participants of the training were involved in a mix of theory and practical based activities across 4 days to include practical shoots on the range, static targets and from a helicopter.

The training was successful in building the Department's capacity to conduct aerial shooting programs with suitably qualified staff.

# Recruitment news

## Email alerts for Expressions of Interest (EOIs)

Did you know you can create a job seeker account for the Department of Parks and Wildlife's **internal** jobs board?

Creating a job seeker account allows you to create email alerts, ensuring that you are notified when a position of interest is advertised. This is particularly useful for Expressions of Interest that are advertised internally only.

Visit the internal jobs board on *the Source* where you will find a link to the 'Guide for Creating a Job Seeker Account'.

The job seeker account created for the internal jobs board is separate to that of the publicly accessible WA Government Jobs Board.

The Recruitment and Establishment team recommend you use a personal email address when creating a job seeker account. This will allow you to receive notifications during periods of absence from work, e.g. annual leave.

If you receive an alert for a position of interest while you are absent from work, email [Recruitment@dpaw.wa.gov.au](mailto:Recruitment@dpaw.wa.gov.au), quote the position number, and request a copy of the advertisement.

# Staff News

Carol Ebbett from Learning and Development's Conservation and Land Management Training Team has been transferred to the Frankland district.

Carol in her role as a Workplace Assessor for the section moved to Walpole to better support the majority of her learners who are located in the Walpole, Albany and Pemberton work centres undertaking either a Certificate III or IV in Conservation and Land Management as part of the Department's Pathways program.

The move has enabled Carol to work more closely with her learners and fitted in more smoothly with the District's works program requirements.

Although Carol does not directly work for the District, Carol is also able to find opportunities to keep her currency up in the units of competency that the team provides an assessment service for. This is very important in ensuring that Carol and the team are keeping up with industry best practice and work methods.

Carol will also be providing direct support to the district this coming fire season, by assisting in Fire related roles, which in remote districts with limited staff is very appreciated by the host district.

When Carol was asked how the transfer was working out Carol stated "It has been such a positive move, well supported from both ends, and feel like I'm in the best position here to provide support to my learners, liaise with subject matter experts and retain currency."

Below is a picture of Carol in Walpole, working with one of her learners Trevor Brown, on their project management units.



## Embracing Opportunities!

Louise McCall, Learning and Development's A/Manager – Registered Training Organisation joined the Department in April 2011 following a career in finance in both the private and public sectors in the Northern Territory (NT).

At the time, Louise and her family were new to Western Australia and given this, Louise wanted her main focus to be settling her family into the state. Thus, when looking for work she steered away from similar supervisory positions she had once filled in the NT and applied for the role of Level 2 Finance and Data Officer with the former section, Organisational Learning and Development.

Before long, Louise's knowledge, experience and thirst for a challenge came to light. It was time for Louise to spread her wings a little and take on a career change...one that complimented her existing knowledge and skills but involved gaining new ones. Louise, following her EPDP in 2012 was given the opportunity to act in the Level 5 position of Coordinator – Training Quality. During this period with the support of the section Louise undertook nationally recognised training. Louise's efforts were rewarded in 2013 with her securing the position permanently and meeting competency for the following nationally recognised qualifications:

- TAE40110 Certificate IV in Training and Assessment
- BSB40812 Certificate IV in Frontline Management
- 52559WA Certificate IV in Leadership Development
- BSB40212 Certificate in Business

This year Louise has continued to grow professionally taking up an opportunity to act in Learning and Development's Level 6 Manager, Registered Training Organisation position. This has required Louise to undertake further training (a requirement of the position) in Vocational Education and Training. Her Higher Duties Application has recently been extended and she has completed her studies graduating with the following nationally recognised qualifications:

- TAE50111 Diploma of Vocational Education and Training
- TAE50211 Diploma of Training Design and Development

Louise is a valued staff member of the Learning and Development Section. She is a fine example of what can happen when a person's potential is recognised, opportunities to act and undertake training are given and they themselves embrace such opportunities to progress their career.



*Louise McCall holding her certificates recently awarded for completion of her Diploma level studies.*