

CALM staff to train for greater competency

ALAN Byrne and Rose Haggett of Human Resources Branch have completed the finishing touches to CALM's massive training reform project.

Based at the Dwellingup Training Centre, Alan and Rose were members of a project team comprising CALM's Roger Armstrong, Rory Neal, Lindon Piggot and John Jackway, WESFI's Alan survey, Work force Management Development Office's Nicci Whitehouse, Forest Industries' John Maddams, and Public Sector Administration's Cherrie Hawke.

The new competency-based training system recognises the interests of employees as well as employers, unions, industry and educationalists.

The team's task was to change CALM's training approach so that staff were trained and assessed to meet the standards required to do their jobs. In other words, an employee either can do a job to the standard required or cannot.

The former inservice courses were accredited by CALM and hence recognised, generally, only by CALM.

by Tammie Reid

Now, courses will be accredited with the State Training Board, via the Skills, Standards and Accreditation Board and registered with the National Training Board.

To achieve this, CALM must ensure that trainers/instructors, course material, facilities, equipment and assessment instruments meet pre-determined national criteria.

The daunting task involved the group in:

- deciding on the competencies required;
- reviewing each course and how it would be taught, making sure it would be effective in delivering the competencies; and
- maintaining the standards, ensuring each curriculum and assessment was based on the new national competency standards, where they existed.

As senior training officer and course developer, Alan has documented and implemented the decisions of the team.

"The impetus for this work comes from the move towards workplace reform

and affects all areas of the Australian work force, with the objective of providing more flexible and immediate training and vocational education," he said.

"The strengths of the new system mean a staff member can be assessed and competencies recognised regardless of how they were acquired.

"Where the staff member already meets the standards, he or she may not have to attend the training, but is still recognised as competent.

"Workers and employers alike will benefit from the portability of qualifications that are nationally recognised.

"There is also the option of offering CALM's training packages on the education market.

"CALM's four-wheel driver training courses, for example, would be very popular if we were to advertise outside the department.

"This accreditation process ensures that the quality of courses and the standard of credentials are maintained."

So far, 27 training programs and short courses have been accredited and registered with the Skills

Standards and Accreditation Board.

Accredited courses are:

- ◆ Worksafe
- ◆ Hardwood Silviculture
- ◆ Driver Training 4x4 (light)
- ◆ Driver Training 4x4 (heavy)
- ◆ Tree Planting
- ◆ Firearms Safety
- ◆ Search Techniques
- ◆ Flora Survey
- ◆ Fauna Survey
- ◆ Bush Survival and Camping
- ◆ First Aid
- ◆ Erosion Control
- ◆ Tractor Operators
- ◆ Health and Fitness
- ◆ Law Enforcement
- ◆ Level 1 Recreation Planning and Management
- ◆ Level 2 Recreation Planning and Management
- ◆ Interpretation
- ◆ Management of Volunteers
- ◆ Level 1 Dieback Interpreters
- ◆ Level 2 Dieback Interpreters
- ◆ Boat Operators
- ◆ Field Engineering
- ◆ Chainsaw Maintenance and Handling
- ◆ Restricted fallers
- ◆ Wildfire Suppression
- ◆ Personal Protection (Wildfires).



Alan Byrne and Rose Haggett review overheads they had prepared for training programs and short courses registered and accredited with the Skills Standards and Accreditation Board. Photo by Tammie Reid



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