

**SKILLS FRAMEWORK FOR ELECTRONICS
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Productivity and Innovation					
TSC	Innovation Management					
TSC Description	Respond to external or internal opportunities and apply creativity to introduce new ideas, processes or products					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			ELE-PIN-3002-1.1	ELE-PIN-4002-1.1	ELE-PIN-5002-1.1	ELE-PIN-6002-1.1
			Analyse work practices within own scope of work for innovation and improvement opportunities	Develop innovation initiatives and strategies in a business function and conduct pilot testing to determine feasibility of innovation initiatives and strategies	Formulate systems to support innovation, identifying, reviewing and implementing innovation initiatives and engaging employees for feedback on innovation	Inspire a culture of innovation, directing development and review of innovation strategies, leading innovative practices as well as sustaining innovative thinking, practices and learning
Knowledge			<ul style="list-style-type: none"> Broad concepts of innovation Steps in innovation process Behaviours that support innovation Individual role in contributing to innovation culture 	<ul style="list-style-type: none"> Characteristics of business functions that are more likely to be open to innovation Characteristics of broader environments that support and encourage innovation Creative approaches to identify innovation opportunities Range of creative techniques to generate innovative ideas 	<ul style="list-style-type: none"> Barriers to innovation that can occur within the organisation Business environment issues and impacts to be considered in developing innovation concepts Issues and requirements to commercialise innovation concepts Broad practical and operational issues that determine whether an innovation initiative can be implemented Considerations in generating and translating innovative ideas into workable concepts Communication and facilitation methods for encouraging innovation within the organisation 	<ul style="list-style-type: none"> Internal barriers to innovation External barriers to innovation Innovation process

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<p>Abilities</p>			<ul style="list-style-type: none"> • Present ideas to relevant stakeholders for feedback to improve ideas and develop possible variations • Assist in pilot testing and prototyping to determine effectiveness of innovation initiatives within a business unit • Support implementation of innovation initiatives in a business unit in accordance with innovation strategies to meet organisational requirements • Analyse work systems and processes to identify opportunities for innovation and improved work practices within own scope of work 	<ul style="list-style-type: none"> • Evaluate business function performance to identify opportunities for innovation and improvement • Create opportunities to maximise innovation within a business function • Support and guide employees to contribute to the implementation of organisational innovation strategies • Develop and refine innovative initiatives to ensure achievement of desired business outcomes within a business function • Conduct pilot testing and prototyping of innovation concepts within business function to determine feasibility of innovation initiative • Make recommendations of innovation initiatives to relevant stakeholders for implementation 	<ul style="list-style-type: none"> • Establish systems to support innovation within the organisation in consultation with relevant stakeholders • Research and evaluate existing information to identify and evaluate needs and opportunities for innovation initiatives within organisation • Review pilot testing and prototyping results to determine feasibility of innovation initiatives across the organisation • Filter and select suitable innovation initiatives to translate to organisational levels • Present organisational-wide implementation specifications to management for approval • Provide opportunities for all employees to provide feedback and explore ideas and opportunities for change and innovation for further refinement 	<ul style="list-style-type: none"> • Direct development of innovation strategies to align to long term organisational objectives • Lead innovative practices and garner support for a culture of innovation • Incorporate innovation into leadership and management activities and organisational strategies to promote innovation in the organisation • Sustain innovative thinking and practices to support long term organisational strategies