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|------------------------------------|---|----------------|----------------|---|--|---|
| <b>TSC Category</b>                | Learning and Development Management   |                |                |   |  |   |
| <b>TSC</b>                         | Learning and Development Framework Management   |                |                |   |  |   |
| <b>TSC Description</b>             | Develop and apply a learning and development framework to manage competency and capability development for the organisation |                |                |   |  |   |
| <b>TSC Proficiency Description</b> | <b>Level 1</b>  | <b>Level 2</b> | <b>Level 3</b> | <b>Level 4</b>  | <b>Level 5</b>   | <b>Level 6</b>  |
|                                    |   |                |                | ECM-LDM-4002-1.1  | ECM-LDM-5002-1.1   | ECM-LDM-6002-1.1  |
|                                    |   |                |                | Implement and contribute to the development of the organisation's learning and development frameworks   | Lead the development and implementation of learning and development frameworks and procedures in the organisation  | Drive the organisation's strategic plans in learning and development to foster a culture of lifelong learning and skills mastery in the organisation  |
| <b>Knowledge</b>                   |   |                |                | <ul style="list-style-type: none"> <li>Learning and development theories and practices</li> <li>Learning and development frameworks and procedures</li> <li>Models and methods for evaluating the effectiveness of learning and development</li> <li>Lifelong learning principles, practices and frameworks</li> <li>Adult learning theories</li> <li>The use of technology in learning and development</li> <li>National educational standards and frameworks</li> <li>International accreditation frameworks</li> </ul> | <ul style="list-style-type: none"> <li>Methods of developing curriculum and assessments</li> <li>Methods of developing blended learning techniques</li> <li>Learning and development evaluation, tools and techniques</li> <li>National and international occupational standards and education frameworks</li> <li>Methods of developing a competency-based framework including profiles, assessment criteria, and competence portfolios</li> <li>Methods of developing trainers, coaches and assessors</li> </ul> | <ul style="list-style-type: none"> <li>Learning and development strategy development and implementation</li> <li>Strategic human resource management</li> <li>Learning and development return on investment methodologies</li> <li>Learning theories and practices</li> </ul> |
| <b>Abilities</b>                   |   |                |                | <ul style="list-style-type: none"> <li>Implement and maintain learning and development frameworks and procedures</li> <li>Analyse the latest learning strategies,</li> </ul>  | <ul style="list-style-type: none"> <li>Develop organisational learning and development frameworks against best practices and standards</li> </ul>  | <ul style="list-style-type: none"> <li>Endorse the organisation's learning and development frameworks</li> <li>Foster a culture of continuous improvement and lead teams in the</li> </ul>  |

**SKILLS FRAMEWORK FOR ENERGY AND CHEMICALS  
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

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|  |  |  |  | <p>practices, techniques and technologies</p> <ul style="list-style-type: none"> <li>• Contribute to the ongoing continuous improvement of learning and development frameworks</li> <li>• Interpret national and international standards and frameworks</li> <li>• Analyse the effectiveness of organisational learning and development frameworks</li> </ul> | <ul style="list-style-type: none"> <li>• Carry out policy reviews with internal stakeholders</li> <li>• Apply latest learning strategies, techniques and technologies to improve the organisation's learning strategies and frameworks</li> <li>• Develop effective relationships with third-party learning partners and organisations</li> </ul> | <p>ongoing development of learning and development policies, systems and procedures</p> <ul style="list-style-type: none"> <li>• Identify internal and external organisational trends and implement framework changes</li> <li>• Foster a culture of lifelong learning and skills mastery with the use of learning innovation and technologies</li> </ul> |
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