

TSC Category	Learning and Development Management					
TSC	Training, Coaching and Assessment Management					
TSC Description	Deliver competency-based on-the-job training, coaching and assessment in line with the processes and procedures of the learning and development framework					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			ECM-LDM-3005-1.1	ECM-LDM-4005-1.1	ECM-LDM-5005-1.1	
			Apply processes, procedures and plans of learning and development frameworks to deliver training, coaching and assessment for staff	Facilitate the implementation of learning and development frameworks including on-the-job training, coaching and assessment for staff	Guide the development of learning and development frameworks to manage the delivery of on-the-job training, coaching and assessment for staff	
Knowledge			<ul style="list-style-type: none"> Blended learning theories and practices Characteristics of competency-based training Workplace learning methods Components of workplace learning plans Questioning techniques and practices Principles of giving and receiving assessment feedback Roles of workplace assessors 	<ul style="list-style-type: none"> Learning and development frameworks Structured and unstructured on-the-job training practices Principles of training, coaching and assessing Learning materials development Coaching processes Learning programme design principles Evaluating learning and development tools and techniques Experiential learning theories, principles and practices Roles of workplace assessors and verifiers 	<ul style="list-style-type: none"> Models and methods for evaluating the effectiveness of learning and development Methods of auditing training, coaching and assessment activities Principles of competence assurance Principles of organisational capability development 	
Abilities			<ul style="list-style-type: none"> Deliver training, coaching and assessment Support the learners' development of personal portfolios Plan and prepare assessments, identifying the outcome 	<ul style="list-style-type: none"> Supervise the delivery of training, coaching and assessments Analyse learners' development of personal portfolios Review assessment plans and preparation 	<ul style="list-style-type: none"> Establish performance indicators and measures for the effectiveness of training, coaching and assessment programmes Drive competence management and 	

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

			<p>requirements in terms of deeming the learners competent or not-yet-competent</p> <ul style="list-style-type: none"> • Mentor staff and provide guidance to develop individuals' development plans • Maintain assessment evidence and audit trails 	<ul style="list-style-type: none"> • Supervise the support of individuals' development plans, providing guidance and mentoring • Review assessment evidence and audit trails • Review assessment updates and reports from the learning and development management system 	<p>capability development within the organisation</p> <ul style="list-style-type: none"> • Review new technologies for learning and development 	
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