

TSC Category	Workplace Learning					
TSC	Organisational Impact Analysis					
TSC Description	Assess the impact of learning solutions and interventions on organisation's desired outcomes and identify ways to enhance learning effectiveness					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			TAE-LDD-3017-1.1	TAE-LDD-4017-1.1		
			Conduct organisational impact analysis to measure impact of learning solutions and interventions and identify performance gaps	Develop and evaluate processes for conducting organisational impact analyses to evaluate the impact of learning solutions and interventions		
Knowledge			<ul style="list-style-type: none"> • Organisation's desired outcomes • Types of tools used for impact assessment of learning solutions and interventions • Methods for conducting organisational impact analyses • Performance improvement metrics • Impact of learning solutions and interventions • Methods of gathering feedback • Financial metrics for assessing learning solution and intervention impact • Ethical and legal considerations relating to organisational impact analysis • Components of organisational impact reports 	<ul style="list-style-type: none"> • Methods for designing organisational impact analysis processes • Metrics which can measure organisational impact of learning solutions and interventions • Emerging tools and methods which can facilitate organisational impact analyses • Methods for evaluating organisational impact analysis processes and reports 		

<p>Abilities</p>			<ul style="list-style-type: none"> • Assess the organisation's prior operational context and processes • Determine the organisation's desired outcomes relating to learning and performance improvement • Identify linkages between the organisation's desired outcomes and the learning solution and intervention outcomes • Identify appropriate performance improvement metrics • Deploy relevant tools and methods to conduct organisational impact analyses • Assess financial performance metrics of learning solutions and interventions to calculate return on investment and other required measurements • Conduct predictive analyses to anticipate long-term organisational impact of learning solutions and interventions • Consolidate stakeholder feedback to assess impact of learning solutions and interventions • Prepare organisation impact analysis report • Identify outstanding performance gaps to determine further improvement actions and opportunities 	<ul style="list-style-type: none"> • Determine the objectives and scope which should be used for organisational impact analyses • Lead selection of metrics to be used in organisational impact analyses • Design methods and processes which can be used during organisational impact analyses • Develop strategies for collecting and evaluating stakeholder inputs to inform organisational impact analyses • Design organisational impact analyses processes which ensure legal and ethical considerations are managed • Design processes to facilitate performance gap identification • Establish framework for organisational impact analysis reports • Evaluate organisational impact analyses to identify process improvement opportunities 		
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