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Abstract

This essay would like to address the challenges that today's workforce face, specifically in the global and Australian labor economy. The writer discusses the importance of the role of the employees' training and competence in finding stable jobs in the highly competitive industries. In the same manner, to give stress on the enhancement of the existing skills and talents of the employees in order to sustain their professional growth in the organization they work for in the long run. Hence, the productivity of the employees should be given priority in order to maintain the growth and profitability and economic stability of one company.

Keywords

curriculum, competency, employee, skills, research, development, framework, assessment

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Research Framework On Employee Skills Development Through Competency Based Curriculum And Assessment

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ABSTRACT

This essay would like to address the challenges that today's workforce face, specifically in the global and Australian labor economy. The writer discusses the importance of the role of the employees' training and competence in finding stable jobs in the highly competitive industries. In the same manner, to give stress on the enhancement of the existing skills and talents of the employees in order to sustain their professional growth in the organization they work for in the long run. Hence, the productivity of the employees should be given priority in order to maintain the growth and profitability and economic stability of one company.

BACKGROUND

The Vocational Education and Training (n. d.) which initiated by the Australian Government offers varied apprenticeship programs for the novice job hunters in the country. This is actually a stepping stone for them to get employed as well as to enhance their existing skills and competence through different areas of training and development. This program is provided by the government to the Australian job-seekers, employees, and students who want to land a job in the field of their interest. This skilled employment and apprenticeship Access Program provides the job seekers with unique and once in a life time experience of combining the practical work, training and theories in order to enhance further their employment skills and increase their job opportunities without any cost or payment. This is also promotes further education, information and assistance for the job applicants who happen to experience difficulty in finding a job. The Australian government has taken this initiative in order to help their citizens to acquire formal qualifications in finding employment opportunities as well as to improve their chances to secure a long term employment, remuneration package and benefits in the long run.

METHODOLOGY OF THE FUTURE RESEARCH

The aim of this research is to establish a better understanding of the factors that are driving the employee skills development. This can be obtained through analyzing its advantage. A quantitative approach for data collection and analysis will be used.

Primary data will be obtained through a survey strategy making use of questionnaires focused mainly on close-ended questions with the intention that the data collected will be more suited to a quantitative analysis method.



An empirical model is constructed using Skills development within the firm as the dependent variable. Ordinary least square (OLS) is then used to estimate a regression model of training expenditure with those variables seemed likely to influence the extent of training as the independent variables.

The following are used as explanatory variables. First, the extent of training is likely to vary with firm size and labor force size, larger firms train more. Second, there may be industry difference. Union density is included, expressed as the percentage of employers' association and additionally for regular use of job rotation for employee development, since it is plausible stability are applied to test for longitudinal changes.

The regression model is estimated as outlined above; the proportion of quality on training is used as the dependent variable. It will estimate as a function of size, sector, and use of job rotation, employers' association, membership and union density.

SKILLS DEVELOPMENT THROUGH COMPETENCY BASED TRAINING

Spencer and Spencer (1993) have provided an analysis of 650 jobs that were based on the twenty years of research with the use of the McClelland/McGee job competence assessment (JCA) methodology. This includes the generic job models for entrepreneurs, technical professionals, salespeople, service workers and corporate managers for future directions and helpful uses for job competency training among job applicants. Since competency models for human job competence and performance have been based on the numerous techniques on how to develop employee's competency for better personnel assessment, training and development and choosing a career path.

Cripe and Mansfield (2001) have claimed that practical plan for targeting skills of any employee is very important in wanting to develop their competence in the long run. However, in today's market, no one can really tell if the competitive job market is stable or not for the most loyal employees seeking for long term job security from the companies that try to retain them. Those value added employees are productive on their jobs as well as who understand how to increase their personal marketability by developing specific skills, knowledge, and attitudes. Hence, the managers should coach them with proper training strategies and approaches together with the tools and resources to make employees more valuable to the organization. The competency model process is not only applicable to the ever-changing business and global economy today, but also to the policymakers and human resource practitioners who can do a lot of motivations and drives to the workers in order to achieve change, further competence in the workplace as well as to attain professional and personal goals.

In addition to that, Croucher and Brookes (2009) established the fact through a survey data in the larger private employers' inputs to employee skills development, that unions and employers' associations raise employer incentives for employees' training and development.

Wallace (2006) has found that the pace of change in any organization is continuing to get faster, until the management will find out that it just like most other companies in the industry. The change is not only coming faster, but it is probably having an impact on the employees, company and the entire organization. The causes for change management are often based on the major variables of the business such as the wants and needs of customers, investors' expectations, the economy, global competition, among others. Moreover, most of the companies today always rely on the product branding in order to position their business at the frontline of the competition.

But, most of all the management should not forget that the key to organizational success in the 21st century is helping your employees develop goal-focused behaviors that produce improved results. Hence, leadership must be involved with ensuring that the organization's development objectives are



linked to and aligned with organizational objectives such as to improve the daily performance of the employees and a develop an initiative that is driving the organization in the direction towards developing a high level of competency among the employees.(Wallace, 2006).

Lyons (2005) explained that an interactive approach to skill development and knowledge attainment may serve with various purposes for employees' learning and development. Team leaders should be given adequate training materials in order to perform more effectively in the workplace. Generally, there are several performance behaviors among employees that can be used by the team leaders to assess those most valued workers in the company through the application of skill charting. This tool is effective to use by the professional trainer and also by the human resources practitioners, so as by the managers to be able to arrange in order the events or activities that happen among the employees in the workplace. This process can be used for training purposes for the employees' exploration of their new skills, or for some initiatives. This only needs an approach that may involve the employee's direct participation in increasing the likelihood of working practices that will achieve greater employee acceptance to the changes.

HOW DOES TRAINING AND OUTCOME OF TRAINING BE REFLECTED IN WORKPLACE PRODUCTIVITY AND FINANCIAL OUTCOME

Saeed and Shabir (2013) cited (Benson et al, 2004) demonstrated that investment in employees' training and skills development may contribute to the further productivity of the employees and in the long run will even tremendously contribute to the profitability of the company as well as to the return of investment of the owners.

In this connection, the Australia's Skills and Workforce Development Needs (2012) has given emphasis to the increase need of today's economy to have adequate education and skills among people in order to learn properly how to communicate globally and effectively especially in the global workplace. The increased knowledge and continuous enhancement of the people's skills are both important to be able to have competent advantage over their competitors in the industry as well as in the organization they work for. Especially nowadays, those different industries are in need of more and more skilled individuals to fill the numerous positions.

Additionally, Fouad, Hahm and Leisy (2010) admitted that employers should face the truth that if not for the most valued employees, many companies would be nothing in the business. The business is considered good while the best employees last in the company. Considering the downturn of the global economy today, many companies have been downsizing their number of workforce in order to sustain the operation of the business despite the bad economic condition. Furthermore, many organizations bounce back after economic trial mainly because of the help of their most competent and skilled employees in planning and creating newest products and services that may hold the key to economic recovery.

Hall (2013) has announced that the high quality education as well as the skills training is both vital to access the job opportunities of a growing nation and the changing economy of one country. Therefore, the vocational system that launched in Australia is a great achievement for the country in order to create more and more vocational and skilled people for the different industries in the country. The skills training market is significantly strengthening the employees performance and abilities in accomplishing their tasks with more confidence and objectivity.

More than that, the vocational training system will also prepare the students through undergoing training together with the theories they learned from the academy will be combined together in the training process in order to prepare these younger workers to work efficiently and effectively by the time that they graduate. Many industries are helping hand in hand in order to provide and supply all



the training tools and materials needed by the on-the-job training workers in order to give full support to these people who may deliver high level of productivity and efficiency in the near future in every industry they may in.

Skills for Improved Productivity, Employment Growth and Development (2008) has concluded that education, training and continuous learning will make the people productive and at the same time many better job opportunities will be available for the people in order to have a better income and professional growth and development. And, the highly developing nations are successfully gaining further economic growth because the government really invests time and money in order to create skilled and competent individuals in their country. Most of all, the skills training and development does not only boost the morale of the normal people but as well as it helps the disadvantaged younger group of people especially with physical disabilities to realize their own potentials for highly skilled employment that will surely contribute to the economic growth and productivity at large. Another thing, women have all the potentials to acquired skills and competence that they may use in various industries. All they need is to prove that they have the high level of ability to acquire these highly competent training skills and development.

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