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Creating sustainable competitive advantage and resilience in VET organisations: is capability building the answer?
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Goal and aim of the project

- The main goal of the project is to develop employee capabilities to continuously improve the quality of competency based training and assessment.
- The aim of the project is to design and develop a distinctive capability framework to support the implementation and management of leadership and employee capability at SBIT.




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What is capability?

- Individual capability is an all round human quality, an integration of knowledge, skills, personal qualities and understanding used appropriately and effectively – not just in familiar and highly focused specialist contexts but in response to new and changing circumstances (Stephenson, 1992).
- Capability is also about potential, that is, what the individual can achieve (Mitchell, 2008).
- A capability framework is a tool which identifies and describes the essential capabilities an organisation needs (Townsend & Cairns, 2003).



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VET Definitions

- A VET practitioner describes those staff of registered training organisations (RTO's) who are directly involved in delivery of teaching, training and/or assessment programs that are nationally recognised (Dickie, et al., 2004, p.16).
- The VET professional are those staff who provide leadership, management and support for teaching, training and assessment within RTO's but who are not directly involved in delivery of nationally recognised training (Dickie, et al., 2004, p.16).
- VET administration are ancillary support staff for example, client service, marketing, finance and clerical (Dickie, et al., 2004).


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Research questions

- What are the challenges faced by you and others in your current role?
- What do you consider to be the core capabilities currently needed by [the organisation's] employees?
- What additional emerging strategic capabilities do you think will be required by your specialised VET stream?
- What do you consider are the main barriers to the development of these capabilities?




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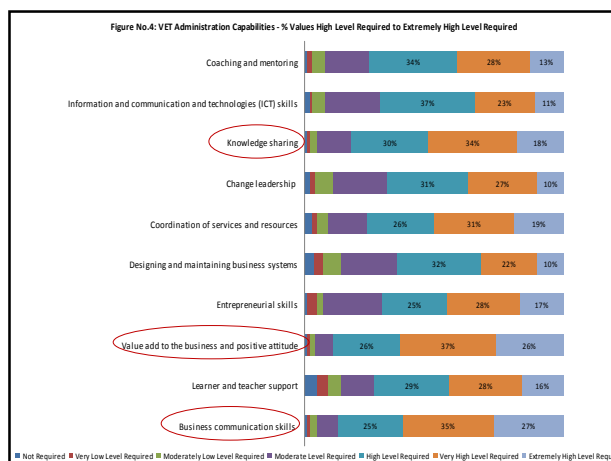
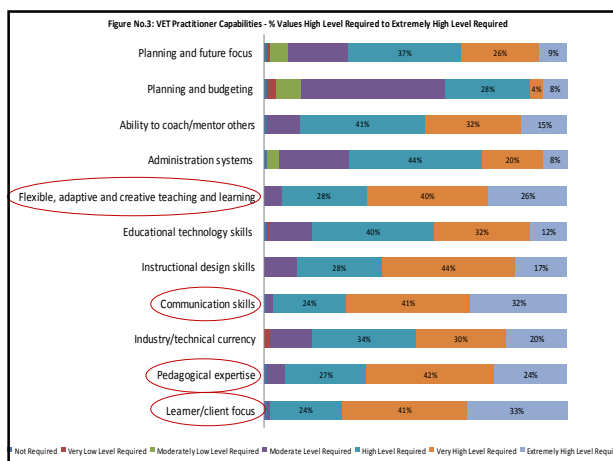
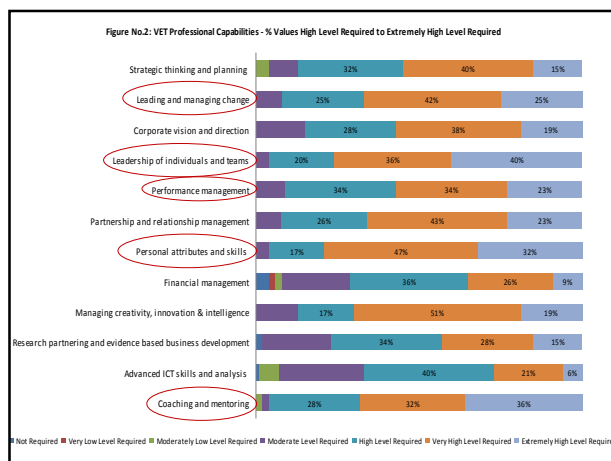
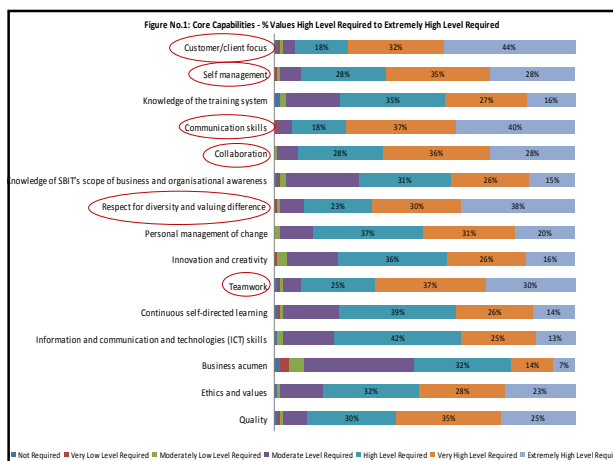
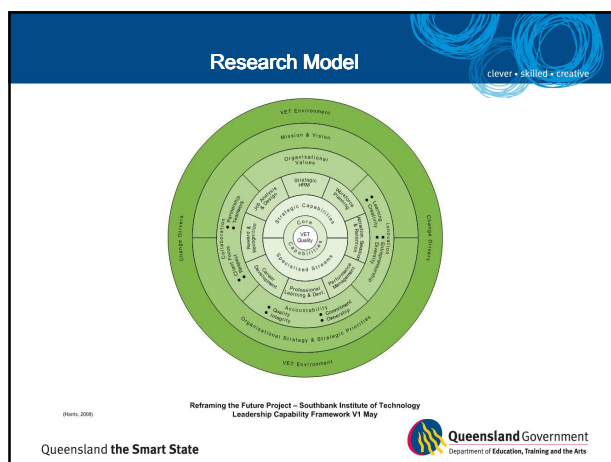
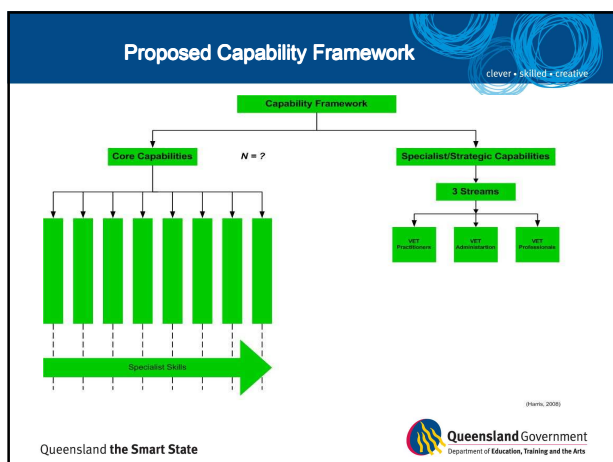
Research methods

- Literature review
- Focus groups (VET practitioners, administration and VET professionals)
- Electronic survey (All SBIT staff)



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Questions and discussions

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- Are there any questions or comments?



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