How does training and development contribute to strategic workforce planning outcomes?

This half-day workshop uses research findings on the relationship between training and development and employee turnover to help participants identify ways to raise the capacity and productivity of a lean workforce.

You will benefit from this workshop by:
- Understanding the link between productivity and training and development
- Identifying the structures and methods that form training and development models
- Constructing training and development models aligned to the organisation’s objectives
- Discovering how training and development impacts on employee turnover
- Determining how training and development can be used to achieve workforce planning outcomes

Content
The economics of training: human capital development
- Organisational costs and benefits of training
- Individual benefits from employer-provided training and development
- Productivity and training
- Cost and benefits of general versus specific training

Organisational objectives and workforce planning
- Organisation outcomes
- Labour market and workforce issues
- Workforce composition
- Human resource management arrangements and employment practices
- Employee turnover: why people stay or leave an organisation

Employer-provided training and development models
- Defining training and development
- Training and human resource development
- Training and development structures
  - Formal vs informal
  - Internal vs external
  - Accredited vs unaccredited
- Training and development methods
- The purpose of training and development
- Determining the investment in training
  - Combining structure, method & purpose to form training and development models:
    - Individual development
    - Team development
    - Organisational development

The link between organisation and workforce characteristics and training and development
- Application of training and development models for workforce planning

Thursday 18 October 2012
9:00am - 12:30pm
Perth CBD

Half Day Course
Personal Member: $290.00
Corporate Member: $365.00
Non-Member: $435.00

In-Agency
Did you know we can customise any of our Public Service Training courses to meet your organisation’s needs?

Facilitator

Geraldine Kennett specialises in organisational learning strategies and professional development for association members. She is the Institute for Public Administration Australia’s (IPAA Victoria) Executive Director and is on the Board of Multicultural Arts Victoria. In the past Geraldine worked as a senior manager for Australian Industry Group, Australian Human Resources Institute, Central Metropolitan College of TAFE (WA) and Myer Stores Ltd. She was also a council member for the Australian Human Resource Institute (AHRI) from 2005-2007, and a board member of Charles Sturt University from 2006-2008.

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