



Australian Government

**Department of Innovation
Industry, Science and Research**

DIISR LEARNING & DEVELOPMENT STRATEGY

As part of the Department's continuing commitment to assist staff in building upon and further developing their skills and capabilities, a new Learning and Development (L&D) Strategy has been developed. Under the new Strategy the Department will maintain and enhance a range of learning and development opportunities and initiatives. In line with this, a new suite of L&D Programs based on whole of Department and immediate training needs identified through work with Divisions will be implemented.

Managing learning and development in a structured, strategic way will ensure that employees are attending programs which provide both themselves and the organisation with relevant skills and knowledge, as well as ensuring that funds are spent wisely. The implementation of the Workforce Planning Strategy provided the basis to move to a more strategic approach to L&D. This Strategy will assist the Department in achieving the following outcomes:

- Aligning learning with the business
- Integrating learning with other organisational processes and policies
- Providing a range of learning options
- Allowing learning to be managed more effectively
- Increasing the likelihood of new skills and knowledge being used back in the workplace.

The Department's new L&D programs fall into three categories; Capability Development; Management & Leadership and SES Learning & Development. Under each category a wide range of new programs will be developed and delivered through a streamlined, centrally managed and funded approach.

The new L&D programs will continued to be reviewed and assessed to ensure Departmental L&D needs are being met. Using Workforce Planning to collect data and information allows for a systematic, strategic approach to L&D. It will also assist HR&F Branch in our ongoing evaluations of our long term centrally run programs.

The Department has developed a Learning and Development Panel which provides easy access to a number of training providers.

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