

1. Record Nr.	UNINA9910483990303321
Titolo	Workforce Development : Strategies and Practices // edited by Tom Short, Roger Harris
Pubbl/distr/stampa	Singapore : , : Springer Singapore : , : Imprint : Springer, , 2014
ISBN	981-287-068-7
Edizione	[1st ed. 2014.]
Descrizione fisica	1 online resource (374 p.)
Disciplina	370.113
Soggetti	Professional education Vocational education Learning Instruction Lifelong learning Adult education Professional & Vocational Education Learning & Instruction Lifelong Learning/Adult Education
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references at the end of each chapters and index.
Nota di contenuto	Introduction -- Workforce Development: Moving Perspectives to Practices Tom Short and Roger Harris -- International Trends in Skilled Migration and the Implications on Workforce Development Strategy Peter Kell -- What do Young Australian Engineers Want? Strategies to Attract this Talent to less 'Glamorous' Industries Michelle Wallace, Neroli Sheldon, Roslyn Cameron and Ian Lings -- Enhancing Career Pathways Neroli Sheldon and Michelle Wallace -- Developing a Win-Win Scenario: Agendas and Strategies with Organizations to Enhance Workers' Learning Brian Findsen -- Recognising and Developing the Skills of Culturally Diverse Groups Katie Maher -- Formal Workplace Mentoring: A Strategy for Engagement Tom Short -- Education Technologies and Simulation in Training Gregory Tibbits, Lesley Jolly, Lydia Kavanagh and Liza O'Moore -- Managing complex project in large organisations Senevi Kiridena and Andrew Sense -- Strategies to

Recognise Abstract Skills in Skills Recognition Processes: a Case Study of Personal Practice Lisa Davies -- e-Technologies Kieren Jamieson, Sukanlaya Sawang and Cameron Newton -- Building Leadership Culture: What it means for Organisations Tom Short, Tom Stehlik and Janene Piip -- Workplace Coaching: Context and Challenge Roslyn Cameron -- How to Identify Talented Leaders Janene Piip and Roger Harris -- A Moment in Time and Place: Can Highly Contextualised Training meet National Training Frameworks? Jill Hadley -- Innovation, Change and the Intrapreneurial Mindset John Thompson, Jarna Heinonen and Jonathon M Scott -- Recruitment of skilled employees and workforce development in the German VET system: problems, politics and strategies for the future Thomas Deissinger -- Applying National Vocational Curricula to Develop a Unified Industry Standard Michele Simons, Roger Harris -- Creating Capacity: a Common Framework to Safety Incident Investigation Herbert C Biggs, Tamara D Banks and Nathan Dovan -- CONCLUSION -- Adoption and Engagement Strategies in Workforce Development Roger Harris and Tom Short. .

Sommario/riassunto

This book is the second in a series of two volumes that reviews a broad range of workforce development strategies and practices in a period following the global financial crisis, when organisational stability and survival were foremost in leaders' minds. Drawing mainly from a wide range of major research projects conducted in Australia and supplemented by contributions from international authors, this second book is a compilation of contemporary themes and applications that were developed from individual research projects. During the global financial crisis, the Australian economy out-performed many other developed countries, but was nonetheless not immune to international pressures such as global competition, market fluctuations and an increasingly mobile workforce. These issues are reflected in many of the chapters and the combined work will inform readers about the major workforce development challenges facing public and private sector organisations. The book blends relevant literature with rich empirical evidence gathered from large and small organisations alike, and includes application tools developed by researchers who are experts in their field. This book will be of great interest to a broad audience of academics, industry leaders, human resource practitioners, and students in the fields of adult education, business, psychology and the social sciences. Moreover, it offers a valuable resource for education and training professionals, management consultants, and more generally, all those who are following the evolution of work and its impact on contemporary society.
