

Contents

1 Exploring the Notion of Workforce Development	1
Roger Harris and Tom Short	
Part I Sustainability, Growth and Diversity	
2 Attracting and Retaining Staff: The Role of Branding and Industry Image	19
Michelle Wallace, Ian Lings, Roslyn Cameron and Neroli Sheldon	
3 International Developments in Skills Migration: A Case Study of the Opportunities, Threats and Dilemmas for Australia	37
Peter Kell, Roslyn Cameron, Deborah Joyce and Michelle Wallace	
4 Career Paths: Challenges and Opportunities	57
Neroli Sheldon and Michelle Wallace	
5 Skills Recognition and Recognition of Prior Learning for Workforce Development: Challenges and Possibilities	75
Lisa Davies	
6 Recognition of the Skills and Knowledge of Indigenous Employees ...	93
Katie Maher	
7 Women and Engineering: A Workforce Development Issue	113
Michelle Wallace and Neroli Sheldon	
Part II Human Capability and Capacity Building	
8 Transitions in Workplace Communication: Perspectives on the Efficacy of Formal Workplace Mentoring	133
Tom Short	

9 Building Workforce Competencies through Complex Projects	153
Andrew Sense and Senevi Kiridena	
10 The Developmental Role of Competence Assurance	173
Liza O'Moore, Lesley Jolly and Lydia Kavanagh	
11 The Challenges of Leadership in the Twenty-First Century	193
Tom Stehlik, Tom Short and Janene Piip	
12 Leadership Talent Identification and Management	213
Janene Piip and Roger Harris	
13 Literacy in the Workplace	233
John Benseman	
Part III Innovations in Learning and Development	
14 Coaching in the Workplace	253
Roslyn Cameron and Mehdi Ebrahimi	
15 Contemporary Challenges in E-learning	269
Kristal Reynolds, Karen Becker and Julie Fleming	
16 Simulating Work: Can Simulators Help Develop a Workforce?	283
Lydia Kavanagh, Lesley Jolly, Liza O'Moore and Gregory Tibbits	
Part IV Looking Forward: Changing Perceptions and Possibilities	
17 Spirituality at Work: The Contribution of Mindfulness to Personal and Workforce Development	303
Leigh Burrows	
18 Evaluation in Workforce Development	317
Michele Simons	
19 Critical Perspectives on Workforce Development	329
Jim Stewart and Sally Sambrook	
20 The Future of Workforce Development—Old Wine in New Bottles? . .	351
Tom Short and Roger Harris	
Index	373

Workforce Development

Perspectives and Issues

Harris, R.M.; Short, Th.W. (Eds.)

2014, XVIII, 387 p. 23 illus., Hardcover

ISBN: 978-981-4560-57-3