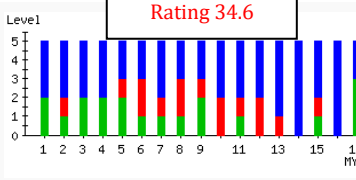
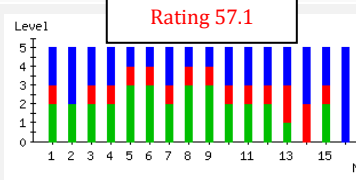
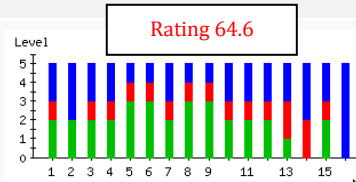
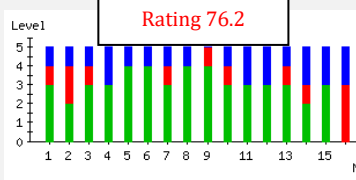
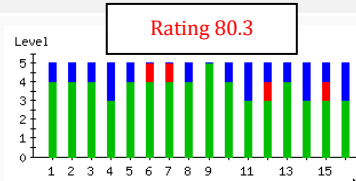
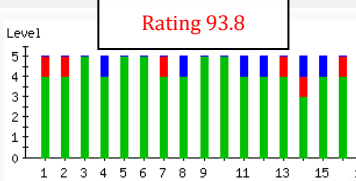


Case study: SKILLcode for measuring learning @ work

Table 1 Summary of experiences that lead to SKILL profile upgrades

No	PROFILE Change	Description of experiences producing upgrades
1		Increased exposure to people and clients. Record keeping associated with machinery use and chargeable time. Introduction to supervising the performance of others, Increased technical skills.
2		Managed small teams, conducted on the job instruction, technical skills developed on the job. Works planning and design. Developed new techniques and procedures, Overseas consultancy, initiated and conducted training across NSW.
3		Rejected offer to study at university. Conducted research on the skills and knowledge for industry. Gained support and managed the documentation of the S&K through major national project, conducted workshops across NSW, provided specialist advice and trials relating to machinery use and suitability.
4		Used computer technology. developed national curriculum. Conducted research trials on tunnel failure in farm dams., Conducted statewide workshops for private contractors, Provide specialist planning design and construction advice to staff and contractors.
5		Chair National industry reference group. Developed competency standards. Played a key role in designing and gaining endorsement for the CLM Training Package. Designed VET RTO compliance system. Designed training and assessment system to support Training Package qualifications.
6		Chair National industry reference group. Developed competency standards. Played a key role in designing and gaining endorsement for the CLM Training Package, Designed RTO compliance system. Designed training and assessment system to support Training Package qualifications.
7		Developed a grading system to support industrial instruments for field staff. Developed/managed an MOU between NSW TAFE and the Organisation to deliver training and assessment in our workplace.
8		Co – developed an online recruitment and job design system, Developed training assessment and accreditation program for new legislation. Developed a training and assessment system based on national competency standards for Hydrographers.

The following table defines a multi - profile history for a single user. Please note all profiles have been generated by the user and does not include any external learning activities.

Table 2 Learning history SKILL profile archiving for analysis

SKILL	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
2010	5	5	5	4	5	5	5	4	5	5	4	4	5	4	4	5	5
2006	4	4	5	4	5	5	5	4	5	4	3	4	4	3	4	4	5
1999	4	4	4	3	4	5	5	4	5	4	3	4	4	3	3	3	5
1993	4	4	4	3	4	4	4	4	5	4	3	3	4	3	3	3	4
1985	3	2	3	3	4	4	3	4	4	3	3	3	3	2	3	0	3
1977	2	2	2	2	3	3	2	3	3	2	2	2	1	0	2	0	3
1974	2	1	2	2	2	1	1	1	2	0	1	0	0	0	1	0	3
1971	1	1	1	1	1	1	1	1	2	0	0	0	0	0	1	0	3

MYSKILLSmanager SKILL profiles are highly beneficial in the context of valuing and communicating new aspects associated with defining skill capability, skill requirements and skill development options. This is clearly demonstrated in this case study whereby SKILL profiles enable the value and communication of the skill growth of an individual (forty year working career) to be documented. The following information details the SKILL profile development.

Table 3 Life-long learning SKILLcode profile development

Name	Expertise for SKILLCODE	Start DATE	End DATE	Rating	Resp	Lead	Tech
2010	Self employed Consultant	3/07/2006	date	93.8	35.8	32.2	32
2006	The start of my Senior Organisatioal and Development Officer job.	9/09/2002	2/07/2006	86.9	34.2	31.2	34.6
1999	The start of my Learning and development consultant job	16/08/1999	8/09/2002	80.3	32.3	30	37.8
1993	Start of my Training Coordinator Job	8/02/1993	15/08/1999	76.2	31	29.2	39.8
1985	Start of my Construction advisory officer job	6/05/1985	7/02/1993	64.6	26.7	26.4	47.2
1977	Start of Field Technician job	2/05/1977	5/05/1985	51.1	18.5	21.5	60
1974	Start Foreman job	4/02/1974	1/05/1977	34.6	11.9	16.3	71.4
1971	Start work w ith Soil Conservation after four years in family business (plant operator)	8/02/1971	3/02/1974	25.2	7.3	11.5	81.2