

Case for change



L&D principles



Value proposition

Highly Capable, Future-Ready: APS Learning and Development Action Plan

Continuous learning, capability development and reskilling are essential for the APS workforce to perform and deliver for Australians and the Government in an environment of ongoing change

Drivers to our Action Plan include:

The APS must deliver quality services and outcomes in an environment of continuous change. Continuous learning enables ongoing adaptation to change.

The APS requires workforce adaptability and mobility to meet short term disruptions and ongoing change. We need to be adept at capability building.

A one-APS approach will reduce duplication between L&D teams, improve efficiency and leverage expertise across the L&D network to effectively build capability and performance.

APS employees' learning preferences have shifted and include a range of informal approaches. There is abundant opportunity to learn from work and others everyday.

Technological advances create significant opportunity to enable learning and performance. We must address a range of barriers to realise this opportunity.

The objective of the APS Learning and Development Strategy and Action Plan

Highly capable and future-ready APS people and teams; always learning and adapting to deliver for Australians and the Government

To achieve our vision we will apply these principles:



We take every opportunity to learn from our work and others everyday



We share responsibility for learning between individuals, managers and leaders



We optimise technology to enable access to high-quality learning and support for everyone, anywhere, anytime



We create efficiencies by developing common solutions that scale and adapt



Our learning initiatives are accessible, inclusive and meet user needs



We align our work to organisational strategy and demonstrate effectiveness and performance impact

Pillars - to build towards our vision for APS learning and development we are committed to four areas of action:



Culture

Foster an organisational culture that encourages and supports APS people, teams, managers and leaders to learn and develop continuously.



Governance

Enable relevant, effective and contemporary L&D initiatives through alignment with organisational needs, APS-wide collaboration and quality standards and evaluation practices.



Capabilities

Target priority capability-building aligned with the APS Workforce Strategy. Strive for a common, yet contextualised, approach that enhances workforce adaptability, mobility and performance.



Technology

Provide access for all to high quality learning experiences, performance support and knowledge sharing anywhere and anytime.

Creating value for all



APS L&D and business teams

I am a valued business partner, equipped and supported to make an impact in the APS.



APS people

I am encouraged, supported and equipped to develop myself continuously, thus improving my performance, resilience and career opportunities.



APS managers

I care about my people and invest in individual and team development. As a result, the teams I lead are high-performing, engaged and deliver strong results.



APS leaders

I create an environment that supports a culture of continuous learning in the APS. This contributes to an APS workforce that is capable and engaged, and delivers for Government and Australians.



Government and citizens

We have a world class APS with the people and capability needed to support, protect and serve Australians, delivering quality services.

We will measure success by:

- A high-performing APS workforce with the critical skills needed to deliver for the Government and Australians.
- APS people are aware of their capability and development needs and are committed to continuous learning and performance growth.
- APS employees with access to high quality and relevant learning opportunities anywhere, anytime.

- APS managers and leaders who invest in the development of their people.
- APS invests in and shares learning resources in the most effective and efficient way to develop common capabilities and build a future-ready workforce.
- Demonstrated effectiveness and impact of our contemporary learning solutions delivered at scale to support APS performance.



Vision



Pillars

Success indicators

