

## Selection Criteria

### Introduction

The Today's Skills: Tomorrow's Leaders program has been voted an outstanding success by participants and has resulted in a number of significant changes in their attitudes and work practices. The program highlights the high calibre of apprentices and trainees who are employed through group training and is also a valuable tool for the promotion of group training. Participants have been very grateful for the opportunity to take part and have become excellent advocates for the extra care that group training takes in supporting them as they pursue their careers. There is strong evidence that the impact of this program will continue on as the participants move on from group training to embrace new opportunities.

### Background

In 2003 GTA, with the support of the forum of Chairs and Executive Officers, resolved to establish an apprenticeship development program. A sub committee of the National Board worked on developing the program which was run over 3 days. The program aimed to create an innovative learning environment which encouraged personal and entrepreneurial skill development for 21 apprentices and trainees. A comprehensive range of interactive workshops delivered by top class presenters challenged and engaged the participants. The program was launched by the Patron of Group Training Australia, His Excellency Major General Michael Jeffery, AC, CVO, MC (Retd), Governor-General of the Commonwealth of Australia on 25<sup>th</sup> August 2004 at Government House Canberra and the program was run at the Australian Institute of Sport.

### 2011 Program

Today's Skills: Tomorrow's Leaders now runs over 5 days at the AIS, including a full day visit to Parliament House to meet with key politicians and usually a launch at Government House. Lifestyle Strategist, Ian Hutchinson, leads participants through a process of discovery, identifying their top interests, values, skills and personality traits. Participants then transform this learning into a lifestyle blueprint, creating an informed vision for their futures and realistic action plans to achieve their goals.

### Costs

GTA covers the cost of the program for participants including airfares, accommodation, meals and program activities. This is quite considerable at around \$3000 per participant. Program sponsorship is sought from government and other stakeholders where possible. So although most costs will be met by Group Training Australia, leave arrangements and travel incidentals for the participants will need to be covered by either individual GTOs or host employers.

### Selection Criteria

The nominees are expected to be high calibre candidates who have already demonstrated leadership capability. It is the strong view of GTA that the project should be used to highlight our best and brightest. A key learning from previous programs is the importance of selecting mature leaders. Therefore priority for nominees should be given to "near completers", years 3 & 4 of an apprenticeship or the end of a traineeship. Participants are often asked to represent the network at Government youth forums so they need to be mature and confident communicators.

To that end, the following criteria should be the primary considerations.

- . A high proficiency in their field of study and work
- . Ability to exercise sound judgement in respect of their work and personal life
- . Likely to benefit from this program
- . Likely to be a good ambassador for group training
- . A willingness to work within a group
- . Demonstrated initiative/creativity
- . A focus on becoming successful in their work and personal life

### Expanded Selection Criteria

In order to achieve some national consistency in assessing the calibre of candidates, the following clarifying questions for each of the criteria should help.

## **Today's Skills: Tomorrow's Leaders Selection Criteria 2011**

- **A high proficiency in their field of study and work**

Has the candidate demonstrated a high standard of achievement in their TAFE/RTO results? Has the candidate demonstrated a high standard of achievement in their on-the-job results?

- **Ability to exercise sound judgement in respect of their work and personal life**

Can the candidate point to a pattern of sound judgement in their work and personal life? What examples are available of this sound judgement? What have been the consequences of these demonstrated examples? Do they have the personal maturity to fully participate and apply their learning?

- **Likely to benefit from this program**

What elements of the program are likely to be relevant to this candidate? Are they nearing the end of their apprenticeship / traineeship and focused on the future? What benefits are likely to flow to the candidate from the program?

- **Likely to be a good ambassador for group training**

Does the candidate currently have a good view about group training? Is the candidate likely to publicly demonstrate the advantages of group training? How is this program likely to enhance the candidate's ability to promote group training? What leadership qualities has the candidate exhibited?

- **A willingness to work within a group**

Can the candidate demonstrate any current experience in working with groups of colleagues, community groups or similar? Does this demonstrated experience show any understanding of how the candidate affects others in groups? Do they display a maturity in their dealings with other group members?

- **Demonstrated initiative/creativity**

Can the candidate demonstrate examples where they have shown creativity or initiative? Have these demonstrated examples led to enhanced performance/personal effectiveness?

- **A focus on becoming successful**

Can the candidate demonstrate a willingness to take part in the program? Do they have a history of pursuing success in their personal life and their career?