Contents

1 Workforce Development: Moving from Perspectives to Practices ......................................................... 1
   Tom Short and Roger Harris

Part I Sustainability, Growth and Diversity

2 Global Shifts in Migration Policy and Their Implications for Skills Formation, Nations, Communities and Corporations............. 17
   Peter Kell

3 What Do Young Australian Engineers Want? Strategies to Attract This Talent to Less Glamorous Industries.......................... 33
   Michelle Wallace, Neroli Sheldon, Roslyn Cameron, and Ian Lings

4 Enhancing Career Pathways .............................................................................................................. 45
   Neroli Sheldon and Michelle Wallace

5 Developing a ‘Win-Win’ Scenario: Understanding How Older Workers’ Learning Can Be Enhanced Within Organisations...................................................... 59
   Brian Findsen

6 Workplace Equity and Diversity: Towards Recognising a Plurality of Knowledge and Skills ................................................... 75
   Katie Maher

Part II Building Capability and Capacity

7 Formal Workplace Mentoring: A Strategy for Engagement....................... 97
   Tom Short
8 Educational Technologies and the Training Curriculum .................... 115
Lesley Jolly, Gregory Tibbits, Lydia Kavanagh, and Lisa O’Moore

9 Leading Multiple Generations in the Australian Rail Workplace ........................................... 135
Tom Short and Roger Harris

10 How to Identify and Teach Abstract Skills: A Case Study of Personal Practice ................................. 151
Lisa Davies

11 What Makes e-Learning Work? ................................................ 171
Kieren Jamieson, Sukanlaya Sawang, and Cameron Newton

Part III Developing Leadership, Talent and Innovation

12 Building Leadership Capability: What It Means for Rail Organisations .............................................. 187
Tom Short, Tom Stehlik, and Janene Piip

13 Workplace Coaching: Context and Challenge ........................................... 211
Roslyn Cameron

14 Identifying Leadership Talent .................................................. 225
Janene Piip and Roger Harris

15 A Moment in Time and Place: Can Highly Contextualised Training Meet National Training Frameworks? ................................................ 245
Jill Hadley

16 Innovation, Change and the Intrapreneurial Mindset ....................... 263
John Thompson, Jarna Heinonen, and Jonathan M. Scott

Part IV Harmonising Across Boundaries and Borders: Case Studies

17 Recruitment of Skilled Employees and Workforce Development in Germany: Practices, Challenges and Strategies for the Future .................................................. 281
Thomas Deissinger and Kathrin Breuing

18 To Engage or Not to Engage: What Can the National VET System Offer Enterprises? ............................. 303
Michele Simons and Roger Harris
19 Creating a Common Approach to Safety Management Through Structured Training Development .......................................................... 327
   Tamara D. Banks, Herbert C. Biggs, and Nathan Dovan

20 Conclusion: Workforce Development – More Than the Sum of Its Parts? .......................................................................................... 341
   Roger Harris and Tom Short

Index .................................................................................................................................................................................. 359
Workforce Development Strategies and Practices
Short, T.; Harris, R. (Eds.)
2014, XX, 370 p. 22 illus., 13 illus. in color., Hardcover
ISBN: 978-981-287-067-4