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