

AQF LEVEL	AQF LEVEL 8 CRITERIA – GRADUATE CERTIFICATE	PROGRAM LEARNING OUTCOMES
<b>PURPOSE</b>	The Graduate Certificate qualifies individuals who apply a body of knowledge in a range of contexts to undertake professional/highly skilled work and as a pathway for further learning.	
<b>KNOWLEDGE</b>	Graduates of a Graduate Certificate will have specialised knowledge within a systematic and coherent body of knowledge that may include the acquisition and application of knowledge and skills in a new or existing discipline or professional area	Graduates of the Graduate Certificate in Employment Relations will have specialised knowledge of existing and emerging ER issues, processes and legal frameworks in diverse organisational contexts.
<b>SKILLS</b>	Graduates of a Graduate Certificate will have: <ul style="list-style-type: none"> <li>• cognitive skills to review, analyse, consolidate and synthesise knowledge and identify and provide solutions to complex problems</li> <li>• cognitive skills to think critically and to generate and evaluate complex ideas</li> <li>• specialised technical and creative skills in a field of highly skilled and/or professional practice</li> <li>• communication skills to demonstrate an understanding of theoretical concepts</li> <li>• communication skills to transfer complex knowledge and ideas to a variety of audiences</li> </ul>	Graduates of the Graduate Certificate in Employment Relations will have: <ul style="list-style-type: none"> <li>• cognitive skills to obtain and analyse data relevant to ER issues in evolving organisational contexts</li> <li>• cognitive skills to exercise judgement under supervision to recommend appropriate solutions for evolving ER tasks in diverse contexts and to diverse audiences</li> <li>• cognitive skills to analyse and evaluate relevant ethical, legal and social considerations in an impartial way for routine and evolving ER issues</li> <li>• communication skills to justify, interpret and present diverse ER ideas in a broad set of personal and group contexts.</li> </ul>

**APPLICATION OF  
KNOWLEDGE &  
SKILLS**

Graduates of a Graduate Certificate will demonstrate the application of knowledge and skills:

- to make high level, independent judgements in a range of technical or management functions in varied specialised contexts
- to initiate, plan, implement and evaluate broad functions within varied specialised technical and/or creative contexts
- with responsibility and accountability for personal outputs and all aspects of the work or function of others within broad parameters

Graduates of the Graduate Certificate in Employment Relations will demonstrate the application of knowledge and skills:

- in diverse local and international contexts
- with creativity and initiative to new situations and in professional practice.