



**Central
Regional**



Course

Pre-Enrolment Guide

Training Area:

Business

Training Product:

**BSBSS00105 Human
Resources Foundations
Skill Set**



Your Future. Your Choice. Your TAFE.

Central Regional TAFE spans four regions and around 57% of Western Australia, with nine campuses delivering training that reflects the industries driving our state's economy. From the Midwest and Wheatbelt to the Gascoyne and Goldfields, our footprint is vast – and so are the opportunities.

Studying regionally connects you directly with the jobs that matter. With most agricultural, health, and construction roles based in regional WA, training close to home ensures you build skills where the demand is.

Each campus is shaped by its community and industries. Whether it's aquaculture on the coast, mining in the Goldfields, or agriculture in the Wheatbelt, we work hand-in-hand with employers to make sure your training is current, practical, and linked to real apprenticeships and work placements.

Wherever you live, your local campus is ready to help you succeed – while keeping skills, jobs, and opportunities right here in regional WA.





Your Campus. Your Training. Your Career.


At Central Regional TAFE, it's all about you. We're here to help you shape the future you want, with the right support every step of the way.

Learn from industry experts who bring real-world knowledge into the classroom and gain the confidence and skills employers are looking for. With over 300 nationally recognised courses – from Certificate I through to Advanced Diploma – plus a wide range of short courses, there's a pathway for every ambition.

We know life is busy, so our flexible and online study options help you balance training with work, family, and everything else you've got going on. Add to that payment plans and tailored support, and achieving your goals has never been easier.

Whether you're leaving school, changing careers, or upskilling, you'll find a place at TAFE – and a pathway to a future that works for you.

Train where you live. Build real skills. Shape a future that works – with Central Regional TAFE.



Course Information

BSBSS00105 Human Resources Foundations Skill Set

| | |
|---|---|
| Release number | 1 |
| Required number of units for course completion | This skill set contains these 4 units BSBHRM411 Administer performance development processes BSBHRM412 Support employee and industrial relations BSBHRM415 Coordinate recruitment and onboarding BSBHRM417 Support human resource functions and processes |
| Duration | Students who enrol in the 4 units will have 6 months to complete the skillset |
| Location | Geraldton |
| Delivery mode | Self -Paced External (SPE) |

IS THIS COURSE RIGHT FOR ME?

Before you choose this course, it's a good idea to think about the skills and knowledge you might need. The information below will help you decide if the course is a good fit for you, or if there are areas where you might need some extra support.

Information you need to know about the course

These are the essential skills and knowledge that you would need to study and work in this field. Consider if you might face any challenges in meeting the course expectations and requirements.

Work environment skills

You should be comfortable:

- Working in, or aiming to work in, an office or HR support role
- Handling confidential and sensitive employee information appropriately
- Following workplace policies, procedures and compliance requirements
- Managing multiple tasks and deadlines
- Working both independently and as part of a team
- Using professional judgement and seeking guidance when required

Reading skills

You should be able to:

- Develop confidence in reading and understanding workplace policies, procedures and HR documentation
- Develop confidence in interpreting industrial instruments such as awards, enterprise agreements, or basic employment legislation
- Follow written instructions related to recruitment, performance management and HR processes
- Understand emails, reports and internal communications written in formal workplace language

Writing skills

You should be able to develop confidence in the following:

- Write clear, professional workplace documents, including:

- Emails
- Meeting notes
- Performance review documentation
- Recruitment and onboarding documentation
- Use appropriate grammar, spelling and tone
- Record information accurately and objectively
- Complete forms and templates using appropriate workplace language

Communication skills

You should be able to:

- Communicate fluently in English, verbally and in writing with different people
- Listen actively and develop confidence to respond appropriately to workplace situations
- Develop confidence to interact respectfully and professionally with others.

Technology requirements

You must be able to:

- Have access to a computer and reliable internet service
- Use a computer confidently for study and workplace tasks
- Develop good computer skills in the use of software applications, including MS Word, Excel, Email

Study commitment

You must be able to

- Dedicate approximately 5 to 7 hours per week to study and assessment activities.
- Participate in regular mentoring sessions with the lecturer

Review of knowledge and skills

If you feel you may experience significant challenges in meeting the requirements listed above this may indicate that the course is not the best fit for you at this time and another learning pathway could better support your learning needs.

The Student Business Systems team can discuss alternative options to help you choose the most suitable pathway.

Course Pathways

This skill set addresses the skills and knowledge to assist the human resources function in an organisation as well as meeting the entrance requirements for the BSB50320 Diploma of Human Resource Management.

Units from this skill set can contribute to credit towards BSB40420 Certificate IV in Human Resources.

Further details can be found on our website [here](#).

National Course Entry Requirements

Entry requirements apply to this course. Nil

Central Regional TAFE (CR TAFE) Entry Requirements

You must have a Unique Student Identifier (USI) to enrol in and complete any nationally recognised training in Australia. If you do not have a USI or need help getting one, we can assist you with the process.

Before you enrol, CR TAFE is required to review your language, literacy, numeracy and digital (LLND) skills to help you decide if the course is right for you, identify any support you might need, or whether other learning options may be better suited to you at this time.

Review of language, literacy, numeracy and digital literacy (LLND)

Before you enrol you are required to participate in an informal interview with your lecturer to discuss your current LLND skills and how they relate to this course's content. During the interview, you may be asked to provide a resume showing your working history and or previous study undertaken. It is preferred that students have completed a minimum of Certificate III in a related field and or have at least 12 months experience in an office, administrative or Human Resources support role.

What happens after your LLND review

After the LLND review, the Student Business Systems Team will inform you of the result and the best way forward which may include:

- Proceeding to enrolment
- Possible alternative learning options
- Any support that can be provided

Fees and Payments

Whether you are enrolling in individual units and/or full qualifications at CR TAFE, you are responsible for paying the enrolment fee for each unit you enrol in.

You will find detailed information about your course costs and how they are calculated on our website [here](#).

You can also check the drop-down box for FEES on your course page on the website which has details about the course fees.

Further information on:

- key payment terms and conditions
- availability of any relevant government training entitlements and subsidies
- our withdrawal and refund requirements

is available under the Fees and Payment Options section in the Student Handbook on our website [here](#).

Our Student Business Systems team can help if you are unsure about any fee information. Please refer to the Contacts section, on how to contact us.

Learning Resources

Central Regional TAFE will provide the following resources for you to participate in this program:

- Learner guides
- PowerPoints
- Blackboard (online Learning Management System)
- Microsoft 365 suite (Outlook, Word, Excel, PowerPoint, OneNote, Teams, OneDrive)
- Adobe
- Complete Business Solutions Australia (CBSA) policies and procedures/templates

Note: *Students are given access to CRTAFE resources once they enrol in the course and for the duration of their enrolment. Students are charged a resource fee for access to the learning and assessment materials on the online learning management system.*

Students must provide:

You are required to provide the following list of resources/equipment:

- Stationery
- Computer/Laptop for studying at home
- Reliable internet access for studying at home

CR TAFE online library resources

Our online library has a wide range of electronic resources useful to your course. You can find our online library on the CR TAFE website [here](#). Library staff are available to assist you as required.

Delivery Mode

This course is offered through self-paced external (SPE).

You will be given log in access to the online learning management on enrolment. In self-paced external study, you can log in anytime and work through the course materials online at a speed that suits you. The online learning management system gives you access to everything you need. You are responsible for planning your study time and staying on track. You must ensure that you complete all tasks and assessments by the required dates.

You must be prepared to attend regular phone/Teams meetings with lecturer. A schedule of the meetings will be developed in discussion with you.

For additional information about self-paced study options at all our campuses please check the courses pages on our website [here](#).

My Portal

There is a variety of information available to students on our website under [Current Students myPortal](#). Once you are enrolled, the Student Portal will allow you to view the following:

- My application - view the status of your application to study
- My payments - view your payment history and instalment plan details (if relevant)
- My study - view your course details, units and academic records
- My details - view and update your personal information
- My tasks - view any notices from Central Regional TAFE
- Blackboard - links directly to the Blackboard e-learning platform

Recognition of Prior Learning

Recognition of prior learning (RPL) means an assessment process that involves assessment of an individual's relevant prior learning and experience (including skills and knowledge obtained through formal and informal learning) to determine the extent to which the individual meets requirements specified in the training product. If you think you have existing knowledge and skills in one or more of your units of study, you may apply for RPL. Should you apply for RPL, you will be supported through the process by a lecturer. For further information visit our website [here](#).

Credit

Credit can be given if you have successfully completed a unit or module that has the same code or is deemed equivalent to one in your current course. You may have completed this unit/module at a Registered Training Organisation or at an alternate authorised organisation such as a university.

You will have to provide some evidence you have successfully completed the unit or module. This might include authenticated VET transcripts or other AQF certification documents like Statements of Attainment, Records of Results etc.

You won't be charged for credit. If you think this might apply to you, contact your lecturer to discuss eligibility, the application process and the evidence you need to provide.

Note: CR TAFE will not issue an Award or Statement of Attainment that is achieved wholly through crediting units completed at another RTO.

Appeals and Feedback

CR TAFE values student feedback and recognises that opportunities to improve products and services arise from the effective handling of student complaints. Complaints are processed in a way that balances the interests of students and CR TAFE while making sure the process is fair for everyone.

Students are supported to [provide feedback and make complaints](#). Students have the right to appeal decisions made by the lecturer/assessor and CR TAFE. For example, if you have concerns about your assessment results, please approach your lecturer to discuss the issue and/or refer to our website for details [here](#).

Student Support Services

CR TAFE aims to provide a supportive learning environment for all students. If you have any support needs, either before you enrol or during your course, we encourage you to speak with your lecturer or the Student Support Services team. CR TAFE will provide, or help you access, the support that can assist you in your studies.

Training Support:

You are encouraged to identify any training support that you may need before you enrol and at any point during your learning journey. This may include but not limited to:

- Study Skills
- Accessing and using technology
- Assessments
- Disability support
- Aboriginal and Torres Strait Islander support

Wellbeing Support:

CR TAFE is dedicated to supporting students and to providing a safe and inclusive learning environment for all students including a culturally safe learning environment for Aboriginal people. CR TAFE recognises that student wellbeing is important for a successful learning journey and may provide, or support access to, appropriate services where needed. Wellbeing support may include, but not limited to:

- Counselling and mental health resources (external)
- Career Services and Guidance (internal)
- Financial (fee and debt payment options, scholarships) (internal)
- Abuse, harassment, bullying (internal and external)
- Crisis and Support Lines (external)
- Support for Aboriginal students (internal and external)
- Aboriginal Counselling Support (external)
- Support for students with disability (internal and external)
- Support for international students (internal)

For confidential, no obligation contact information for wellbeing support, please contact our Student Support Services team who can help you with more information on how to access these support services, or go to our [website](#).

Lecturer Contact Details

Leanne Day

Lecturer - Business/Human Resources

Central Regional TAFE, Geraldton Campus

172 Fitzgerald Street, Geraldton WA 6530

T: 08 99562807 E: Leanne.day@crtafe.wa.edu.au

Availability: Monday – Thursday, 8am-4pm (after hours by appointment only)

Building: B Block

To speak to our Student Business System Team, Student Support Services Team, our Technical Support Team, Aboriginal Support Services or your local Access and Equity Inclusion Officer, contact: 1800 672 700 or enquiries@crtafe.wa.edu.au.

Alternatively, you can complete an online enquiry form <https://www.centralregionaltafe.wa.edu.au/contact-us>.

For help with all things career, training and employment, contact our Jobs and Skills Centres at either our Geraldton, Kalgoorlie or Northam campuses, or call 13 64 64 or go to www.jobsandskills.wa.gov.au.

Award

Upon successful completion of this course, you are entitled to an Award and a Record of Achievement. Should you not have successfully completed all the units of competency required for the Award, you are entitled to a Statement of Attainment for the individual units for which you have been assessed as competent.

Further Resources and Information

More information can be found in our Student Handbook, available for download off our website [here](#).

Notification of Changes to the Course

You will be informed in writing by your lecturer of any changes that affect your course after enrolment. You will be supported throughout the change to ensure there is minimal disruption to your learning journey.

Overview of Training Hours and Assessment Methods

The table below outlines the units you need to complete. It shows the types of training you are required to do, approximately how much time they should take, and how each unit will be assessed. This will help you understand how much time you will need to set aside for each unit you are enrolled in.

| Stage | National ID | Unit Of Competency | Face to Face | Workshops | Work Placement | Structured Out Of Class Activities | Tutorial Study Support | Total | Assessment | Delivery Mode | Core / Elective | Pre-Requisites National Code/s |
|---------|-------------|---|--------------|-----------|----------------|------------------------------------|------------------------|--------|------------|-----------------|-----------------|--------------------------------|
| Stage 1 | BSBHRM412 | Support employee and industrial relations [OCF57] | | | | 30.00 | | 30.00 | 8.00 | Flexible/Online | Elective | |
| | BSBHRM415 | Coordinate recruitment and onboarding [OCF90] | | | | 30.00 | | 30.00 | 8.00 | Flexible/Online | Elective | |
| Stage 2 | BSBHRM411 | Administer performance development processes [OCF25] | | | | 30.00 | | 30.00 | 8.00 | Flexible/Online | Elective | |
| | BSBHRM417 | Support human resources functions and processes [OCE09] | | | | 30.00 | | 30.00 | 8.00 | Flexible/Online | Elective | |
| | | Total | 0.00 | 0.00 | 0.00 | 120.00 | 0.00 | 120.00 | 32.00 | | | |

Assessment Methods

For this course, assessments may include the following:

Knowledge questions: This involves answering questions, either orally or in writing, relating to the unit of competency.

Observations: This involves your assessor or a third party (workplace supervisor) observing you perform tasks in the workplace and/or simulated workplace to check that you have the knowledge and skills required for the unit of competency.

Project: This involves completing tasks or activities in the workplace and/or simulated workplace to show that you can apply the knowledge and skills required for the unit of competency.

Portfolio: This is a collection of evidence you put together, such as documents, examples of your work, or completed activities, to show that you have the knowledge and skills required for the unit of competency.

Note: The specific assessments required for each unit of competency will be outlined in the Training and Assessment Plan (TAP) for that unit. You will receive a copy of the TAP for each unit when you enrol.



RTO: 52789

 1800 672 700

 enquiries@crtafe.wa.edu.au

 centralregionaltafe.wa.edu.au



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