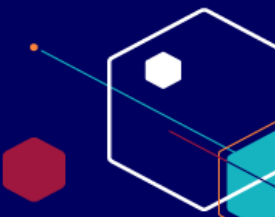


APS HR Professional Stream – Business Partner Capability Development Pathway



Review the capability framework in the [APS HR Pathways to Professionalisation](#) to determine your capability level

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Courses



Resources



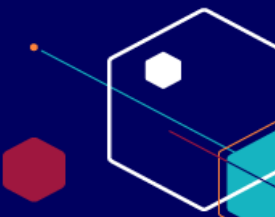
People



Work

| | Courses | Resources | People | Work |
|-------------------|---|--|--|---|
| Expert | | | Participate as a mentor in APS HR Immersive Programs – Strategic HR or Business Partnering* | Participate in APS HR PS SES Working Groups* |
| Advanced | <p>AHRI Course: Internal HR Consulting skills</p> <p>APS HR Masterclass: Using Data in HR*</p> <p>Sir Roland Wilson Scholarship</p> | | APS HR Immersive Program: Business Partnering (Mentoring & Job Shadowing)* | <p>Participate in Working Groups*</p> <p>Understand the business via business areas secondment, attend business forums/meetings or participate in Committees or Taskforce</p> |
| Developing | <p>AHRI Course: Internal HR Consulting skills</p> <p>APS HR Masterclass: Using Data in HR*</p> <p>Coursera: People Analytics</p> <p>APS HR Foundational Learning Series</p> <p>LinkedIn Learning: Advancing your Skills as an HR Business Partner</p> | <p>Speaker Series Event – What is Strategic HR?</p> <p>Webinar: People Business Partners: the changing frontier of HR</p> <p>Case studies of merits review outcomes</p> <p>HR Leader</p> | APS HR Immersive Program: Business Partnering (Mentoring & Job Shadowing)* | <p>Undertake regular reflection and seek feedback from managers and peers</p> <p>Understand employment framework and legislation, enterprise agreements and policies</p> |
| Emerging | <p>APS HR Foundational Learning Series</p> <p>AIHR Course: HR Business Partner 2.0</p> <p>Data Literacy Program - APS Academy</p> | <p>Article: Case Study: How HR became trusted business partners</p> <p>Article: HR Business Partner: All You Need To Know About the Role</p> | Dave Ulrich explains the role of the HR BP in a digital age | <p>Understand basic HR frameworks, tools, systems and processes</p> <p>Understand the role of HR and its alignment with business goals and context</p> |

Business Partner Capability Development Pathway – Complementary Capabilities



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Complementary Capabilities:

Leadership

Data

Influence

Communication

Expert

Advanced

Developing

Emerging

[APS Academy: APS Leadership Edge](#)

[APS Academy: Strategic Leadership](#)

[AHRI Course: Leadership and Management Essentials](#)

[APS Academy: Influence, Negotiation and Persuasion for Executive Levels](#)

[APS Academy: Data Literacy Program](#)
[APS Academy: Turning Data into Information](#)

[APS HR Foundational Learning Series Module 3: Using data in HR](#)
[APS HR Masterclass: Using Data in HR*](#)

[Resource: APS Data Capability Framework](#)

[Cousera: Data-driven Decision Making](#)

[Resource: Turning Data into Information](#)

[APS Academy: Conflict Resolution for Managers](#)

[APS Academy: Effective Communication](#)

[APS Academy: Presentation Skills](#)

[APS Academy: Writing Effective Emails in the APS](#)

*For further information, please e-mail APSHRProfessionalStream@ato.gov.au