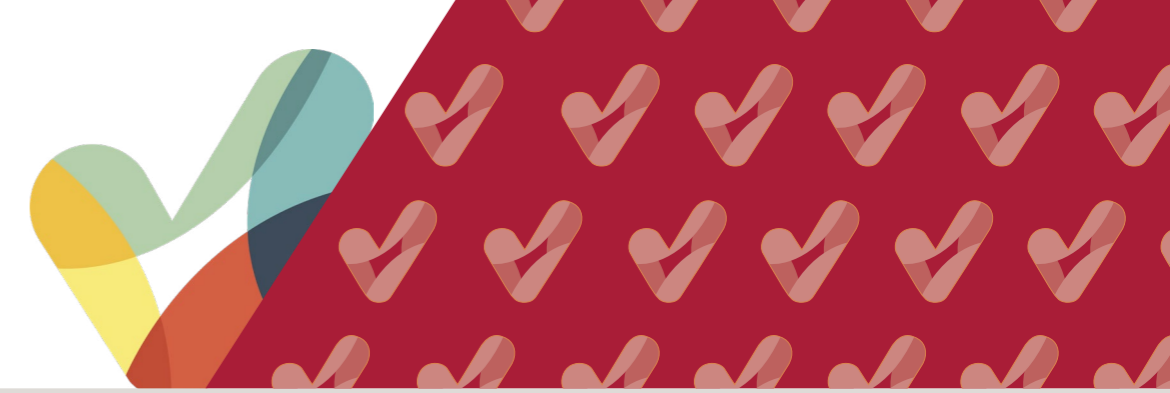


Procurement Capability Workforce Development Strategy 2023–2027

























Vision: For the Queensland Public Service to have the highest performing procurement and contract management professionals across all Australian jurisdictions.

Purpose: To attract, develop, engage and retain procurement professionals with capability and leadership skills to deliver leading edge procurement practices that consider environmental, social, economic and governance factors.

Key: Delivery Year



 Attract		 Develop		 Engage and Retain		 Lead	
A1: Implement a dedicated procurement graduate program		D1: Review PCP and eLearning courses and formalise a content review cycle to: <ul style="list-style-type: none"> • provide fit-for-purpose training and development options • enable better linkages with industry professional bodies • enhance understanding of data and systems 		E1: Deliver an all-agency procurement focused mentoring program		L1: Roll out a framework for functional maturity assessments across agencies	
A2: Increase innovative attraction strategies, including lateral pathways, in collaboration with the Public Sector Commission		D2: Reevaluate and redesign the approach to providing supplementary procurement and contract management courses (currently provided under a supply arrangement)		E2: Engage actively with agencies and categories to understand contemporary issues		L2: Implement a procurement-focused capability framework	
A3: Implement a dedicated procurement traineeship program		D3: Deliver Procurement and Contract Management Communities of Practice		E3: Deliver recognition of procurement excellence program via <i>Buy Queensland</i> Buyer Awards		L3: Enhance executive leadership understanding and engagement with the procurement discipline	
		D4: Implement framework for category-specific Communities of Practice		E4: Promote free learning and development opportunities across all agencies		L4: Roll out a framework to enable agencies to prioritise certification and report on PCP (or equivalent) currency and uptake within the procurement discipline	
		D5: Embed a free 'Procurement 101' eLearning module in agency induction programs		E5: Increase executive and Queensland Government Procurement engagement in Procurement Certification Program courses			
				E6: Promote HR-focused learning and development for procurement managers and supervisors			

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Success Measures and Definitions

Success Measures			
Growth area	Current state – 2022	Future state	Success Measures
Learning and development pathways	Procurement Certification Program (PCP) has a rigid model that includes recognition of courses across levels 1–4	Provision of a fit-for-purpose PCP, that enables better linkages with industry professional bodies, and has wide uptake by officers within the procurement discipline	<ul style="list-style-type: none"> • Completion of PCP review, inclusive of enhanced pathways to professional bodies • Proportion of certified staff within the procurement discipline increases (subject to establishing a baseline) • PCP satisfaction survey
Introductory procurement course in agency inductions	Procurement 101 is available to all agencies as an optional course	Procurement 101 (or equivalent) is included in all agency induction programs	<ul style="list-style-type: none"> • Procurement 101 is included in all agency induction programs
Agency functional maturity assessments	Minimal uptake of functional maturity assessments by agencies	Agencies will undertake regular functional maturity assessments	<ul style="list-style-type: none"> • All agencies have undertaken an agency functional maturity assessment
Procurement and Contract Management Communities of Practice	Communities of Practice are held three times per year with generally positive feedback received	<ul style="list-style-type: none"> • Communities of Practice continue with possible expansion, including release of a framework for category specific Communities of Practice • Satisfaction remains consistent or improves 	<ul style="list-style-type: none"> • Release of framework for category specific Communities of Practice • Communities of Practice satisfaction survey

Definitions	
Term	Definition
Graduate	A recent university graduate (within the last 2 years) who has completed a Bachelor level degree or higher in any discipline
Trainee	An entry level employee (can include school leavers and non-school leavers), who is employed as part of an agency program with the purpose of increasing skills in a specific discipline, via formal training and on the job training for a specified time period. Trainees will be provided support to find longer term employment with an agency as a result of the skills acquisition gained through the program
Lateral entry pathway	Existing employees of the public or private sector who bring a range of skills and experience from previous employment from outside of the procurement profession, and who are considering or have made the transition to the procurement discipline