

Graduate Certificate of Workforce Diversity and Inclusion (GCDI)

- **New**

| | Online |
|---------------------------|---|
| Semester intake: | Semester 1 (February) Semester 2 (July) |
| Fees: | Domestic full fee paying place International full fee paying place |
| Standard duration: | 1 year part-time |

Contact us

| Future Australian and New Zealand students | Future International students | Current students |
|--|---|---|
| Ask a question Freecall (within Australia): 1800 269 500 Phone (from outside Australia) +61 7 4631 5315 Email: study@usq.edu.au | Ask a question Phone: +61 7 4631 5543 Email: international@usq.edu.au | Ask a question Freecall (within Australia): 1800 007 252 Phone (from outside Australia): +61 7 4631 2285 Email: usq.support@usq.edu.au |

Program aims

The aim of the Graduate Certificate of Workforce Diversity and Inclusion is to incorporate current theory and application which will assist students in moving from a perspective 'Is diversity good for business' to a perspective of 'How can effective diversity management benefit organisations and their employees?' Students will develop a comprehensive understanding of the importance of successful and seamless inclusion as an outcome of effective diversity management. This is achieved through developing a thorough understanding of individual and group aspects of diversity, theoretical explanations of intergroup relations as well as interpersonal and cross cultural relations in the workplace. Current practice is examined through the use of diversity management paradigms, inclusive workplace concepts and relevant cases.

Program objectives

On successful completion of the Graduate Certificate of Workforce Diversity and Inclusion graduates should be able to:

- (1) analyse, evaluate, and generate solutions to complex management cases related to diversity and inclusion
- (2) apply the knowledge and skills required to address inclusion and diversity issues in their work environment
- (3) synthesise knowledge about diversity and inclusion in management, including that which is specific to their work environment
- (4) communicate clearly and concisely by presenting relevant knowledge and ideas to a range of audiences
- (5) use ethical decision making processes to arrive at judgements about complex management cases
- (6) reflect on personal and organisational processes, including working in highly functioning teams that might assist, or provide barriers to, an inclusive workplace that values diversity.

Australian Qualifications Framework

The Australian Qualifications Framework (AQF) is a single national, comprehensive system of qualifications offered by higher education institutions (including universities), vocational education and training institutions and secondary schools. Each AQF qualification has a set of descriptors which define the type and complexity

of knowledge, skills and application of knowledge and skills that a graduate who has been awarded that qualification has attained, and the typical volume of learning associated with that qualification type.

This program is at AQF Qualification Level 08. Graduates at this level will have advanced knowledge and skills for professional or highly skilled work and/or further learning.

The full set of levels criteria and qualification type descriptors can be found by visiting www.aqf.edu.au.

Admission requirements

To be eligible for admission, applicants must satisfy the following requirements:

- Completion of an Australian university Bachelor degree in any area, or equivalent.
or
A minimum of five years' professional work experience equivalent to a qualification at AQF Level 7.
- English Language Proficiency requirements for Category 3.

All students are required to satisfy the applicable [English language requirements](#).

If students do not meet the English language requirements they may apply to study a University-approved [English language program](#). On successful completion of the English language program, students may be admitted to an award program.

Program fees

Domestic full fee paying place

Domestic full fee paying places are funded entirely through the full fees paid by the student. Full fees vary depending on the courses that are taken. Students are able to calculate the fees for a particular course via the [Course Fee Finder](#).

Domestic full fee paying students may be eligible to defer their fees through a Government loan called [FEE-HELP](#) provided they meet the residency and citizenship requirements.

Australian citizens, Permanent Humanitarian Visa holders, Permanent Resident visa holders and New Zealand citizens who will be resident outside Australia for the duration of their program pay full tuition fees and are not eligible for [FEE-Help](#).

International full fee paying place

International students pay full fees. Full fees vary depending on the courses that are taken and whether they are studied on-campus, via distance education/online. Students are able to calculate the fees for a particular course via the [Course Fee Finder](#).

Program structure

The Graduate Certificate of Workforce Diversity and Inclusion is comprised of four units of postgraduate courses:

- [MGT8006 Inclusive Workplaces](#) (Semester 1)
- [MGT8033 Leading Organisational Change](#) (Semester 1)
- [MGT8007 Strategies for Workforce Inclusion](#) (Semester 2)
- [MGT8043 Contemporary Issues in HRM](#) (Semester 2)

Required time limits

Students have a maximum of 2 years to complete this program.

IT requirements

For information technology requirements please refer to the [minimum computing standards](#).

Other program requirements

Students must maintain good standing in this program. Please refer to the [Academic Standing, Progression and Exclusion Procedure](#).

Exit points

There are no exit points from the [Graduate Certificate of Workforce Diversity and Inclusion](#).

Credit

Credit may be granted on the basis of equivalent courses undertaken at postgraduate level. In order for credit to be granted, the claim must meet the following specific requirements:

- the course passed was taken at least at Masters or equivalent level
- the course was passed within 5 years prior to the application (courses up to 10 years old may be considered if evidence is provided that the applicant has been employed in that field)
- the course passed is equivalent in objectives, content and weightings to a course prescribed in the [Graduate Certificate of Workforce Diversity and Inclusion](#), or alternatively, the course is suitable as an elective
- where the student has taken out an award from a recognised tertiary institution and is claiming credit on the basis of courses completed to meet the requirements of that program, the maximum credit on the basis of such courses shall be no greater than 2 courses for the [Graduate Certificate of Workforce Diversity and Inclusion](#)
- credit approved in this program will not automatically apply to other programs offered by the University of Southern Queensland.

Recommended enrolment pattern

Students are able to enrol in any offered mode of a course (on-campus, external or online), regardless of the program mode of study they enrolled in.

| Course | Year of program and semester in which course is normally studied | | | | | | Enrolment requirements |
|--|--|-----|----------------|-----|--------------|-----|------------------------|
| | On-campus (ONC) | | External (EXT) | | Online (ONL) | | |
| | Year | Sem | Year | Sem | Year | Sem | |
| MGT8006 Inclusive Workplaces | | | | | 1 | 1 | |
| MGT8033 Leading Organisational Change | | | | | 1 | 1 | |
| MGT8007 Strategies for Workforce Inclusion | | | | | 1 | 2 | |
| MGT8043 Contemporary Issues in HRM | | | | | 1 | 2 | |