Fish

Fostering a Learning Culture

Corporate and Business Services: A program has commenced to enable Policy Officers to share information and ideas on these projects. The form will be informal, with each participant sharing their idea or project, followed by open discussion. Other luncheon forum presentations will continue. Structured professional development and networking for the management team has commenced and will form part of Reaching Forward plans and goal identification.

Learning for Continuous Improvement

Facilitating Networks

Corporate Learning

Learning Continuous Improvement

Residential Care Therapeutic Workshops

Accommodation and Care Services: The reform of this Department’s residential care service is continuing with staff at all departmental residential care homes and hostels having the opportunity to participate in a face to face therapeutic care workshop. The workshop is centred on the Department’s Conceptual and Operational Framework and uses a range of practical and reflective activities to enable staff in the development of specific skills to improve the delivery of therapeutic care in their households. Residential home staff have participated and country workshops have been held. The creation of new district office staff in the country workshops has greatly improved the level of connection across districts in what residential care is aiming to achieve.

Luncheon Forums

Policy and learning in May 2011, a bi-monthly information sharing forum for Policy Officers will continue. The Forum is intended to increase awareness of key projects across the Directorate, as well as enable Policy Officers to share information and ideas on those projects. The format will be informal, with each participant sharing their idea or project, followed by open discussion. Other luncheon forum presentations will continue. Structured professional development and networking for the management team has commenced and will form part of Reaching Forward plans and goal identification.

Corporate Learning

Corporate and Business Services: A program has commenced to enable Policy Officers to share information and ideas on these projects. The format will be informal, with each participant sharing their idea or project, followed by open discussion. Other luncheon forum presentations will continue. Structured professional development and networking for the management team has commenced and will form part of Reaching Forward plans and goal identification.

Learning Continuous Improvement

Fostering a Learning Culture

Country Services: The Pilbara District is committed to the learning and development of all employees and workplace trainees. We run a range of formalised training opportunities for staff within the district in a variety of formats, including workshops, off-site seminars, in-country workshops, and workplace-based training. We also encourage ongoing learning and professional development through the completion of formal qualifications and professional development units. The Department has a strong commitment to ensuring that all employees have the opportunity to enhance their skills and knowledge through a range of formal and informal learning opportunities. We provide support and resources to help staff develop their skills and knowledge in areas such as child protection, family law, and Aboriginal culture and history.

Aboriginal Engagement and Coordination: Staff have been facilitating APN participants and have been working to develop new and innovative ways of engaging with Aboriginal communities. For example, staff have been facilitating community workshops and engaging with Aboriginal communities through traditional knowledge and cultural practices.

Fostering a Learning Culture

Country Services: The Pilbara District is committed to the learning and development of all employees and workplace trainees. We run a range of formalised training opportunities for staff within the district in a variety of formats, including workshops, off-site seminars, in-country workshops, and workplace-based training. We also encourage ongoing learning and professional development through the completion of formal qualifications and professional development units. The Department has a strong commitment to ensuring that all employees have the opportunity to enhance their skills and knowledge through a range of formal and informal learning opportunities. We provide support and resources to help staff develop their skills and knowledge in areas such as child protection, family law, and Aboriginal culture and history.

Aboriginal Engagement and Coordination: Staff have been facilitating APN participants and have been working to develop new and innovative ways of engaging with Aboriginal communities. For example, staff have been facilitating community workshops and engaging with Aboriginal communities through traditional knowledge and cultural practices.

Fostering a Learning Culture

Country Services: The Pilbara District is committed to the learning and development of all employees and workplace trainees. We run a range of formalised training opportunities for staff within the district in a variety of formats, including workshops, off-site seminars, in-country workshops, and workplace-based training. We also encourage ongoing learning and professional development through the completion of formal qualifications and professional development units. The Department has a strong commitment to ensuring that all employees have the opportunity to enhance their skills and knowledge through a range of formal and informal learning opportunities. We provide support and resources to help staff develop their skills and knowledge in areas such as child protection, family law, and Aboriginal culture and history.

Aboriginal Engagement and Coordination: Staff have been facilitating APN participants and have been working to develop new and innovative ways of engaging with Aboriginal communities. For example, staff have been facilitating community workshops and engaging with Aboriginal communities through traditional knowledge and cultural practices.

Fostering a Learning Culture

Country Services: The Pilbara District is committed to the learning and development of all employees and workplace trainees. We run a range of formalised training opportunities for staff within the district in a variety of formats, including workshops, off-site seminars, in-country workshops, and workplace-based training. We also encourage ongoing learning and professional development through the completion of formal qualifications and professional development units. The Department has a strong commitment to ensuring that all employees have the opportunity to enhance their skills and knowledge through a range of formal and informal learning opportunities. We provide support and resources to help staff develop their skills and knowledge in areas such as child protection, family law, and Aboriginal culture and history.

Aboriginal Engagement and Coordination: Staff have been facilitating APN participants and have been working to develop new and innovative ways of engaging with Aboriginal communities. For example, staff have been facilitating community workshops and engaging with Aboriginal communities through traditional knowledge and cultural practices.

Fostering a Learning Culture

Country Services: The Pilbara District is committed to the learning and development of all employees and workplace trainees. We run a range of formalised training opportunities for staff within the district in a variety of formats, including workshops, off-site seminars, in-country workshops, and workplace-based training. We also encourage ongoing learning and professional development through the completion of formal qualifications and professional development units. The Department has a strong commitment to ensuring that all employees have the opportunity to enhance their skills and knowledge through a range of formal and informal learning opportunities. We provide support and resources to help staff develop their skills and knowledge in areas such as child protection, family law, and Aboriginal culture and history.
Great progress has been made since we committed to embed a learning culture across the Department. Learning is the foundation for our ability to respond to the challenges of growth and change, and that growth we see is making it possible for us to provide better services to our clients and to our people.

The People Development Framework provides a strategic direction for our journey so far, and our continuous commitment to developing as a learning organisation.

This document sets out the way forward for the personal and professional development of all the people who work for the Department, for all attitudes, all positions and all locations. Training and development will be accessible to all our people and will be targeted at both individual and team needs.

Although a learning culture goes beyond attainment of structured training, it is a fundamental building block for developing consistent professional and personal standards of performance. Over the last 18 months, considerable effort has gone into the development of the Learning and Development Centre as a focus for structured learning activities.

We are pleased to say that this effort has been recognised in the Learning Organisation and Climate Survey feedback, showing an increase in the opportunity for development through structured training and e-learning.

We are pleased to see that this effort has been recognised in the Learning Organisation and Climate Survey feedback, showing an increase in the opportunity for development through structured training and e-learning.

Learning is the foundation for our ability to respond to the challenges of growth and change, and that growth we see is making it possible for us to provide better services to our clients and to our people.

The People Development Framework provides a strategic direction for our journey so far, and our continuous commitment to developing as a learning organisation.

Individuals and groups engage in practice reflection and the relationship between practice and learning contributes to staff feeling valued and a sense of achievement.

Opportunities for people to contribute to the learning of the organisation are being built and maintained.

Leadership in Aboriginal service learning from an evidence-based practice framework.

The Learning and Development Centre will deliver a varied suite of infrastructure and development courses, enabling to qualifications as appropriate. The Domain of Child, Youth and Family Intervention will offer a comprehensive qualification that will apply for a full year accreditation in paediatric, emergency and critical care settings. New modules and delivered for a more comprehensive suite of professional development.

The Department has an ongoing workforce with 15% of employees aged 55 years and over, and the index is now 15% (432 employees). In contrast, young people under 25 years of age represent 7.5% of the workforce (177 employees).

We recognise that our people are our greatest asset, and by focusing on building and increasing the opportunity for development through structured training and e-learning, we will create a culture of learning.

This level represents the organisational processes that explicitly or implicitly support the learning and development of employees.

Learning with service delivery partners
The Department has a wide range of formal and informal learning partnerships, for example with universities, government bodies and other key stakeholders. An Aboriginal Practice Development Centre is used to build relationships with service delivery partners.

The Department has created a strong, consistent and skilled infrastructure and service delivery partners.

Workshops led at least monthly and for future planning
All workshops and events will facilitate appropriate follow-up and look at immediate steps to address the needs.

We have experienced all the time, but only learn from them when we take that time out and reflect.

Learning is the foundation for our ability to respond to the challenges of growth and change, and that growth we see is making it possible for us to provide better services to our clients and to our people.

The People Development Framework provides a strategic direction for our journey so far, and our continuous commitment to developing as a learning organisation.

Although a learning culture goes beyond attainment of structured training, it is a fundamental building block for developing consistent professional and personal standards of performance. Over the last 18 months, considerable effort has gone into the development of the Learning and Development Centre as a focus for structured learning activities.

We are pleased to say that this effort has been recognised in the Learning Organisation and Climate Survey feedback, showing an increase in the opportunity for development through structured training and e-learning.

We are pleased to see that this effort has been recognised in the Learning Organisation and Climate Survey feedback, showing an increase in the opportunity for development through structured training and e-learning.

The domain of child, youth and family intervention.

Training and development will be accessible to all our people and will be targeted at both individual and team needs.

Although a learning culture goes beyond attainment of structured training, it is a fundamental building block for developing consistent professional and personal standards of performance. Over the last 18 months, considerable effort has gone into the development of the Learning and Development Centre as a focus for structured learning activities.

We are pleased to say that this effort has been recognised in the Learning Organisation and Climate Survey feedback, showing an increase in the opportunity for development through structured training and e-learning.