Accessing the latest title, eligibility and access information on the Learning and Development portal as programs develop and details change. [http://www.dcp.wa.gov.au/Resources/LDC/Pages/LearningandDevelopment.aspx]

This map illustrates the developmental nature of structured learning in the Department. Refer to the Learning Pathways 2015-17. The learning pathways are based on the prescribed requirements of each learning pathway. Programs are available to foster carers, CPFS and partner agency staff.

Extension programs for program development based on individual learning plan

Online eLearning
Practice Development
Signs of Safety
Mental Health & AOD
Management
Foster Care Extension

Accredited Programs
Certificates II Training & Assessment Development of Signs of Safety, Skills and Family Information Interpretation of Specific Public Sector Management Superior workplace: occupational therapy Signs of safety overview

Career Development
Build/Maintain skills

Supervision discussions to regularly reflect on workload, learning, discuss what’s working well and identify developmental needs

PEOPLE DEVELOPMENT FRAMEWORK
A Learning Organisation 2015-17
People Development Framework

The People Development Framework supports the Department for Child Protection and Family Support (CPFS) as a ‘learning organisation’ where all interactions, including mistakes, are recognised as learning opportunities.

The People Development Framework defines our learning model, approach and pathways. It articulates our personal and collective responsibility for its success. Together with our partner agencies and foster carers, we develop and facilitate innovative learning opportunities across formal and informal settings, integrating learning into routine work practice.

Learning and Development Approach (70:20:10)

Our approach for all staff is based on the 70:20:10 model which builds capacity by integrating structured learning and collaboration with learning opportunities in the workplace.

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**Work-based Learning**

People learn as they go about their daily work tasks, provided they have a solid foundation of structured learning sustained by supportive local networks, individual and group supervision.

**Collaborative Learning**

Learning with and through colleagues, partner agencies and foster carers develops practice depth and competency. This is critical to contextualise learning in the workplace and is essential for growth and change.

**Structured Learning**

Structured learning is a critical component of an individual’s professional development and is the foundation for collaborative and work-based learning.

**Our strategic priority**

To strengthen the Department as a learning organisation.

**Our Approach**

To build capacity by integrating structured learning, collaboration and work based learning.

**Our Values**

Respect, Openness, Teamwork, Responsiveness.
Features of Learning and Development

The Learning and Development Centre (LDC)
LDC is the nationally recognised leader for the delivery of work-based, collaborative and structured learning and the production of learning materials for child protection, family support, out-of-home care and the community services sector in Western Australia.

LDC learning facilitators design and develop learning programs and resources in partnership with staff, foster carers and partner agencies to meet identified learning needs. As a Registered Training Organisation, LDC can offer accredited qualifications at Certificate and Diploma level from the Community Services Training Package.

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  - Workplace learning
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  - Personal reflection
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Collaborative Learning
- Collaborative Learning (20)
  - Appreciative enquiry
  - Coaching
  - Mentoring
  - Participating in networks
  - Peer tutoring
  - Professional conversations

Structured Learning
- Structured Learning (10)
  - Learning pathways
  - Extension programs
  - Induction
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  - Orientation programs
  - Conferences
  - Qualification pathways

People Development Framework
Our Key Focus Areas
- Maximise the Learning and Development Network (LDN)
- Strengthen local learning and development teams
- Enhance core child protection learning and pursue expanded qualification pathways
- Expand employee learning opportunities and qualification pathways for corporate and service support staff
- Provide targeted and comprehensive leadership development across all levels with particular focus on middle management

Our Strategies
- Build on the Learning and Development Network (LDN) and strengthen Local Learning and Development Teams across the Department
- Increase participation in learning using video conferencing
- Enhance core child protection learning and pursue expanded qualification pathways
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Our Initiatives
- Increase export of LDN specialists as co-facilitators
- Expand and develop LDN facilities
- Assist Learning and Development Teams to develop and share resources
- Embed Aboriginal cultural learning to all staff including general awareness and local Aboriginal context
- Develop and enhance video network
- Expand the number of learning programs available via video network
- Review and improve existing programs
- Develop new online programs to meet demand
- Provide targeted and comprehensive leadership development across all levels with particular focus on middle management
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