

<b>Project ID No.</b>	<b>CP</b> 315 / 1 / 1 / 25
<b>GOAL</b> 4	<b>SUB-PROGRAM</b>

**Effective Networking  
Communities of Practice**

Action plans must be submitted online to [www.reframingthefuture.net](http://www.reframingthefuture.net) by COB Tuesday 20 June 2006.

Please refer to 'How to submit an action plan online' in the Reframing the Future handout or on the website.

All sections must be completed.

Please note: sections 1 – 9 of this document will be uploaded onto the Reframing the Future website. Details of participants in item 11 will be only be used in accordance with our privacy policy and will not be published on the website.

**Name of organisation funded by Reframing the Future**

Human Services Department, Canberra Institute of Technology
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**1. Convenor's details**

Name: Kym Cockin		
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**2. Facilitators' details**

Name: To be advised
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**3. Project overview (100 words maximum)**

This project seeks to develop, establish and maintain a Community of Practice that will involve participation of: VET teachers, currently delivering the Certificate IV in Health Nursing; relevant university personnel; key stakeholders involved in Health, ACT wide, including representatives of Aged Care, Mental Health and the Community.

**4. Domain of knowledge**

What aspects of the national training system will be addressed by your project?  
(e.g. establishing relationships with industry clients; improving workplace assessment or delivery; implementing new Training Packages)

The Community of Practice will focus on:

- preparing for the implementation of the new nursing qualifications in the soon-to-be-endorsed Health Training Package, HLT06
- developing networked relationships between CIT teachers, local industry, tertiary institutions and other key health representatives therefore establishing strong relationships with industry
- extending the understanding of the NTF and of the environment into which the new training package will be introduced and so increasing VET teachers' confidence in managing the change from curriculum to Training Package
- building teacher industry currency
- exploring study and career pathways and articulation opportunities available to those who will study the new Health Training Package, HLT06

## 5. Facilitating your community of practice

Please describe how you propose to facilitate your group progressing through the stages of growth of a Community of Practice (see Table 4.1 in the report: *The Potential for Communities of Practice to underpin the National Training Framework*):

Once participants in the Community of Practice are identified, the coordinator will ensure that there is regular communication and contact between all members. This will be achieved through regular emails, face to face meetings and phone calls. To progress through the stages of a Community of Practice, participants will be required to attend 3 /4 meetings where in a sound, safe environment they can explore the domain of knowledge. At these meetings an external speaker or facilitator, familiar with the development of the new training package, will be engaged to present a set of critical issues to stimulate and challenge discussion amongst members to generate options for innovative practice. At the final stage of this process it is envisaged that a general forum will be organised where the outcomes of this project will be shared with a wider audience, including then ACT branch of Training and Adult Education.

## 6. Structuring your community

Please describe how you propose to support the development of the three components of your community: its domain of knowledge, community and practice (see *Effectively Structuring Communities of Practice in VET*):

Throughout the entire process opportunity will be given for participants to reflect and question in a safe and trusting environment. Members will be encouraged to share knowledge through the facilitation and provision of opportunities to develop trust. Members will be encouraged to share resources and knowledge via email. A venue will be provided which is accessible to all and if anyone is unable to attend relevant documentation will be made available. At every meeting ensure that the participants can provide feedback by: communicating and overseeing this, ensuring that all contributions would be valued. Supporting new participants to this community by ensuring they have the most current information relating to the project as well as vocational education and the National Training Framework

### Knowledge

This will involve setting the parameters of what is acceptable within the COP.

It will be determined what people know in relation to EN scope of practice and competency and its relevance to the new training package HLT06. This will cover what is currently being delivered, what is required of an EN in industry as well as requirements set down by the regulatory body regarding competency and registration.

### Community

The community will contain VET teachers, currently delivering the Certificate IV in Health Nursing; relevant university personnel; key stakeholders involved in Health, ACT wide, including representatives of Aged Care, Mental Health and the Community. This community will be supported by:

- using a coordinator to ensure: open communication, via email, phone calls and face to face meetings; information sharing; and providing an avenue for feedback to take place
- using a facilitator to engage and identify opportunities to add value at the proposed 3/ 4 workshops.
- Obtaining feedback via surveys and observation in order to evaluate the progress and success of the COP

### Practice

Community members will have a greater understanding of VET and thus deepen their domain of knowledge which will have implications for training and clinical placement in industry. With this shared view it is hoped that the implementation of the new training package in Health for EN's will be a smooth one, as participants work together to share knowledge that will inform the delivery of the new training package.

## 7. Anticipated outcomes (see Chapters 6-7 of *The Potential*)

Please describe the outcomes anticipated as a result of your project:

for participating individuals	<ul style="list-style-type: none"> <li>◆ Access to new knowledge and resources to implement the new nursing qualifications, HLT43406 Certificate IV in Health Nursing and HLT51606 Diploma in Health Nursing</li> <li>◆ Establishment of a professional support network</li> <li>◆ Professional development, enhanced technical currency and increased confidence in the work that they do</li> <li>◆ Collaborative partnerships for resolving common issues and implementing innovative ideas</li> <li>◆ Revitalised work practices developed through a process of evaluation and analysis of processes, clients and contexts</li> </ul>
for participating organisations	<ul style="list-style-type: none"> <li>◆ The development of mutually beneficial alliances and partnerships</li> <li>◆ Improved teaching and learning strategies for delivery to student groups</li> <li>◆ Improved morale and satisfaction for teachers working in isolation</li> <li>◆ Shared approach to finding workable solutions for common issues</li> <li>◆ Cost effective and consistent practice and processes in CIT to meet AQTF compliance</li> </ul>

## 8. Evaluation

Please provide an outline of the methods you will use to evaluate the participants' learning and your project's efficiency and effectiveness.

### 1. Formal Evaluation

- Members will be involved revisiting the action plan, establishing the agreed goal(s) and criteria to measure progress
- Records of activities and minutes of meetings will be kept and distributed to members and other stakeholders
- At the workshops a collaborative review of how the Community of Practice is evolving will be undertaken and progress measured against the agreed goal(s)
- A formal survey of members regarding both their personal experiences and professional/organizational outcomes will be undertaken near the end of this initiative

### 2. Informal

- Ongoing feedback from members and reflective activities at all contact points through email chat, telephone contacts and at face-to-face meetings
- Membership attendance and levels of participation at Community of Practice events
- Reflective activities to identify how learning took place. Opportunities for members to identify most effective activities and strategies

## 9. Project timeframe

Please list project milestones and key dates

(Please add rows as required)

Milestone	Key date
Participants and Facilitator identified	June 2006
First meeting of core participants	End July 2006
Second meeting of core participants	August 2006
Third meeting of core participants	September 2006
Project Mid-term report due	5 September 2006
Final meeting of core participants	October 2006

National Forum – Sydney	Late November 2006
Project final report due	5 December 2006