

Project ID No.	CP 391 / 5 / 1 / 8
GOAL	4 SUB-PROGRAM

Effective Networking Communities of Practice

Action plans must be submitted online to 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 Details of participants in item 11 will be only be used in accordance with our privacy policy and will not be published on the website.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

DEFEEST

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3. Project overview (100 words maximum)

What outcomes do you hope to achieve in your project?

The Community of Practice will bring together TAFE SA Community Services and Health (CS&H) VET practitioners with individuals and organizations with expertise in Human Resource Management/ Organisational Development and Workforce Development (HR/ OD/ WD) to build a community, and explore new ways of working and changing practice.

In summary this project will:

- Develop a Community of Practice amongst TAFE SA Community Services & Health Program staff and HR/ OD/ WD professionals from a broad range of environments.
- Allow members to reflect on current practice, explore HR/OD/WD principles and tools, consider and plan to trial new ways of working to meet contemporary VET workforce needs in the Community Services and Health industries.

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) (Please add rows as required)

- establishing relationships with industry clients
- improving workplace assessment or delivery
- implementing new Training Packages and their place in strategic workforce development in the sector and its uptake of the Community Services and Health Training Packages as a Workforce development and HR tool
- increasing recognition uptake across the sector, based in job roles and working closely with organisations and services

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*):

Potential:

- *Group exercises to devise COP charter, directions and strategic outcomes. Introductory and networking activities.*
- *Online community established and “driven”*
- *Key guests to build a case for action.*
- *Drive provision and linking of information / knowledge*

Coalescing:

- *Encouraging networks and associations outside of the COP formal meetings where relationships are established*
- *Naming the COP*
- *Sharing COP work / information to a broader network*
- *Recognition to “champion” ideas of innovation*
- *Document outcomes / minutes. Launch key documents on online forum*
- *Drive sharing of knowledge*

Maturing:

- *Appropriate guests to plug “gaps” or add to “bag of ideas”, and provide opportunities for “aha” moments*
- *Locating and identifying possibilities for the life of the network after the project*
- *Evaluate outcomes*
- *Assist in the maintenance of focus*

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*):

Domain of Knowledge:

Time will be spent during the first workshop defining the Domain of Knowledge to develop a shared focus and vision for the project. It is expected the identified domain will reflect:

- Broader uptake of the Community Services and Health Training Packages across SA
- A greater job-role focus in the recognition of skills in industry
- Devise resources that assist services / agencies and VET practitioners to develop a skilled workforce

Community:

- Focussing on common issues / concerns / directions
- Some specific social activities that promote cohesion and the building of social capital
- Developing a number of options for involvement of members and their ongoing communications and discussions
- Foster cross-sectoral relationships across VET / industry / CSHSC
- Establish a reflective and open forums (meetings and online)

Practice:

- Determine early whether outcomes will include authored resources, tools, framework, models
- Call on experts in recognition, champions in workforce development activities in the sector
- Determine the value of the project as a PD series

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"> • An open forum in which to share issues, concerns and present champion innovative practices • To be part of a learning community • To be part of a professional network • To add to professional learning and development • Add to their portfolio of skills in relation to working with organisations
for participating organisations	<ul style="list-style-type: none"> • Able to share without threat across the sector • New alliances established • To hear other parts of the sector's perspectives • To assist in accelerated uptake of training packages • Greater appreciation of each other's role in the National Training System

8. Evaluation

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

The success of the Community of Practice will be evaluated by:

- Comparing, at the commencement and finalization of the project, members level of:
 - knowledge about HR/ OD/ WD practice and tools,
 - knowledge of and engagement with the Community Services and Health Industry Skills Council, South Australian Health and Community Services Skills Board, DFEST Workforce Development Directorate
 - knowledge of the underpinning theory of Communities of Practice
- Identification of members' plans for future trialling of new ways of working to meet contemporary industry/ enterprise needs and further dissemination of innovative approaches to practice
- Members' evaluation of the value of the Community of Practice in enhancing their professional life

It is intended there will also be a post project follow up to revisit the aims of the project and assess the impact on practice.

Ongoing evaluation of the process will occur through:

- *Collecting feedback from members at the end of each workshop to assist in shaping the project to meet the needs of the group.*
- *Evaluate informally and formally after each meeting*
- *Online collection of feedback*
- *End of project review to check agreed*
- *Post-project follow-up (timeframes to be decided)*

9. Project timeframe

Please list project milestones and key dates

(Please add rows as required)

Milestone	Key date
Key stakeholders meeting to assist in group being convened and developing an action plan	16.6.06
First Meeting – <ul style="list-style-type: none"> • Reframing Overview, COP underpinning theory, Domain of Knowledge, • Overview of WD, new roles of VET practitioners, profiling self, Analysis of skills, • Overview of 2005 COP 'De-mystifying VET for HR practitioners' - • Discussion/ refinement of action plan by COP participants 	July 06
Launch of online forum	July 06
PD workshop 1- <ul style="list-style-type: none"> • Industry & RTO examples of practice encompassing Workforce Development projects • Overview of SAHCSSB Workforce Development project - Jacky Morris • Reflective discussion on commonalities/ points of difference/ key success factors/ issues identified – confirmation/ refinement of focus of remaining workshops 	August 06
PD workshop 2 – <ul style="list-style-type: none"> • CSH ISC – overview of good practice models and tools – 3 key models/ tools • Discussion re possible application of tools / integration into current practice • ABCD, Career Development • Confirm planned activities in next workshop meets evolving needs of COP 	September 06
PD workshop 3 – Future & Integration <ul style="list-style-type: none"> • Models of operating • Contemporary WD tools • Defining Role – TNA • Where to from here? • Celebration and summary of outcomes 	October 06
?? Presentation of outcomes to VET and industry forums	Nov 06
?? Reframing the Future Conference	Dec 06