

Project ID No.	CP-455-5-1-1
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 Details of participants in item 11 will be only be used in accordance with our privacy policy and will not be published on the website.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

Australian Nursing Federation (SA Branch)

1. Convenor's details

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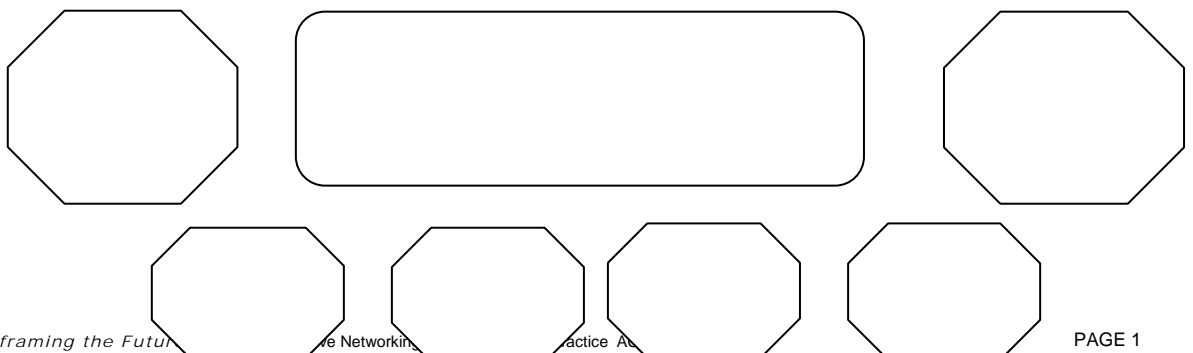
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3. Project overview (100 words maximum)

What outcomes do you hope to achieve in your project?

There are two principal outcomes that we are seeking to achieve:

1. Supporting the creation of a community of practice between key industry and VET Sector participants in the area of mental health. This process is in its infancy and we seek to consolidate it through this project. Key partners are the ANF, TAFESA, SA Baptist Community Services and the Mental Illness Fellowship SA.



2. Supporting people recovering from a history of mental illness in recovery by providing a program which supports their re-entry to the workforce and vocational training system and also supports industry in accepting these workers into employment. The objective here is to:
 - Adjust course to the health/illness cycles of participants;
 - Supporting students through provision of mentoring/pastoral care programs;
 - Supporting industry through provision of advice and counselling.

4. Domain of knowledge

Establishing relationships with industry clients

The domain of knowledge of this particular group is extensive and diverse. The major criticism of training in the mental health non-clinical area is that it is too rigid in its systems to allow people with mental health issues to be successful in completing their study. The national Mental Health Strategy and state Mental Health Plan strongly suggest that peer-consumers be employed by the industry to assist in the recovery of persons who have a mental illness. For this to occur, training needs to recognise the current skills of students and provide flexible pathways to study and then onto meaningful paid work in the sector. The role of industry will be to recognise and respond to the national and state initiatives and work together with VET providers to engage peer consumers as mental health support workers. Aspects of knowledge and experience that participants hold :

- Strategies for Improving student retention rates in the VET system
- Initiating and enhancing relationships between VET and industry to acknowledge and employ peer consumers in community mental health support roles
- Recognise previous learning in students, and designing flexible pathways through the VET sector to real job outcomes

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*):

The road to recovery in mental illness is rarely linear, there are many side tracks and obstacles, but the vision and hope remains constant. This may be an indication of how our Community will progress through its stages of development.

STAGE OF DEVELOPMENT	
<p>Potential</p>	<p>First Workshop Identify and legitimise project drivers – key personnel</p> <p>Identify documentation process and responsibility</p> <p>Clearly outline Workshop Program content</p> <p>Participants have a shared sense of purpose and commitment to mental health sector</p> <p>Use ANF Reference Group as initial contacts who may be interested in project</p> <p>First workshop aim to set scope of project,</p>

	<p>boundaries and develop trust and respect for each participant and the experience that they each bring with them to the workshop from the diverse mental health sector</p> <p>Some have already informally indicated an interest in pursuing a better pathway, with more flexible options in the VET sector and industry – particularly those with ‘lived’ mental health issues</p> <p>Discuss how Community’s worth might be evaluated in terms of individuals and organisations – devise tool</p>
<p>Coalescing</p>	<p>Second and Third Workshops</p> <p>Grow the community - Using existing participant’s networks to engage, and their networks to engage newcomers</p> <p>Advertise the Workshops to mental health networks</p> <p>Allow time for participants to build connections</p> <p>Introduce guest speakers (may be participants)with expertise in:</p> <ul style="list-style-type: none"> • VET training/flexible delivery • AQTF • Competency Based Training • Recognition of Prior Learning • Mentoring in Industry • Workforce Re-entry <p>Draw together information and share thoughts and beliefs about electronically distributed learning materials</p> <p>Share how learning may impact on current service delivery – ideas, insights, new developments</p> <p>Identify and document opportunities</p> <p>Time to socialise to build ‘informal networks’</p>
<p>Maturing</p>	<p>Workshop 4</p> <p>Identify and document learning that has taken place</p> <p>Identify current gaps and needs of Community in terms of knowledge base</p> <p>Discuss/Identify how gaps and needs may be met</p>

	Reflecting individual growth, and organisational growth Evaluate benefit of Community for both Individuals and Organisations – using previously discussed tool
Sustainable	Negotiate and establish systems to maintain capacity and continuity of Community

6. Structuring your community

COMMUNITY OF PRACTICE	STRATEGIES TO SUPPORT
Domain of knowledge	<p>Acknowledgement of common ground in mental health</p> <p>Use of existing networks and previously established links in the mental health sector to support dialogue</p> <p>Establishing clear and direct boundaries of project and communicating that to participants</p> <p>Encouraging participants to contribute towards the scope of the project to develop trust and respectful dialogue</p> <p>Encouraging and building trust in participants who have an existing mental illness to participate, and valuing their contribution</p>
Community	<p>Acknowledgement of common ground</p> <p>Email networks – to circulate reading/research material before workshops</p> <p>‘Just Ask’ Forum in workshops</p> <p>Focus and build upon the inter-relationships of all participants by providing an equitable forum for all</p> <p>Social networking – before/after workshop</p>
Practice	<p>Current Reports and Mental Health Plans and Strategies – shared pool (from all participants), to circulate</p> <p>Shared stories of individual’s experience in the mental health sector in:</p> <ul style="list-style-type: none"> • Industry/health allied workforce • student in VET system • employer • employee • collaborative partnerships <p>Applied learning - from story telling to ‘real’ situations to instigate change</p>

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*):

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

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

Our evaluation methodology will be focused on the following groups:

Partnerships	<ul style="list-style-type: none"> • understanding of the role of each of the partners and the degree to which we have improved their understanding, e.g. shared values and positions • At commencement of project, individually a 1-10 scale on how solid we see the partnership as being, and then re test at the end with same scale • Execution of formal agreements of partnerships – concrete measure of evaluation
Student Group	<ul style="list-style-type: none"> • successful in attracting students who are in recovery – number of students enrolling increases • focus group discussion, Nov/Dec 2006 about how well supported they felt and how we could modify programs to assist them • monthly mentoring of students and evaluate – peer mentors
Employers Group	<ul style="list-style-type: none"> • higher level of qualified students being employed • focus group discussion Nov/Dec about how well supported the employers felt, job placements increase • how they believe that the project has assisted them

8. Evaluation

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

We will use an evaluation tool, designed for each group, which is scaled 1-10 to rank participants responses. It is our intention to pre-test and post-test participants using the same 1-10 scale over a series of set questions relating to VET training. This will provide a measurable outcome.

We will also deliver a questionnaire, to all participants, to assess the 'feeling' of growth initiated through the implementation of the Community. This will be useful in terms of continuity, quality outcomes and AQTF.

9. Project timeframe

Please list project milestones and key dates

(Please add rows as required)

Milestone	ANF Key dates	Reframing Key Dates
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1,2 Workshops by	Proposed dates W/Shop 1 4/8 - W/shop 2 1/9 <i>Project mid-term completed</i>	<i>Tuesday 5th September 2006</i>
3,4 Workshops by	Proposed dates W/Shop 3 29/9 – W/Shop 4 3/11 <i>National forum – Sydney</i> <i>Final Project Report due</i>	<i>Late November</i> <i>Tuesday 5th December 2006</i>
Finalisation of project	Financial statement and final invoice	Monday 29 January 2007