

Project ID No.	CP 53 / 8 / 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 Details of participants in item 11 will be only be used in accordance with our privacy policy and will not be published on the website.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

FutureNow-Learning for Life

1. Convener's details

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2. Facilitators' details

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3. Project overview (100 words maximum)

What outcomes do you hope to achieve in your project?

By bringing together key stakeholders in the WA Television industry it is anticipated that this project will achieve:

- Increase industry understanding and awareness of the VET sector
- Provide training providers with access to an industry driven network
- Provide the option for industry based organisations to work toward innovative learning and development solutions to industry specific issues such as increasing casualisation, increasing gaps in knowledge between younger and often more technically able workers with older more experienced workers
- Provide the opportunity for industry training champions (ABC) to model and promote VET
- Provide the opportunity for industry representatives to explore traineeship options within this sector

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 knowledge regarding the national training system is variable with participants ranging from RTOs, both public and private, indigenous specialty, industry. In addition there are industry members ranging from commercial TV stations to community TV with limited knowledge of the national training system.

The Film, Television, Radio and Multimedia Training Package is currently under review with some major changes anticipated.

The industry is keen to access higher level traineeships and this will be one of the key outcomes.

The changing demographics of the workforce combined with the digital convergence of the industry will provide significant challenges to the industry in the short to medium term which will impact significantly on employment arrangements and training delivery for this sector.

Through this process, RTO's will gain a greater understanding of the industry needs and their vagaries and how they can function better in meeting those needs. The ABC is currently in the beginning stages of investigating viability of establishing traineeships; however these efforts have so far been thwarted by lack of resources and ability to identify qualification levels and partnership options. The burden of employment is currently too great and it is anticipated that through establishing this network the following benefits will be achieved:

1. modelling current relationship between the ABC and Central TAFE
2. work as a network to identify potentials to establish partnerships across media organisations and RTO's
3. Establish – where there previously had been none – a relationship between industry organisations which will encourage sharing of best practice in learning and development
4. Utilise the ABC's expertise in VET to showcase potential learning and development solutions using the accredited VET model.

Work towards the identification of appropriate qualification levels and flexible delivery mechanisms for traineeships in the industry.

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 project will largely be organised and nurtured by the convener and the facilitator. The following strategies will be employed to facilitate movement through the stages identified by Wenger (1998) in Diagram 4.1, 'Stages of development of communities of Practice' (in Mitchell, 2002, p.38)

Facilitation of the community through the stages will be achieved by using identified strategies to firmly define the role of community and its purpose. The Community will be cultivated through the development of an online community and sustained by face to face meetings. Facilitation will focus strongly on achieving goals identified through the project planning phase and in consultation with the community.

The following strategies will be employed to assist the community to move through stages as identified below:

Potential

Highlight common industry issues. Present current scenario. Identify and articulate national and international trends. Promote possible outcomes. Highlight personal development opportunities

Coalescing

Agree on common goals. Negotiate directions and outcomes. Build rapport and develop trust. Ask community to sign off on confidentiality commitments.

Active

Develop the practice. Participate in professional development forums. Share information. Review commitment. Look for passion.

Dispersed

Continue dialogue. Maintain the passion and commitment.

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

Identify current knowledge levels of participants. Structure professional development activities accordingly. Agree on modus operandi. Establish roles for members. Agree on what it is that is to be achieved. Develop and maintain a project manual for members. Encourage members to share information and knowledge.

Community

Agree on common issues. Seek support for direction and outcomes to be achieved.

Practice

What knowledge is the community going to produce? How is it going to be shared? How is it going to be used/?

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

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

for participating individuals	Increased knowledge of VTE sector, NTF, AQTF, new apprenticeships Build networks between individuals across industry and VTE Provide professional development opportunities
for participating organisations	Enhance industry capability through implementation (or at least investigation) of new apprenticeships Highlight usability of the VTE sector to industry in dealing with casualisation and evolving industry landscape (ie high level change) Promotion of VTE organisations to industry as viable business partners.

8. Evaluation

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

- One-on-one evaluation – facilitator to meet privately (either by email or face to face).
- Group evaluation – using reflective activities and group discussion.
- Individuals will be encouraged to communicate to either the facilitator or the project manager with feedback on all aspects of the project.
- Any resources as identified developed and utilised.
- Outcomes achieved
- Reframing the Future feedback

9. Project timeframe

Please list project milestones and key dates

(Please add rows as required)

Milestone	Key date
Initial Contact-Desk Top Research	7 July 2006
First Meeting	By 31 July 2006
Second Meeting	By 31 August 2006
Mid Term Report	5 September 2006
Mid Term Forum	13 September 2006
Third Meeting	30 September 2006
Fourth Meeting	31 October 2006
Final Meeting and Celebration	By 30 November 2006
National Forum Sydney	Nov/Dec 2006
Final Report	5 December 2006
Final Acquittal	29 January 2007