

Project ID No.	CP 223 / 3 / 1 / 07
GOAL	4 SUB-PROGRAM

## Effective Networking Communities of Practice

Action plans must be submitted online to [www.reframingthefuture.net](http://www.reframingthefuture.net) by COB Tuesday 5 June 2007.

Please select "Submit a Form" on the Home Page Menu and follow the prompts.

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 Details of participants in item 11 will be only be used in accordance with our privacy policy and will not be published on the website.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

Cultural, Recreation and Tourism Training Advisory Council
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### 1. Convenor's details

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### 3. Project overview (100 words maximum)

Our community of practice aims to bring together innovative VET professionals, Indigenous business owners and other key stakeholders from Katherine to the Kimberley's to share knowledge, ideas and good practices in enterprise development.

Successful Indigenous business owners, who also deliver VET, will champion and provide direction for the project, sharing stories and spreading the word during open forums in each key region. At the forefront of our interest is the intended outcome of capturing tacit knowledge and strengthening alliances and partnerships between Indigenous and non Indigenous stakeholders in VET to bring about more innovative and flexible approaches to VET delivery and enterprise development.

### 4. Domain of knowledge

Our CoP shares a common domain in their desire to see the VET sector better able to meet the needs of Indigenous Australians, particularly those in remote areas. They recognise that one of the best opportunities for Indigenous people to generate an income from their homelands is through the development of enterprises or cottage industries. They also recognise that Indigenous Australians have many competitive advantages through their rich cultural history, knowledge systems and connections with country.

This project will share stories of how the VET system can be used in innovative and flexible way to facilitate enterprise development. It will also invite other VET stakeholders in to share and learn from others experiences.

It will also specifically cover the following aspects of the National Training System;

- Client focus delivery
- Industry and training partnerships
- Development of training plans or skills sets to meet specific client needs
- Innovative Training and Assessment methods and practice

##### **5. Facilitating your community of practice**

This Community of Practice has been designed around a core group of VET practitioners and Indigenous Business owners that have developed a strong working relationship over the past couple of years. They share a common domain in their desire to see the VET sector better able to meet the needs of Indigenous Australians, particularly those in remote areas. They recognise that one of the best opportunities for Indigenous people to generate an income from their homelands is through the development of enterprises or cottage industries.

Skilled facilitation in this project is essential as it crosses several cultural boundaries and deals with important issues of livelihood and futures. This is also one of the projects strengths as the facilitator is well known and has built strong relationships in the Kimberley area over the past few years. In addition Indigenous business owners will 'champion' the project and play a lead role in the community and professional development workshops.

Face to face workshops are also seen as a vitally important part of the process and plenty of time has been allowed to participation and sharing.

This model of facilitation should allow the Community to naturally grow and develop with others from the Katherine, Kununurra and Kimberley regions that are interested in training and Indigenous Enterprise development. It will share stories of how the VET system can be used in innovative and flexible way to facilitate enterprise development.

##### **6. Structuring your community**

A Community of Practice is an ideal methodology for this project as it recognises the shared passion of the network and enables the capturing and sharing of collective knowledge. This project aims to implement practical solutions based on shared knowledge and aims to have a methodology, which encourages Indigenous and non-Indigenous members alike to participate fully.

It will be 'built' around two extended 'face to face' workshops for the core members of the community which are followed by a forum inviting other stakeholders to participate in a professional development opportunity led by the Community.

An outline of the project methodology is set out below:

##### **Domain of Knowledge**

The domain for this Community is linked to all training that can be used to help develop **Indigenous enterprises**. While this could essentially involve any of the training packages, the focus will be in cultural tourism where Indigenous family groups and individuals have a **competitive advantage**. It also includes practice in Training and Assessment as this plays an important role in Indigenous ownership of VET;

##### **Community**

The Community currently consists of a core group of people working in cultural tourism and training who have developed strong relationships over the past few years. Additional members from the Katherine, Kununurra and Kimberley areas have been identified through this project application and have expressed an interest in participating.

In addition to this main group this project aims to have peripheral community members that will join in with activities and forums in their region where appropriate. This includes people from relevant Government departments, training providers and industry associations.

### **Practice**

The practice forms an integral part of this community as core members recognise that good practice is happening in VET and enterprise development partnerships, however that that good practice is the exception rather than the norm.

The domain, Community and Practice will be explored through 2 extended workshops. Offering time and opportunity to network, share knowledge, test ideas and develop tools.

### **Workshop One - KATHERINE Exploring Common Ground and Sharing Good Practice**

The first workshop will be held in Katherine. It will be used to confirm the domain of the community and begin to develop a 'shared language' and discourse by encouraging members to express their aims for this community and to explore the following concepts:

- Skills recognition for Indigenous clients
- Development of Training Plans to meet enterprise development
- Role of skills sets – how to assess
- Professional development for trainers and assessors
- Issues with Training and Assessment qualifications
- 'Skilling' trainers

The workshop will be followed by an open forum for all interested stakeholders from the region. Indigenous business owners will be key presenters and drivers of this forum. Core members will be invited to 'share a story' about VET or partnerships and enterprise development. Future directions for the Community will be established.

### **Workshop Two – BROOME Building tools and spreading the word**

The focus of this forum would be to bring together the knowledge, learning and stories and create 'tools' to share this knowledge. It is anticipated that tools would include digital stories on how to set up partnerships, how to develop 'real' training plans, advice for training providers, advice for people interested in setting up a business, stories about collaboration, innovation, developing skills sets to meet needs, innovative use of training packages, assessment etc.

These 'tools' would then be freely available to all training providers and those interested in Indigenous Enterprise development through the Top End Groove website.

The workshop would be followed by a presentation at the Australian Indigenous Tourism Conference

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

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

for participating individuals	<p>For VET professionals</p> <ul style="list-style-type: none"> <li>• Sharing of good practice</li> <li>• Networking between experienced and less experienced practitioners (and business owners)</li> <li>• Creation of a bank of learning and assessment resources</li> <li>• Opportunity to promote their good practice to the VET and wider community</li> </ul> <p>For Cultural Tourism Operators/Owners</p> <ul style="list-style-type: none"> <li>• Become critical consumers of VET</li> <li>• Improved practice in training delivery and assessment</li> <li>• Opportunity to engage and be paid for VET mentoring, training and assessment in regions</li> </ul>
for participating organisations	<ul style="list-style-type: none"> <li>• Improve VET practice with delivery and assessment in remote and Indigenous contexts</li> <li>• Access to bank of tools and peer and industry validation of their tools and practices</li> <li>• Explore innovative assessment methods that are AQTF compliant</li> <li>• Promote good practice</li> </ul>

## 8. Promotion

Please outline how your project's processes and products will be promoted:

within your organisation(s)	Monthly updates on the CHARTTES e-news and Kimberley TAFE news
to industry and other relevant organisations	<p>Promotion through ARDI – Indigenous Tourism Operators, WAITOC, Tourism NT and Indigenous Tourism Australia website</p> <p>Presentation of project at the Australian Indigenous Tourism Conference in Broome in October</p>
to the broader VET sector	<p>Stories for Training the Territory, Service Skills E-News and other relevant publications and newsletters</p> <p>Presentation at ACPET Indigenous Forum in Darwin</p>

## 9. Evaluation

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

The project will be evaluated using the following perimeters:

- Principles of Communities of Practice
- Perceived value of Community of Practice as a way of engaging VET staff and as a tool to apply research
- Perceptions of current access to research in comparison to perceptions at completion of project.
- Extent of application of research
- Tools developed for Indigenous Assessment
- Identification and evaluation of other professional practice outcomes
- Value of project in terms of developing valuable networks that have led or will lead to the development of better practice.

The proposed methods to evaluate the project's effectiveness include:

- Survey at beginning, middle and end of project
- Group evaluation – using reflective activities and group discussion.
- Individuals will be encouraged to communicate to either the facilitator of the project manager with feedback on all aspects of the project.

#### 10. Project timeframe

Please list project milestones and key dates

(Please add rows as required)

Milestone	Key date
Brain storming and project planning / validation meeting (Broome)	May 30/31
Project Action Plan	June 5
Establish On Line Space for Community – Knowledge Sharing	July
Presentation at ACPET Skilling in the North Forum (NAIDOC week)	July 13
Workshop One – Katherine Sharing Good Practice	August 13-15
Developing Indigenous Enterprise and Training Partnerships Forum	August 16
Mid Term Report	August 28
Mid Term Forum	September
Workshop Two – Broome Building Tools and Spreading the Word	October 16-19
Australian Indigenous Tourism Conference	October 23
New Ways of Working Conference	November
Final Report	November 27