

DISABILITY  
JUSTICE  
PROJECT



training, resources and support

# Disability Justice Project

## Training Framework

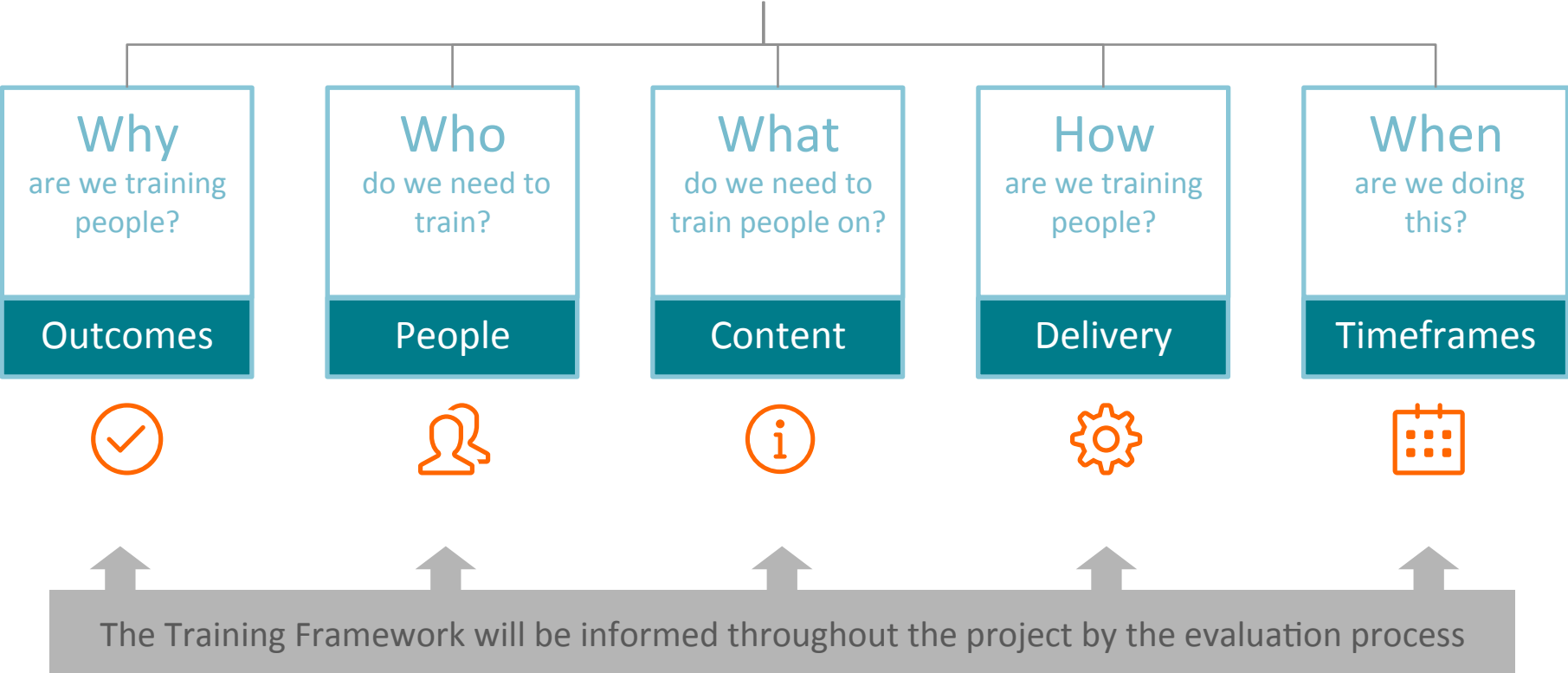
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March 2016

# Disability Justice Project – Training Overview



The Disability Justice Project Training Framework outlines the comprehensive structure of this training, and the delivery schedule



# Building the Framework - Outcomes



Outcomes

People

Content

Delivery

Timeframes

## ✓ Why are we training people?

The training outcomes directly align with the overall aim of the Disability Justice Project - to build capacity across the NSW disability sector, to better support people with a cognitive disability who come into contact with the justice system or are at risk of contact with the justice system.

The target outcomes of the Disability Justice project training are to:

- Contribute to overall **sector development**
  - Capacity building for service providers
  - Capacity building for Aboriginal communities
  - Short-term and long-term education:  
Disability justice training (online, webinar and face-to-face) in the short-term, with continuous learning (continuing online courses, web site and communities of practice) in the longer-term
- Promote and support **organisational development**, growth and resilience within a changing environment:
  - Establish specialist skills for care staff and community workers
  - Create long-term commitment and change for service providers and community workers
- Create **measurable positive impact**:
  - For people with cognitive disability
  - For service providers and their users
  - For Aboriginal communities

# Building the Framework - People

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 **Who** do we need to train?

There are a number of distinct groups of people who will receive training, and these groups will each need specific tailored approaches (both in terms of content and delivery mechanisms), as well as ongoing support through communities of practice and the DJP web site:

Group	Description	Training/Activity
<b>Managers and Leaders</b>	<ul style="list-style-type: none"> <li>▪ <b>Executives, Managers and Leaders:</b> individuals in decision-making roles including executives, senior managers, board members and Aboriginal leaders</li> </ul>	Leader Forums and + Manager training
	<ul style="list-style-type: none"> <li>▪ <b>Operational/Line Managers:</b> including supervisors and middle managers; these individuals will receive specific manager training</li> </ul>	Manager training
<b>Frontline staff and carers</b>	<ul style="list-style-type: none"> <li>▪ <b>Front-line Staff,</b> including disability support workers, support coordinators, team leaders and Aboriginal community members</li> </ul>	Frontline training
<b>Other staff and members</b>	<p>Some of this training would also benefit other staff and carers who come into contact with people with a cognitive disability, such as:</p> <ul style="list-style-type: none"> <li>▪ AOD, mental health &amp; homeless service providers, administration staff, receptionists, psychologists, OT, etc.</li> <li>▪ Cross-sector workers such as youth workers, liaison officers, other community workers</li> <li>▪ Service providers' new staff who need to receive general training as part of staff induction</li> </ul>	Some of the frontline training as well the DJP web site and the communities of practice

# Building the Framework - Content

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## What do we need to train people on?

The content of each course has been developed based on a key set of criteria for topics, addressing both fundamental training as well as more advanced/specialised topics.

The development and delivery of this training was based on the following key principles:

- **Person-centred:**
  - A collaborative approach working with other agencies to achieve better outcomes for people with cognitive disability
  - Focus on responding effectively to those who are at risk of involvement with the justice system
  - Reflective practice
  - Recognition of the particular needs of Aboriginal peoples with cognitive impairment
  - Based on the Disability Justice Framework and relevant legislation, with human rights embedded throughout the topics
- **Engaging and practical:**
  - The training courses use story-telling and engaging methods of delivery
  - Practical application of best practice strategies, tailored to respond to individual needs and able to advocate for rights
- **Audience-specific and skills-focused:**
  - The content delivered will be adapted to specific groups, to build skills relevant to that group
  - Core training will be followed by specific specialist topics
  - Training is free of charge, and while nothing is mandatory there are suggested training sequences and pre-requisites

# Building the Framework - Delivery



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## How are we training people?

Training will involve multiple delivery mechanisms, including instructor-led webinars, online and face-to-face training. All training will be supported by:

- **Specialised and experienced trainers:**
  - The selection criteria for all trainers has focused on their knowledge and experience of the sector and their ability to support the practical application of training in real-life situations, and includes:
    - Local, district-based trainers, where possible
    - Aboriginal trainers
- **Multiple delivery modes:**
  - The main delivery method will be face to face training
  - However, some instructor-led training will be delivered via webinars
  - Some training will be delivered online, to support self-directed training and provide long-term training resources beyond the timeframe of the project.
  - Course delivery will range from short sessions (such as the Leader Forums) to one and two day training courses
  - While there are a number of courses, these are all supported by many locations, to cater for participant' availability to attend and to provide training in regional areas – 33 sites in NSW
- **Communities of Practice:** will be established to promote post-training knowledge sharing, long term cross-agency support and ensure widespread knowledge of the courses as they become available

# Building the Framework - Timeframes

Outcomes

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**Timeframes**



**When** are we doing this?

Training will involve follow-up (training evaluation) as well as being supported by the communities of practice. The training schedule commences in April 2016, with a Leaders Launch information session taking place on 1 April 2016.

Key Features of Training	Details
<b>Course Promotion</b>	Course schedules will be available on the DJP website, as they are launched – including information on when they will be made available and for face to face courses where and when they will be delivered. Availability of online courses as well the dates for webinars will also be on the web site. All courses will be promoted via email as they are launched
<b>Course Registration</b>	Participants will be able to register online for all training sessions
<b>Cost</b>	All courses are available free of charge
<b>Training Delivery Schedule</b>	The first training will be delivered in April 2016, and courses will continue through June 2017
<b>Training Evaluation</b>	All training will be evaluated and the results will inform and refine on-going training
<b>Ongoing Support</b>	All course materials will be made available on the DJP web site and supported by ongoing communities of practice