

Kaupapa Mahi Tahī ki te Whakawhanake Kaimahi

Workforce Development Collaboration Projects

Background

The New Zealand Disability Support Network (NZDSN) has put together a series of workforce development projects aimed at addressing long-standing and widely recognised issues with current sector qualification pathways. These issues include variable content, delivery and quality.

There is a need for the disability support workforce to have access to Enabling Good Lives informed qualifications, with quality content and effective learning support. These would need to be highly valued by disabled people, whānau and employers, and apply sector wide.

At the moment, there is also a more immediate need to support Enabling Good Lives - informed leadership development for service transformation across providers, and to produce high quality training resources that would be widely available.

These projects are seen as important for increasing the participation and leadership of disabled people and whānau in the development and delivery of sector qualifications and training resources. An important focus is also ensuring that all projects reflect the Enabling Good Lives principles and vision, Te Tiriti o Waitangi as well as recognising Pasifika equity and the well-being of all disabled people.

Project Design & Structure

The Workforce Development Collaboration project is organised as a partnership between NZDSN, The National Enabling Good Lives Leadership Group, the Ministry of Health, the Ministry of Social Development and Careerforce.

There is a Steering Group providing oversight, advice and guidance. This group includes representatives from: NZDSN, Project funders (Ministry of Health, Ministry of Social Development and Careerforce), Disabled Persons Assembly, People First, the National Enabling Good Lives Leadership Group, the Whānau Ora Interface Group, Te Ao Marama, Faiva ora, Unions, The Carers Alliance, The Family Alliance, Te Pūkenga and Toitu te Waiora (Workforce Development Council).

Connection & Guidance regarding direct input from Maori, Pasifika and Disabled people/whānau. The project has been engaging with key leaders and groups to ensure project teams have appropriate levels of membership from Maori, Pasifika and disabled people/whānau. This is to make sure that project content is aligned to Te Tiriti o Waitangi, Enabling Good Lives and addresses Pasifika equity. The intent is that voices and perspectives from disabled people/whānau, Maori and Pasifika are directly embedded within each of the project teams.

Engaging with key voices: With these projects, we want to ensure that disabled people, tāngata whaikaha, whānau whaikaha, aiga and families are with us every step of the way. We want to talk with disabled people, tāngata whaikaha, whānau whaikaha, aiga and families first about what they need from the people who are supporting them. We want to check whether the current people who support disabled people and whānau - that they often employ - have the knowledge and skills to meet their needs and practice in ways that respect Māori, Pasifika and the Enabling Good Lives principles. We expect that these stories will inform the video project and the development of qualifications.

Working Groups will then be established to ensure that key voices and subject matter expertise drives and informs the outcomes each project is designed to achieve.

There are Co-Lead roles for each of the four projects and an overall project manager contracted through NZDSN.



Project Descriptions

Project One

Facilitating a collaborative effort to develop future-focused Enabling Good Lives-informed curriculum and delivery models for the certificate level 2-4 Health and Wellbeing qualifications as they relate to the disability support workforce.

Project co-leads: Grant Cleland and Cate Grace.

Project deliverables/outputs:

- Effective stakeholder engagement.
- Consensus on an agreed national curriculum for each of the qualifications.
- Consensus on recommended delivery models/options for each of the qualifications.

Intended Outcome: Qualifications that are highly valued, nationally consistent and well supported by disabled people, whānau, employers and the workforce.

Project Two

Facilitating a collaborative effort to develop a positive behaviour support specialist strand to the level 5 diploma qualification in Health and Wellbeing.

Project co-leads: Gordon Boxall and Martyn Matthews.

Project deliverables/outputs:

- Effective stakeholder engagement.
- Consensus on an agreed national curriculum.
- Consensus on recommended delivery models/options for the qualification.

Intended outcome: A nationally consistent qualification that is highly valued and supported by disabled people, whānau, employers and the workforce.

Project Three

Continuing delivery of the Leadership for Service Transformation Programme aimed at embedding Enabling Good Lives-informed practice across up to 40 organisations.

Project Lead: Humanly.

Project deliverables/outputs:

- A 20-week learning journey for service transformation teams involving a four-phase Programme that includes four workshops, online learning and individual implementation conversations for each organisation.
- Deliver to organisations involving six cohorts, comprising up to 40 service transformation teams with up to six members in each team.
- Organise delivery with two intakes in three locations each in July 2021 and February 2022.

Intended outcome: Significant Enabling Good Lives-informed transformation across the service provider landscape.

Project Four

Produce a high quality video training resource that illustrates effective provider implementation of each of the Eight Enabling Good Lives Principles from the perspective of disabled people and families/whānau.

Project co-leads: Tony Mclean, Nicky Mayne and Amy Hogan.

Project deliverables/outputs:

- Effective stakeholder engagement.
- Identify contexts, people and “stories” that illustrate Enabling Good Lives-informed implementation.
- Identify and recruit a media/video production supplier to produce the video training resources.
- At least eight discrete video vignettes illustrating the implementation of each Enabling Good Lives principle that will be made widely available to the sector for training purposes.

Intended outcome: A training resource widely used to support changes in practice across service providers informed by the Enabling Good Lives principles.



Do you want to find out more and/or contribute to these projects?

If you have an interest in contributing to any of these projects, please get in touch.

You may have:

- Important insights about what needs to be part of the qualifications.
- Content that you know about and/or can share and make available.
- Subject matter expertise.
- Video production expertise.
- Real-life examples of the principles in practice.

Contact Details for Each Project

Level 2-4 Qualification Projects

Grant Cleland grant@creativesolutions.co.nz
Cate Grace cate@whānauwhanake.org

Level 5 Positive Behaviour Support Qualification

Gordon Boxall gordon@weavingthreads.com
Martyn Matthews martyn.d.matthews@gmail.com

Video Training Project

Tony Mclean tony.mclean@imaginebetter.co.nz
Nicky Mayne nickyshiree@gmail.com
Amy Hogan amyhogannz@gmail.com

Leadership for Service Transformation Programme

Janelle Fisher janelle.fisher@humanly.nz
Lisa Clausen lisa.clausen@humanly.nz
Logan Fisher-Murray logan.fisher-murray@humanly.nz

Project Manager

Garth Bennie bennford@inspire.net.nz