

ACTIV PATHWAYS

NEWSLETTER

March 2010

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News Update

GROW TEAM GROW!

Since the start of the year, Activ Pathways has welcomed three new staff members to our team: Karen Price, Mark Rycraft and Karen Lawtie.

Karen Price, Program Coordinator, is coordinating training for employees including Certificate I in Leadership Development, Certificates I & II Horticulture and Certificate I in Manufacturing.

Mark Rycraft, Program Coordinator, will coordinate the Certificates III & IV Disability for staff. Read more about this exciting new development later on in this newsletter.

Karen Lawtie, Nurse Educator, is delivering medication training to staff. Karen has developed a training program that allows staff to develop the knowledge and skills to assist with medication. Not only is the training at a nationally recognized level but it is fun as these staff at the latest orientation program found out!



From left to right:

Karen Price, Mark Rycraft and Karen Lawtie

INTRODUCING - CERTIFICATE III & IV IN DISABILITY

Activ Pathways is looking forward to delivering these qualifications to Activ staff. Previously this training has been provided by an external Registered Training Organisation (RTO). Mark Rycraft, Program Coordinator, is busy developing a training and assessment program that is focused on Activ's Accommodation, Community and Business services.

Staff new to Activ will be offered the opportunity to gain these qualifications but existing experienced staff need not miss out.

A Skills Recognition or Recognised Prior Learning program (RPL) will also be offered. RPL is a way of validating existing skills and knowledge through the collection of evidence from the workplace or other sources, together with evidence of current training and learning.

Regardless of which way the qualification is gained, staff can look forward to professional development that is relevant to everyday work and personal career development. Like the medication training it might even be enjoyable!



From left to right:

Garry Mannes, Karen Lawtie, Brad Stone, Val Ellis and Sheryl Helgeland

Current Training Programs

The following table details our current programs and other programs currently in the pipeline to commence in the coming months.

Please Note:

Details for medication training, Certificate III & IV Disability and other regional training programs will be advised as they are being rolled out.

Qualification	Location
Get Out There program (external participants)	Activ Osborne Park
Certificate I in Leadership Development	Activ Manjimup
Certificate I in Leadership Development for existing employees	Activ Osborne Park Activ East Victoria Park Activ Kewdale
Certificate I in Horticulture	Activ Property Care <i>Due to start in April</i>
Certificate II in Horticulture	Activ Property Care <i>Due to start in June</i>
Certificate I in Manufacturing	Activ Bunbury Activ Manjimup

Feedback from 2009 participants

It is always rewarding to receive positive feedback from participants and we would like to share some of the feedback here in our newsletter.

The following comments came from employees at Activ O'Connor who completed the Certificate I in Leadership Development in December 2009...

"It was a very enjoyable course that gave me the opportunity to express many of my ideas and values. It has also given me the confidence I need to move through with vital upcoming life decisions that I'll soon face."



"I enjoyed doing leadership development. I am proud of myself. I think my mother and grandma would be as well."



While positive comments like those above are heartwarming, we know we're not perfect.

Therefore, we also welcome suggestions on how we can improve. We are constantly looking at how we can provide better quality training.

All your feedback is most welcome! We log your feedback into our Continuous Improvement Register and do our best to accommodate your suggestions.

Jargon Buster

What is contextualisation?

- a) A technique used by politicians to avoid giving a straight answer.
- b) A technique used by Registered Training Organisations.
- c) A technique used by artists.

Answer: b)

A Registered Training Organisation such as Activ Pathways strives to deliver training and assessments which suit the context or workplace.

Irrelevant training is a waste of everyone's time. Activ Pathways will contextualise the nationally agreed outcomes that are set out in the Community Services Training Package CHC08 to Activ services.

For example, the medication competency unit (CHCCS305A), which provides training to assist clients with taking their medication, will be based on Activ policy and procedures. Course participants will be able to complete their assessments in the workplace, along with their normal work tasks.

Next issue:

- Find out what the employees at Kewdale are learning about Halal requirements. Activ Kewdale Flight Services has a Halal section where employees provide cutlery packaging that meets Halal standards. Activ Pathways asked the question: '*Why not learn about the "why" not just the "how"?*' This forms part of the cultural diversity outcome of the Certificate I in Leadership Development.
- Up and coming training.