

ACTIV PATHWAYS

NEWSLETTER

April 2011

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Meet the Activ Pathways team

With the vast expansion of the programs and training organised by Activ Pathways, the team has grown and roles and responsibilities have been altered to keep up with the growth.

Trish Ridley heads up the team as Employment Services Manager. **Rosemary Kernohan** as Training & Assessment Manager ensures the quality of all programs and compliance with the Australian Quality Training Framework.

The Program Coordinators for Activ Pathways are **Mark Rycraft** (Cert III & IV in Disability), **Karen Price** (Cert I in Leadership Development & Cert I & II Horticulture, Cert I Manufacturing) and **Lynda Spencer** (Bunbury).

Ronel Derman has been appointed as the new RTO Coordinator and is responsible for the administrative functions within the RTO.

With regards to all Staff Development and training, **Carolyn Stalkey** (Program Coordinator), **Narelle Mathers** (Pathways Coordinator) and **Melanie Friedrich**, take care of all staff training administration requirements.

More trainers have come onboard in the past few months, and Activ Pathways are fortunate to have such knowledge and expert trainers as partners in our venture to empower people. **Annabell Afan, Ray Bashford, Dolly Bhargava, Allison Burnett, Don Chantler, Karen Lawtie, Anita Lindemann, George Mathews, Flo Munro, Frank Musiello** and **Lidia Stevenson** are currently part of the team.

Looking back - 2010

Activ Pathways experienced a major expansion in 2010. **Certificate III and IV in Disability were added to our scope** which means we are authorised to deliver these qualifications. Currently there are 7 groups of Activ staff studying Certificate III in Disability in the metro area, Bunbury, Albany and Geraldton. It will be exciting to see Activ staff receive a hard earned qualification at the Activ Pathways Graduation Ceremony in April 2011.



The Activ Staff Orientation program was expanded to a 3 day program in 2010. Day 1 includes an organisational overview, disability service standards, health and safety and other employment related subjects.

Day 2 is delivered by Dolly Bhargava, a specialist disability trainer, focusing on working with people with a disability, especially communication and behaviour awareness.

Day 3 is also delivered by a specialist trainer, Karen Lawtie RN, on assisting clients with medication and recognising healthy body systems.



Supported employees at Activ Business Services sites continue to have the opportunity to participate in a Certificate I in Leadership Development, Certificate I & II in Horticulture and Certificate I in Manufacturing. Our trainers enjoy moving from site to site each semester to offer these programs. Of course the Graduation Ceremony is the icing on the cake as we watch our employees receive nationally recognised qualifications.

Incidentally it is a requirement of our registration that we participate in moderation, validation and benchmarking events with other organisations. The work achieved by our supported employees in these programs stacks up well against the work submitted by participants without a disability from other organisations. Always a proud moment for us!

Focus on 2011



In 2011 we look forward to adding further qualifications to our scope which will increase the range that can be offered to supported employees. We also plan to further improve the quality and customisation of staff training to Activ services. Please let us know your training needs and ideas.

FROM THE PEN OF ROSEMARY KERNOHAN:

My focus for 2011 is to enrich the quality of the Certificate III & IV in Disability by:

- Providing opportunities for people with a disability to present their perspective and challenge staff to be person centered in their work.
- Incorporating the knowledge and experience of selected Activ staff to work alongside the trainer to inspire staff to strive for excellence.
- Make training programs available for supported employees to increase the range of qualifications or skill sets available. Our employees are hungry for further opportunities to demonstrate their abilities. Watch this space!



Looking after our own

Once Activ Pathways was registered to deliver Certificate III & IV Disability in July 2010 it was decided to take back the group of Activ staff who were enrolled with another registered training organisation, TR7, and allow them to complete their qualification through Activ Pathways. The benefits for this group of staff were being able to quickly and efficiently complete their studies with most of this group due to finish in the next month or so. Best of all Activ Pathways has enjoyed the satisfaction of looking after our own.

Get Out There program

This is a program for young people (14 – 21 years) with disabilities to develop work ready skills. The transition between school and work is often a frustrating and difficult process for young adults, and even more so for a young adult with a disability. This program provides an innovative and best practice service with content and activities that offer outcomes for people to actively participate and join in.

The program started in March at Activ Embleton and will also be running at Activ Osborne Park later in the year. If you know of young people who would be interested, please contact us for more details.

Training news from the South West region

Activ Pathways is conducting Horticulture training for the first time in the South West Region.

Thanks to George Mathews, our trainer, driving down from Perth, Darren Callaghan driving up from Manjimup and Lynda Spencer driving across from Busselton, all our South West Property Care teams are benefitting from the experience. Keep up the good work guys.



From Left: Hayden Leggett of Bunbury, Peta Colson and Rebecca Harding of Busselton, Kenneth Muir and Darren Callaghan of Manjimup.

Certificate I in Leadership Development

The Leadership Development training was successful at Osborne Park and Embleton with all students completing and attaining their certificates. A young employee from Osborne Park is continuing his educational opportunities at TAFE this year studying engineering.

Students spoke about the importance of the course which provided them an increased understanding of policy and procedures that directly affected their work performance on a daily basis. OHS was a major component in particular and many participants related ways they transferred the knowledge to the workplace.

This qualification requires participants to complete a group project which not only teaches employees the importance of working as a team, but also how they may help the community. The Osborne Park group raised money for the Perth Zoo. One student commented that it was the best experience that he ever had. At Embleton clothes were collected and donated to Good Sammie's. Employees had the opportunity to visit these organisations and learn the business operations.

Jargon Buster

What is Credit Transfer?

Credit Transfer is:

- a) getting the credit for someone else's good work
- b) getting exemption from parts of a course through previous study with a registered training organisation.
- c) getting a better deal with a new credit card

Answer: (b) Activ Pathways is always prepared to consider records of study completed at other registered training organisations or universities to see if a credit transfer is possible.

Next issue:

What is RPL (Recognition for Prior Learning)?

The following questions will be answered:

- What is it?
- When can I do RPL?
- How do I start the process?
- How long does it take?

News of the Graduation ceremonies