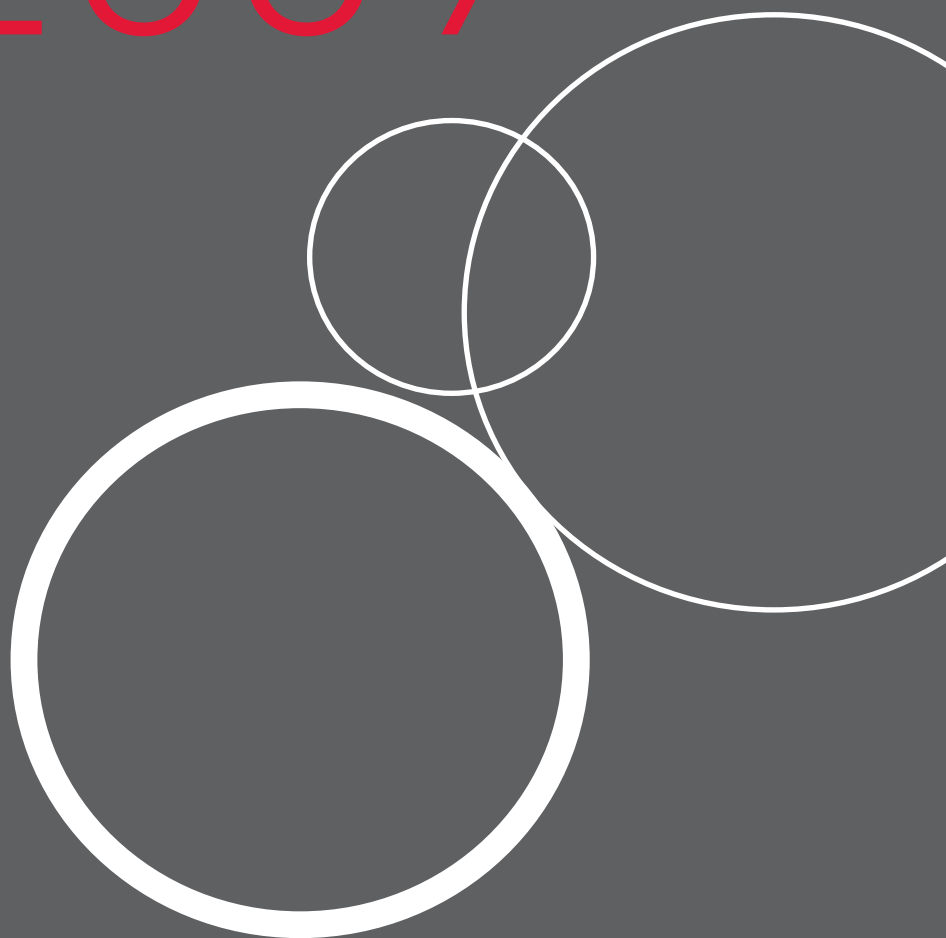




annual report

2009



Learning to change together

Sometimes I feel like two people. One is the person who thinks maybe I can change the world. The other person is the one who lives in the world I want to change, but don't know how, but feel I should.

...Maree Ireland, 2009

About us

field is a forward looking, learning and development organisation working towards full and meaningful inclusion of people with disability in the life of the community. In the course of this past year we have comprehensively rebranded our organisation (including a name change) to better represent the work we do.

We are committed to new and innovative approaches that can deliver the goals of the *State Disability Plan 2002 -2012*. These approaches lead the way to:

- Building inclusive communities and
- Making it possible for people with disability to pursue the lifestyles they want.

We do this by:

- Recognising proven approaches to learning, workforce development and social inclusion and continuing to work in this way.
- Facilitating greater participation of people with disability in learning, and in informing the learning of the disability workforce and the community.
- Exploring the potential for new and emerging technologies to substantially enhance communication, connection and learning for people with disability, the disability workforce and the community.
- Enhancing our capacity for new and unique partnerships with other sectors and groups to deliver products and services that advance social inclusion and up-skill the disability workforce, business and the community in general.
- Being open to a range of exciting things that have not even been thought of yet.

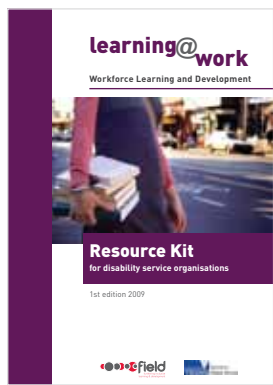
What have we done in the past year?

Led new and alternate models of learning and development

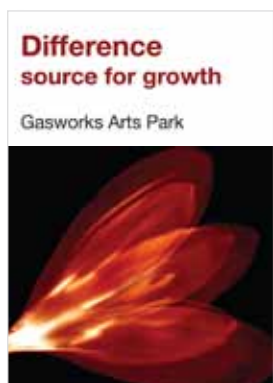
- Westpac/**field** collaboration – provision of *Beyond Survival: Keys to building a healthy not for profit organisation* workshops that grow fiscal literacy, including financial planning and risk management, for community services organisations.
- *Learning partnerships project* – a collaborative group that brings together people with disability and direct support workers to explore what leads to a successful support relationship and what are the barriers to this. See <http://notjustwork.info>
- *Connecting Colleagues@Cyberspace* (Community Internet Innovation Fund - Stage Two) – This project will develop a prototype Web 2.0 resource to enable non facility based disability support workers to access supervision, collegiate support and learning and development in an easy, timely and cost effective manner.
- *Recruitment and Retention* community of practice using IT applications and face to face workshops to link Victorian practitioners to international practice, resources and learning opportunities with our partners at the University of Minnesota and RMIT Division of Disability Studies.



Ready4work – Disability Support Worker Induction Resource Kit



Learning@work Resource Kit



field Art Exhibition – Difference – source for growth

Produced new learning resources

- *Ready4work – Disability Support Worker Induction Resource Kit, 2nd Edition, 2009*. Awarded first prize by the Community Services & Health Industry Training Board in the category of Innovation in Training & Assessment (Innovative Products).
- *Learning@work Resource Kit* – provides a learning framework, a practical learning program and tools to implement or enhance a learning culture within community services organisations and other workplaces.
- **field** Art Exhibition – *Difference – source for growth* which provided opportunities for the arts community to engage with the disability sector (including many artists with disability) using a range of mediums to provide new perspectives for our learning.

Provided information about learning opportunities

- Over 100 Infocasts to 6500 addresses.
- Online training calendar listing in excess of 1000 learning opportunities.
- Redesigned web page, including an extensive range of resources and links.
- Utilising and experimenting with Web 2.0 technologies to enhance the learning and development of the disability workforce e.g. facebook to share best practice around induction and on the job learning.

Conducted forums on topical issues including:

- Exploring quality service delivery in the disability sector.
- Good practice in client consultation.
- Disability and sexuality.
- Introduction to Web 2.0 technologies.

Developed and delivered targeted training

- Governance training for boards of directors in community services organisations (100 plus events delivered or booked).
- Financial planning and literacy - *Beyond Survival: Keys to building a healthy not for profit organisation (in partnership with Westpac).*
- Fire Emergency and Evacuation Training.
- Induction training (Ready4work) in all eight DHS regions.
- Workshops on application of Web 2.0 technologies to increase organisational communication and learning.
- *Practical Workforce Development* workshop (University of Minnesota).
- *Course 1- Recruitment and Selection*, University of Minnesota, RTC College of Front Line Supervision (on-line, 3 lesson module).

Facilitated learning networks and partnerships

- Learning Coordination Group designed to coordinate learning and development opportunities in the disability sector, avoid duplication and identify gaps in provision.
- Participation on a range of committees and communities of practice, including the Department of Human Services Workforce Taskgroup, Case Managers Action Group, National Disability Services Victoria OH&S and Research working groups, VCOSS Clearing House advisory committee etc.
- Conference presentations at the state and national level including; Making Links, National NDS Conference, ASSID Disability Support Worker National Conference, Disability Professionals Victoria Conference.

For further details concerning the activities of **field**, including financial reporting statements and board profile please refer to www.field.org.au



field staff