

Workforce Development Grant Application

GRANT ROUND 6 MAR 2017 TO 6 APR 2017

Application details

Application number	#10335	Submitted	24 Mar 2017
Status	Not successful	IF application	No

Organisation

Name SILC

About the organisation

SILC was born from the desires expressed by people with intellectual disability, their families, guardians, advocates, and workers in the field. As such we have some very strong beliefs about how those amongst us with a disability should be able to live. We believe that people with disability should be able to live ordinary lives in the community, have a real home, real friends, and with the involvement of family and whanau should have control of their own lives and be in charge of their own destinies

SILC employs supports and trains a pool of staff bringing into play these philosophies, and in turn offer to support, under contract, people with disability and their families to achieve personal goals and lifestyles.

We currently support 150 people, some of these people reside in their own homes and others in flatmate situations with a live in carer employed by SILC.

MOH provider 612688/333263

Contract number 612688/333263

Speciality services Maori
Pacific
Asian

Eligibility

Is your organisation funded by the Ministry of Health to provide disability support services or are part of the DPO coalition? Yes

Do all the training participants work within a disability service funded by the Ministry of Health or employees of a DPO coalition organisation? Yes

Are all of the proposed participants NZ citizens or permanent residents? Yes

Will your organisation support the participants to complete the learning activity? Yes

Learning activity be delivered in New Zealand? Yes

Learning Activity

Title Performance Management Training

Description The purpose of this learning activity is to upskill service delivery managers in managing the performance of staff, especially in relation to complex and difficult issues, and equip them with the confidence they need to manage and support staffs performance.

Dates 20 Apr 2017 to 20 Apr 2017

Delivered by Shieff Angland Lawyers

Facilitator name(s) Shelly Eden

Budget			
	No. people	Per person	Sub-total
Registration fees			\$0.00
Catering			\$0.00
Staff costs			\$0.00
	No. days	Per day	Sub-total
Venue			\$0.00
			Sub-total
Training materials			\$40.00
Total other costs			\$50.00
	No. hours	Per hour	Sub-total
Facilitator - fees	1.00	\$1,322.00	\$1,322.00
Facilitator - disbursements			\$0.00
	No. people	Avg. per person	Sub-total
Participant travel - airfares			\$0.00
Participant travel - accommodation			\$0.00
Participant travel - mileage			\$0.00
Participant travel - taxis			\$0.00
Participant travel - meals			\$0.00
			Sub-total
Accessibility costs - training resources			\$0.00
Accessibility costs - support person			\$0.00
		TOTAL	\$1,412.00

Budget motivation

Total costs is a daily rate including facilitator travel to and from Tauranga from Auckland, plus a contribution towards petrol costs.

Questions

Which of the Let's get real: Disability framework Seven Real Skills does this learning activity relate too?

Maintaining professional and personal development

How will this learning activity attain or enhance this Real Skill for the participant?

Performance management is an essential capability for our managers and this learning activity will provide a personal development opportunity for these managers to improve their confidence when dealing with performance issues.

Which Let's get real: Disability Framework performance indicator level will the learning activity focus on?

leader

Has your organisation signed up on the Te Pou Real Skills Online tool?

No, our organisation has not signed up on the Te Pou Real Skills Tool.

Have your staff undertaken the Real Skills self-assessment tool to assess themselves against the Let's get real: Disability Framework?

No, Not sure

Where the results of staff self-assessment against the Let's get real: Disability Framework on the Real Skills Tool used to inform your grant application

Not applicable

How will the learning activity be delivered? Include the number of sessions, the method of delivery, and locations where activity will occur.

This will be delivered as a 1/2 day workshop and will be held at our offices in Tauranga. Topics covered in this workshop include:
Overview of performance management and disciplinary processes
How to run performance management and disciplinary meetings
What Correspondence and note taking is needed
Trouble shooting current issues.

How will your organisation support participants to complete the learning activity?

Following this workshop we will hold feedback sessions and focus groups and participants will be asked to present this information to others who were not involved in the training.

What opportunities will participants have to apply their learning to benefit disabled people or the disability sector?

All participants taking part in this learning activity are front line managers who provide leadership to Team Leaders and support workers who are working with people with disabilities on a daily basis.

Describe the experience or expertise the facilitator has in delivering learning activities in the disability sector?
If the facilitator does not have experience in the disability sector, describe why you have chosen this facilitator and how you will ensure the facilitation will be appropriate for the disability workforce?

The facilitator does not have specific experience in the disability sector. The Facilitator we have chosen - Shelly Eden, is an employment lawyer, with corporate experience in Human Resource Management. These principals and knowledge are applicable across all sectors.

Describe how disabled people are included in the development of the learning activity or the delivery of the training?
If disabled people are not involved in the development or delivery of the training how will you ensure a consumer perspective is included in the learning activity?

SILCS philosophy ensures the people we provide support to are at the forefront of everything we do and every decision we make. The purpose of this training is to provide enhanced performance management which will in turn provide enhanced service delivery for the people we support.

Participants

Participant	Age	Gender	Ethnicity	Location	Role or position
Elaina Dailes	31-40 years	Female	New Zealand European	Urban	Human resources/training
Jo Ericson	41-50 years	Female	New Zealand European	Urban	Frontline manager
Jolene Cotter	41-50 years	Female	New Zealand European	Urban	Frontline manager
Michelle Moir	51-60 years	Female	New Zealand European	Urban	Frontline manager
Peter Miller	41-50 years	Male	New Zealand European	Urban	Frontline manager
Participant	Age	Gender	Ethnicity	Location	Role or position