

MHV NDIS Workforce Development (Psychosocial Capabilities) Project

Project Summary

The MHV NDIS Workforce Development (Psychosocial Capabilities) Project aims to build the foundational mental health capabilities and recovery-oriented practices of frontline NDIS workers.

About the project

The MHV NDIS Workforce Development (Psychosocial Capabilities) Project will help meet a growing and urgent need to provide training for NDIS providers and workers offering psychosocial disability supports. And will help ensure a recovery-oriented focus is translated into the NDIS worker role.

The project will develop and deliver a suite of learning and development programs for support workers, support coordinators and supervisors. The programs will tailor learning for this mostly mobile and time-poor workforce by delivering programs in accessible and innovative ways. This will incorporate digital, mobile and micro learning, new models of supervision and on the job learning supports. 400-500 free training places will be rolled out in 2020.

This project upholds the important value of collaboration. This is a collaborative project with the Department of Health and Human Services (DHHS), National Disability Services (NDS) Victoria, other key organisations, and NDIS providers, workers, participants and carers. There are opportunities to engage in the project in various ways, including as part of the Project Working Group, co-design workshops or to take up free training places.

The project runs from May 2019 to April 2021. The project is supported by DHHS NDIS Transition Support funding.

What is recovery?

In this context, recovery does not mean cure. From the perspective of the individual with mental illness, recovery can mean gaining and retaining hope, understanding of one's abilities and disabilities, engagement in an active life, personal autonomy, social identity, meaning and purpose in life, and a positive sense of self. Click on the following links for more information:

- Australian Department of Health [Principles of recovery oriented mental health practice](#)
- Victorian Department of Health & Human Services [Recovery-oriented practice in mental health](#)
- NDIS [What is recovery?](#)

Background

The current project builds on MHV's successful 2018 pilot project 'Recovery-Oriented Practice Resources for Providing NDIS Psychosocial Supports Project'. This project worked with regional and metropolitan NDIS providers and workers, consumer and carer representatives, a CALD advocate, a Primary Health Network, and DHHS to collaboratively develop mental health learning materials for NDIS providers. The project offered mobile, tailored and self-paced learning for 40 workers. The successful methodology used in this pilot project has provided learnings, resources, and content that will be incorporated into the current larger project. The 2018 pilot project was also supported by DHHS NDIS Transition Support Grant funding.

Objectives

The objectives of the current project are to:

- Provide mental health training to NDIS providers delivering core supports to participants with a primary psychosocial disability through targeted learning
- Provide ongoing capability building for the NDIS workforce around mental health
- Assist service providers to identify, articulate and contextualise recovery-oriented practice in an NDIS environment.

Who will the training be for?

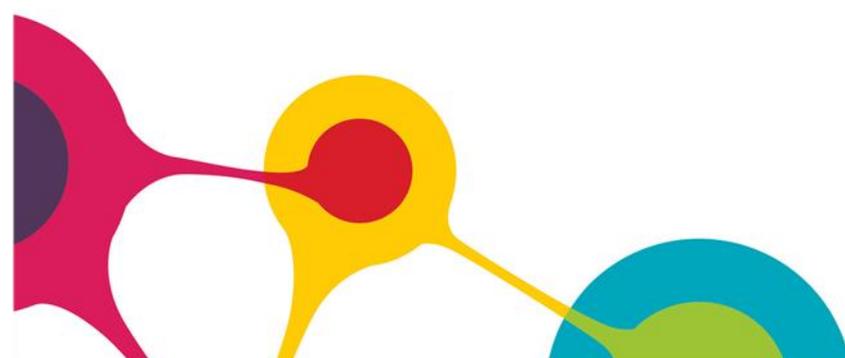
The current project will build the foundation mental health capabilities and recovery-oriented practice of frontline and supervising staff including:

- a) Support workers (providing core or capacity supports), whether they are part of the new, developing or established psychosocial disability workforce or from a (non-mental health) traditional disability workforce
- b) Support coordinators, whether they are part of the new, developing or established psychosocial disability workforce or from a (non-mental health) traditional disability workforce
- c) Team leaders/supervisors/managers, in particular to support them to build the capabilities and confidence of frontline staff

What will the training focus on?

The learning materials to be developed will focus on the following areas:

- Mental Health awareness and Psychosocial Disability
- Recovery-oriented principles in the NDIS
- NDIS key concepts and principles as they relate to participants with psychosocial disability
- Recovery-informed capacity building for Support Coordinators working with participants with a psychosocial disability
- Supervision approaches, reflective practice and Peer to Peer learning.



Project stages

There are five key project stages:

1. Develop capability framework (May – Sep 2019) – the initial stage of the project involves the co-design of a capability framework, detailing foundational, recovery-informed, mental health and psychosocial disability capabilities for NDIS disability support workers, support coordinators and their supervisors
2. Develop learning products (Sep 2019 – May 2020) – the second stage involves the co-design and development of learning products and materials. As well as the selection, building and testing of digital learning platforms
3. Roll out training (Jun 2020 – Feb 2021) – this stage will see the roll out of 400-500 training places for frontline NDIS workforce across different roles and organisational contexts
4. Evaluation (Mar 2021) – while much of the evaluation data will be gathered throughout the project, an end of project evaluation report including future recommendations will also be compiled
5. Sustainability of learning programs – post the conclusion of the project, the learning modules will be incorporated into MHV's workforce development offerings for NDIS providers.

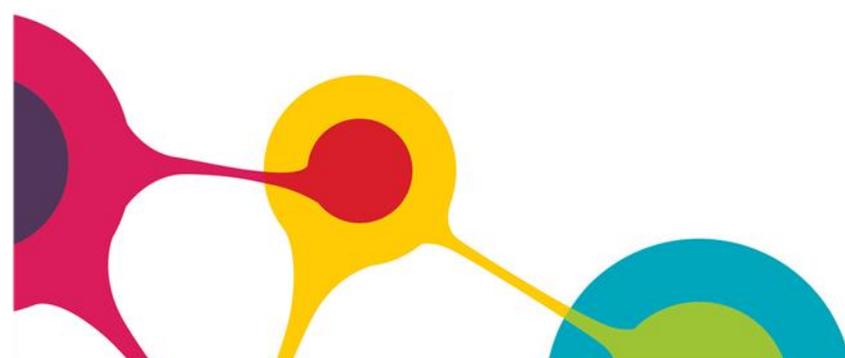
Collaboration opportunities and benefits

There are several opportunities available for NDIS providers, workers, participants, carers and others to be involved.

1. *Project Working Group*: Passionate providers/individuals can express their interest to join our Project Working Group (PWG) for the duration of the project. The PWG will guide the project and engage in co-designing the learning and development program. The PWG will connect relevant organisations, workers and participants to the activities of the project. As well as guide the evaluation and sustainability of learning programs. The PWG will be selected and finalised in July 2019
2. *Co-design workshops/input*: NDIS workers and managers, consumers receiving an NDIS plan and carers can express their interest to participate in a workshop or other co-design activity to identify key learning topics and content. It is anticipated this part of the project will be run from Aug-Nov 2019
3. *Free training places*: Registered NDIS providers interested in engaging workers and managers in free training can express their interest to secure training places. Places are limited to 400-500 and will be rolled out in mid-2020. Providers must be providing NDIS supports to participants with psychosocial disability.

Some of the benefits of engaging with the project are:

- Access to the capability framework
- Opportunity to engage with others around recovery oriented practice in the NDIS environment and defining job roles
- Working collaboratively with colleagues, participants and carers in the NDIS space



- Priority access to free training for support workers, support coordinators and supervisors/managers
 - Integrating a consumer and carer perspective on how workers can best provide recovery-oriented support to participants with psychosocial disability.
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For more information

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