

South East Landcare

Regional Training Strategy

Rationale

South East Landcare (SEL) recognises that there are many people, both paid and volunteer, who support Landcare across the south-east region. In developing this Regional Training Strategy, SEL recognises that we need to invest in those people who support Landcare, and that a regional-level strategy can facilitate the development and sharing of their diverse abilities and skills. Thus, this strategy is about building positive workplace culture, acknowledging human and social capital across the SEL network. It may include supporting training that develops leadership, governance and technical skills, among others.

While this strategy is being developed as part of the 2023-2027 Landcare Enabling Program, it is intended to encompass training beyond the use of personal development and regional community of practice funding. With this in mind, we recognise that it is possible that SEL will invest in training some staff and coordinators who then leave their roles. We believe it is more important to invest early in training than to wait and miss an opportunity to grow the skills and expertise in Landcare.

Purpose

Enable effective and transparent delivery of the training and learning resources available to South East Landcare, by investing in the coordinators and volunteers who are supporting Landcare across the region.

Principles

- We look to the network for skills and knowledge before we go external.
- We reflect on our learning.
- We take time to support committees with understanding the value of coordinators taking time out to be in learning and development.
- We are courageous in sharing our knowledge and skills with our fellow community of practice members.
- We are committed to investing the those who are here now (acknowledging that this will change, and the resources are not endless).

SEL wishes to ensure that the process for identifying and investing in training opportunities is collaborative and straightforward. To this end, the Regional Training Strategy involves four stages, which will be repeated over time as necessary. These stages are:

1. Identification of training needs

The first step requires consultation with coordinators and network chairs to identify what training they would like and any barriers that might prevent them from taking up training opportunities. In the first instance, this will take the form of a survey. The list of training needs will then be shared and editable, so that future training needs can be updated in real time and can be added to by new staff and volunteers.

2. Identification of training resources

The second step involves identifying internal and external people and organisations who might be able to provide the training identified in step 1 and the associated costs. Some of this information can be obtained in the same used survey as step 1 about those with skills and expertise to share within the network. The Regional Landcare Coordinator will identify what external expertise might be needed and put together the costs for training activities.

3. Prioritisation of training needs

Once the needs and resources have been established, a collective process will be used for prioritising training needs and deciding how to allocate funds. This could be undertaken at a virtual meeting of the coordinators and network chairs in the first instance, with any additional or unexpected funding opportunities decided on by the SEL committee.

4. Evaluation and reflection

An annual review will be undertaken by the Regional Landcare Coordinator to make sure that the training strategy is meeting the needs of those it is designed to support and that funds are spent before program funding ceases. This means that those who benefit from training opportunities will be asked soon after they complete their training to provide brief evaluations of whether the training has met their needs, any challenges they encountered in accessing and applying the training, and whether they have recommendations future training planning.

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October 2024