

# FWT+DP RESULTS BASED REPORT CARD 2012 TO 2013



Family Worker Training  
+ Development Programme Inc.

## How Much

(Based on registrations database and FWT+DP internal records)

12 training project streams

126 days (646 hrs) of training provided

2525 Registrations from over

600 Different Organisations

(Over 97% Attendance)

## How Well

(As reported by training participants on the day of training)

91.5% rating of quality of trainer's skills and knowledge

86.4% rating of quality of location, venue and catering

18.7% Aboriginal Participation

16.7% CALD Participation

## Who's Better Off

(As reported by training participants on the day of training)

81.7% Achievement of Learning Goals

74.6% Increased knowledge of Evidence Base

## Who's Better Off

(As reported by training participants 4 - 6 weeks after training)

87.4% applied new learning and approaches gained from training  
97.0% said new learning and approaches helpful in their work

### Reported Enhanced Practices:

55.5% Engagement  
52.5% Identifying Needs  
37.3% New Response Options  
25.8% Referral Knowledge  
27.6% Joint Practice / Partnerships  
43.9% Building Community Capacity

### Increased skill, knowledge & capacity in key FWT+DP Core Goal Areas:

76.9% Strengths Based Practice  
84.2% Confident Applying New Knowledge from Training  
88.2% Conscious Practice  
74.0% Central Importance of Relationship  
71.6% Making Services FIT Families  
70.5% Recognise Family Expertise  
71.6% Working to Independence

# THE STORY BEHIND OUR EVALUATION RESULTS

FWT+DP apply Results Based Accountability to measure the impact and quality of what we do. Closely reviewing and tracking results help us to improve over time.

## Evaluation Response Rates 2012 - 2013:

**On The Day Evaluations Return Rate = 89.2%:** Responses received from **1228 training participants** (out of a total of 1576 participants canvassed).

**Online Surveys (4–6 weeks after event) Return Rate = 34.9%:** Responses received from **453 training participants** (out of a total of 1298 participants canvassed).

## Evaluation Highlights 2012 - 2013:

**Number of Aboriginal/Torres Strait Islander workers attending FWT+DP events continues to rise – up from 15.6% to 18.7%.** The number of Aboriginal organisations that send workers to our events has also increased by nearly 20%. FWT+DP is extremely proud of this outcome which we believe has resulted from a range of efforts, namely: increased focus on cultural healing and celebration events; increased opportunity for bringing Aboriginal and non-Aboriginal workers to train together; the dedicated work of our Aboriginal Project Worker and giving her the flexibility needed to engage with and support local Aboriginal workers; and development of FWT+DP's Reconciliation Action Plan that identifies set targets for cross cultural capacity building, for FWT+DP and for the sector as a whole.

**Number of workers from culturally and linguistically diverse backgrounds attending FWT+DP events has also increased – up from 14.1% to 16.7%.** Ongoing efforts continue to be made to provide training specifically for CALD workers and to increase cross-cultural capacity building events for mainstream workers.

**'On The Day' Evaluation Form** – now includes a new question seeking feedback from ATSI and CALD workers about the cultural respect and relevance of our training events. New forms start July 2013.

**Return Rate for Online Surveys has increased by nearly 50%** - The On-line participant survey is aimed at measuring the impact of the training on the actual work practice. This outcome has been achieved by putting in new systems that remind and encourage participants to complete the survey.

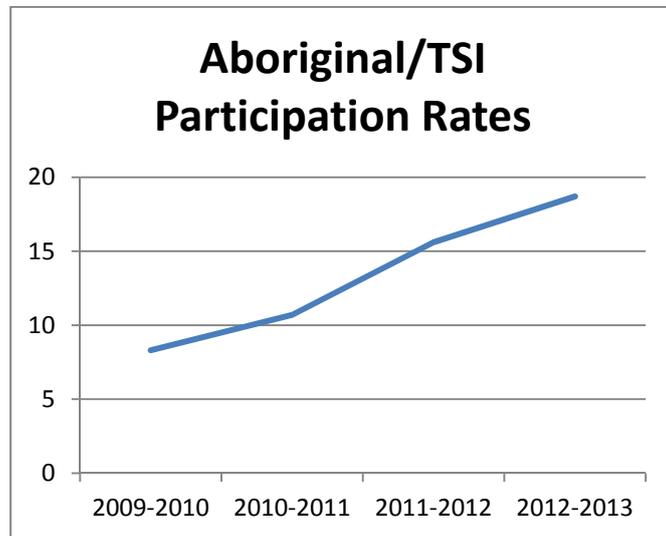
**Measuring the impact of FWT+DP training on the outcomes for client families & community** - We do this by asking about enhanced practice skills, confidence or capacity in specific areas that have a potential direct flow on effect for families. After reviewing last year's results we focused on working with trainers to provide new training events and materials to try and improve these outcomes. 2012 – 2013 results show improvement in a number of areas since introducing these new approaches. This work will continue, particular in the areas where further improvement is needed.

<b>Workers reporting practice benefits as a result of FWT+DP training:</b>	<b>2012-2013</b>	<b>Previous Year</b>
<b>Increased capacity for engagement and building relationships</b>	<b>55.5%</b>	55.4%
<b>Increased knowledge and skills in identifying needs</b>	<b>52.5%</b>	37.8%
<b>Expanded response options / capacity</b>	<b>37.3%</b>	40.5%
<b>Increased knowledge of referral options</b>	<b>25.8%</b>	12.2%
<b>Enhanced partnerships for joint practice</b>	<b>27.6%</b>	32.4%
<b>Increased knowledge / skill for community capacity building</b>	<b>43.9%</b>	27.7%

# FWT+DP HIGHLIGHT TURN THE CURVE STORY:

**The Result:** Aboriginal/Torres Strait Islander participation rates have more than doubled in less than 4 years

2009-2010	8.3%
2010-2011	10.7%
2011-2012	15.6%
2012-2013	18.7%



## The Story Behind the Result:

The number of Aboriginal/Torres Strait Islander workers attending FWT+DP training events continues to rise, up from 8.3% (in 2010) to 18.7% (in 2013). The number of Aboriginal organisations that send workers to our events has also increased by nearly 20% in the past year alone.

FWT+DP is extremely proud of this outcome which we believe has resulted from a range of efforts. Most significant has been the establishment of an Aboriginal specific training project and the employment of a designated Aboriginal Project Worker (in 2008). The dedicated work carried out by that worker to engage with and support Aboriginal workers and community has been invaluable. It is also important to note that this is only made possible by giving that worker and position the formal support and flexibility needed to fully participate in cultural and community business. Other changes over more recent years in response to feedback have been to increased events that focus on cultural healing and celebration; more opportunity for Aboriginal and non-Aboriginal workers to train together to support cultural respect and understanding; and the development of FWT+DP's Reconciliation Action Plan that sets targets for cross cultural capacity building, for FWT+DP and for the sector as a whole.

### Participant feedback in 2013:

***"By the completion of this leadership program I feel we will all have a greater connection to our ancestors and community"*** (Participant Women's Leadership Program)

***"Family Worker Training is leading the way in Aboriginal specific training in Western Sydney"*** (Local Aboriginal Community Worker)