

Annual Report 2013/2014

1. Background

The state-wide Sexual Assault Workforce Development project (SAWD) is a Victorian government funded program to improve the quality and consistency of responses to victim/survivors of sexual assault. The program aims to develop sexual assault workers' competence and confidence and improve service quality and consistency. SAWD is developing and delivering training to new and existing sexual assault workers on a range of topics. In 2011 the project was awarded recurrent funding

2014 marks the eighth year of the Workforce Development Program. CASA Forum, with SECASA as the lead agency continue to work in partnership to implement, manage and monitor the Sexual Assault Workforce Development program. AIFS (Australian Institute of Family Studies) continues to assist the program by providing information on current research and developments across the field of sexual assault.

Members of the reference group throughout the 2013/2014 financial year have included Angela Weller (Australian Childhood Foundation); Antonia Quadara (AIFS); Carolyn Worth (SECASA), Jane Vanderstoel (WEST CASA, joined Feb 2014); Judy Flannagan (ECASA left 2013) Jenny Wing (CPS left 2014); Joanne Sheehan; Kylie Hayden (DHS); Pauline Gilbert (CASA House, left 2014); Karen Hogan (Gatehouse Centre); Marita Nyhuis (DHS left 2013); Sarah McGregor (SECASA).

In November 2012 Dr Suellen Murray RMIT facilitated a focus group with managers and senior counsellors to review the project and reflect on the ongoing needs of staff across the sector. A summary of the recommendations has been included as an appendix. Throughout 2013 and 2014 many of these recommendations have continued to be implemented.

The Program Management Group and the Program Reference Group meet on a regular basis and continue to support and resource the Workforce Development Coordinator.

The Workforce Development Program

There are two major responsibilities of the Workforce Development Program for 2013-2014;

- To provide a total of eleven workshops (22 days). This allows for some training to be organised around visiting overseas or interstate experts. The program also provided 4 days of SABTS (Sexually Abusive Treatment Services) specific training overseen by CEASE.
- To distribute and maintain the Community Education Package

Tailored working groups

When introducing new workshops the project has continued to use tailored working Groups. These working groups comprise facilitators and the Workforce Development Training Coordinator.

- Several of the workshops planned for 2013/14 were repeats of successful workshops well attended and evaluated in the previous two years. Many of these workshops are considered as core training by workers across the field. These included; Engaging in cyberspace, Appearing as a witness and court reports, Keeping mothers in the loop, Art Therapy, Working with refugees and asylum seekers

We have continued to include one day workshops in the training calendar. This was in response to the most recent needs analysis (managers needs analysis October 2012 see appendix), acknowledging the difficulties for smaller agencies and part time workers committing to two days of training.

A number of working groups have occurred throughout the 2013/2014 financial year. These have been an integral part in the smooth presentation of workshops.

Graduate Certificate

In 2013 RMIT/CASA Graduate Certificate in Community Services Practice – Sexual Assault Support Workers began. The certificate is being conducted over two years part-time and has included specialist workshops provided by RMIT and incorporates professional practice programs conducted by the State wide Workforce Development Program.

The Graduate Certificate recognises the existing skills of workers as well as further developed skills in direct practice with clients. In addition it has engaged participants in a practical community education project to promote awareness of sexual assault prevention and support. Participants are developing skills in program design, consultation, management and evaluation in addition to academic and community based research skills. Reflection on professional practice is a key part of this program.

Eight workers from across the field enrolled in the course in 2013. In the 2013/2014 financial year, participants were enrolled in five Workforce Development workshops, as part of their course requirements. Below are the workshops they attended.

- Trauma processing Part 1
- Legal training
- Facilitation and presentation skills
- Trauma and complex presentations
- Engaging in cyberspace:
- Trauma focused cognitive therapy: helping sexual assault survivors process beliefs that stop them from recovering
- Appearing as a witness and court reports

Seven participants will complete the course at the end of 2014.

2. Training

Essential Foundations workshops

Essential Foundations workshops are designed to meet the needs of workers new to the sexual assault sector. In the past year, four, two day workshops and three one day workshops were completed.

Session type and number	Title	Date	Attendance
EF 32	<ul style="list-style-type: none"> Engaging in Cyberspace: Simon Fogarty ICET, Belinda Lo ECLC, Juliet Summers, Cara Hammond and Sarah McGregor SECASA 	September 17 th & 18 th , 2013	14 attended (17 registered)
EF33	<ul style="list-style-type: none"> NEW WORKSHOP Trauma focused cognitive therapy: helping sexual assault survivors process beliefs that stop them from recovering Dr Anne-Laure Couineau ACPMH 	October 15 th and 16 th , 2013	23 attended (28 registered)
EF34	<ul style="list-style-type: none"> Working with adolescents: Facilitators Mary Raftopoulos & Lesley Trumble Gatehouse centre, Nadine Hamilton CPS, Sandra Ifrah ECASA 	November 19 th , 2013	18 attended (20 registered)
EF 35	<ul style="list-style-type: none"> Appearing as a witness and court reports – Facilitators Abigail Sullivan and Helen Mathews Women’s Legal Service 	November 20 th , 2013	17 attended (21 registered)
EF 36	<ul style="list-style-type: none"> Trauma focused cognitive therapy: helping sexual assault survivors process beliefs that stop them from recovering Dr Anne-Laure Couineau ACPMH 	March 18 th and 19 th	24 attended (21 on waiting list)
EF 37	<ul style="list-style-type: none"> An exploration of restorative justice for sexual assault survivors Carolyn Worth SECASA, Karen Hogan Gatehouse, Marg Armstrong and David VARJ 	May 20 th	16 Attended (26 registered)
EF 38	<ul style="list-style-type: none"> Sibling sexual abuse reflections from the field. Helen Kambouridis Gatehouse centre, Andrea Guest CPS, Dagmar Jenkins SECASA 	May 21 st	25 attended (29 registered)
EF 39	<ul style="list-style-type: none"> Working with refugee and asylum seeker communities Foundation house and Nerrida Mitchell SECASA 	June 17 th and 18 th	16 attended (27 registered)

Advanced workshops

Advanced Workshops are designed to meet the needs of more experienced sexual assault workers. Four, two day Advanced Workshops and three one day workshops were run in the last year.

Session type and number	Title	Date	Attendance
AD 29	<ul style="list-style-type: none"> Facilitation and presentation skills Tony Norquay 	July 16 th and 17 th	19 attended (22 registered)
AD 25	<ul style="list-style-type: none"> NEW WORKSHOP: Trauma and complex presentations Dr Amanda Johnson 	August 6 th 2013 64 enrolled	50 attended (64 enrolled)
AD 30	<ul style="list-style-type: none"> NEW WORKSHOP: Trauma processing keeping the body and brain in mind Part 2 Facilitator Rosemary McIndoe 	August 20 th and 21 st , 2013	16 attended (23 registered)
AD 31	<ul style="list-style-type: none"> NEW WORKSHOP: Art therapy: working with Children, Jane Song CPS, Olivia Dwyer Gatehouse, Susan Morwood 	December 10 th	20 attended (27 registered)
AD 32	<ul style="list-style-type: none"> Art therapy: working with Adults Susan Morwood 	December 11 th	16 attended (22 registered)
AD 33	<ul style="list-style-type: none"> Keeping mothers in the loop Deb Mountjoy 	February 18 th and 19 th 2014	19 attended (21 registered)
AD 34	<ul style="list-style-type: none"> An overview of current practice in the PSB and SAB field Cyra Fernandes ACF, Vanessa Kearny ACF, Richard James SECASA, Julianne Read SECASA and Vicki Quinton Gatehouse Centre 	April 22 nd and 23 rd 2014	22 attended (35 registered)

In the 2013/2014 financial year, 324 training places were filled by sexual assault workers across Victoria.

CEASE, SABTS Symposia

Four CEASE, SABTS Symposia were run in the 2013/2014 financial year. A total of 48 workers from across the field attended these workshops.

DATE	Title	Attendance
July 25 th 2013	Adolescents in residential care Jenny Wong CPS and Sue Davidson Loddon Campaspe CASA	18
October 24 th 2013	Families who do not accept there have been abusive behaviours Helen Kambouridis Vicki Quinton Gatehouse Centre	15

January 30 th 2014	SABTS training curriculum, TTO's and Working With Children Checks and case discussion Russell Pratt DHS Carolyn Worth SECASA	25
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3. Community Education Package

Program worker Mary Lancaster (project worker SECASA) completed the final edit of the community education package in October 2010. The package was utilised in the Facilitation and Presentation Skills workshop in July 2013.

The package has also been distributed to CASA's and other sexual assault agencies across Victoria. The package will be reviewed in the second half of 2014.

4. SUMMARY OF EVALUATIONS 2013/2014

Essential Foundations

EF 32 Engaging in Cyberspace - September 17th and 18th 2013 Simon Fogarty ICET, Belinda Lo ECLC, Juliet Summers, Cara Hammond and Sarah McGregor SECASA
14 attended

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
10	4		

Snapshot of feedback :

- Very informative and a better understanding of how much info is obtainable from the net and how exhausting it is to for agencies to cope with new developments
- Extremely well organised and interesting well paced and all presenters well prepared
- As a CA who doesn't use a lot of technology the training was helped me to understand a bit more about cyberspace, will inform risk assessments with clients at risk of ongoing abuse via online life
- Loads of resources for adolescent clients and an increased awareness of the sensitivity of online material
- All of it loved the hands on session in the computer lab
- Guest speakers were excellent and provided a wide range of information about cyberspace

EF 33 Trauma Focused Cognitive Therapy – October 15th and 16th Dr Anne-Laure Couineau
ACMPH

23 attended (included Grad cert x 8)

14 on waiting list

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
22	1		

Snapshot of feedback :

- Fantastic presenter with excellent knowledge
- Language around explaining trauma, PTSD and getting stuck to clients
- Providing tools to provide structure of trauma focused material, provided another framework with which to approach trauma work with v/s

2014 already have 26 on waiting list: to run in July 2014 at same rate as current workshop

EF 34 -Working with Adolescents – Nov 19th, 2013 Mary Raftopoulos & Lesley Trumble Gatehouse Centre, Nadine Hamilton CPS, Sandra Ifrah ECASA

20 registered

18 attended

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
5	10	2	

Snapshot of feedback :

- Given me further tools, ideas and suggestions with tools and creative skills
- Importance of family work and strategies in engaging parents in therapy
- Being aware of own self and how it affects my work with the children, young people and their families. Knowing some of the practical tools to use in the session (eg activities)

EF 35 -Appearing as a witness and court reports Nov 20th, 2013 Women's Legal Service

17 attended

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
10	4		

Snapshot of feedback :

- Thank you the training was both supportive and educational
- The presentation was of a high professional level and information presented was comprehensive well done

•Loved the afternoon session on giving evidence would have liked more specific details/examples re court reports but appreciate the diversity of types of reports makes this quite difficult

EF 36 Trauma Focused cognitive therapy: helping sexual assault survivors process beliefs that stop them from recovering Dr Anne-Laure Couineau ACPMH

17 Attended

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
14	3		

Snapshot of feedback :

- Anne Laure was fantastic extremely knowledgeable but also respectful of knowledge in the room very empathetic – just wonderful
- Really enjoyed the role play the presenter did demonstrating the questioning
- Providing well detailed model of treatment that I can apply to many clients
- I think this model is very applicable to the client group work. I like that there is structure to this model and this is very useful especially with clients who have experienced complex multiple traumas it is very practical and applicable

EF 37 An exploration of restorative justice for sexual assault survivors Carolyn Worth SECASA, Karen Hogan Gatehouse, Marg Armstrong and David VARJ

13 attended this workshop

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
7	6	1	

Snapshot of feedback :

- I liked that no/few power points presentations were used. The exploration of alternative and complimentary justice models was very useful for our work with the forgotten Australian due to the very low likelihood of prosecution, referral options for RJ mediation would be good
- Very good presenters, good mix of different professions views

EF 38 Sibling sexual abuse reflections from the field. Helen Kambouridis Gatehouse centre, Andrea Guest CPS , Dagmar Jenkins SECASA

18 workers attended this training

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
12	5		

Snapshot of feedback :

- Excellent presenters and detailed presentations great ☺
- Enable a better understanding of sibling and family dynamics along with current societal impacts interviewing children and their families
- Increased my knowledge of research frameworks in relation to sibling abuse. This will definitely inform and assist my practice
- Refreshing information and stats regarding causal factors in SSA
- Broadened perspective particularly including all family member (if not attending then holding them in mind)

EF 39 Working with refugee and asylum seeker communities Conrad Aikin & Jenny Addy Foundation house and Nerrida Mitchell SECASA

13 Workers attended this training

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
12	1		

Snapshot of feedback

- Training was fantastic, useful and well planned and thorough, thanks guys
- All presenters were excellent in their delivery, presentation was diverse
- Mindful that trauma means different things in different cultures
- Increase ability to articulate refugee/asylum seeker experienced with my team
- Greater understanding of refugee = better counselling more ability to tune in with client

Advanced workshops:

AD 29 Facilitation and Presentation skills –July 16th and 17th 2013 Tony Norquay
19 registered (included Grad cert x 8)

Snapshot of feedback

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
12			

- The training was great, fantastic content and facilitation. Tony has been dynamic and engaging
- Lots of practical demonstrations for ways to increase interaction and employ number of different ways to engage learning styles
- Utilising different ideas for presentations and keeping interest in the talk
- Developing the strategies for strengthening presentations. The helpful hints to address difficulties and challenges

AD 25 Trauma and complex presentations August 6th, 2013 Amanda Johnson
64 enrolled,

50 attended,
42 evaluations received.

Snap shot of feedback

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
28	13		

- Excellent would love more training, great presenter down to earth, friendly and engaging
- Content was well presented, presenter was interesting and engaged audience
- I feel I have some strategies I can use now which will help me with self harming behaviours
- Proving structure in the work with complex clients increased skills and understanding
- Would be good as a two day session fantastic presenter really enjoyable and validating workshop!!

AD 30 Trauma Processing level 2 August 20 and 21st 2013 Rosemary McIdnoe

20 enrolled

16 attended

Snap shot of feedback

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
4	8		

- Very good handouts I didn't have to write, could concentrate, practical exercises to consolidate the presentations, links and resources
- In vivo demonstrations, practicing skills as participants. Discussions of how this could be used in the work
- It made me reflect on my style of work particularly the questions I asked need to focus on staying in the moment with a clients and focusing on one particular issues instead of moving forward
- Understanding the relationship that exists between trauma and pain. Will be useful as many clients present with chronic pain issues. Also understanding core processes and using this in a practical sense is very important in our work, allowing our clients to process the Training in a safe manner, resources are also very helpful.

AD 31 Art Therapy – Working with children December 10th, 2013 - Jane Song CPS, Olivia Dwyer
Gatehouse Centre, Susan Morwood
21 registered 17 attended

Snapshot of feedback :

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor

12	5		
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Comments on presentation and organisation

- This was a very helpful, well presented by colleagues in the field
- Good open presenters, good interactive process, balance between experiential and didactic, good use of theory
- More confidence in using art with clients, useful assessment tools and strategies

AD 32 Art therapy working with Adults - December 11th, 2013 – Susan Morwood
 17 registered
 13 attended

Snap shot of feedback

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
11	3		

- Ideas about the types of art activities that could be relevant and useful for particular clients in terms of what seems relevant for their process
- Doing the experiential exercises and reflecting in the small and large group. The discussions and integration of theories re attachment
- I thought it led on really well from the day before loved it!
- Excellent and thank you, Susan is a great presenter with obvious enormous knowledge and is very skilful at sharing

AD 33 Keeping mothers in the loop Deb Mountjoy
 10 workers attended this training

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
10			

- Well presented and speaker was engaging and easy to understand
- ALL aspects exceptional high quality relevant inclusive open
- Thank you Debs so much into to take away and keep with me to inform my practice think every workers in the field should have access to this training
- Fabulous exceeded expectations great mix of theory and practice, will have direct impact on my work
- Working with the mother about the impact of child sexual assault on mother Delving deeper into both and feelings
- Confidence building in exploring a more inclusive family approach when working with the v/s

AD 34 An overview of current practice in the Problem Sexual Behaviour

Day 1 Cyra Fernandes ACF, Vanessa Kearny ACF,

Day 2 Richard James SECASA, Julianne Read SECASA and Vicki Quinton Gatehouse centre

DAY1 ACF focusing on children under 12

17 forms analysed

snapshot of feedback

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
7	6	3	

- Excellent practical tools and methods provided
- Encourage assessment and has increased knowledge of interventions- resources and tools
- Emphasis on safety
- Better understanding , practical strategies to use

Day 2 PSB – Gatehouse, AWARE and CPS

18 forms analysed

Snapshot of feedback

1. Rate your overall assessment of the training.

Excellent	Good	Adequate	Poor
13	4	1	

- Strong knowledge and exciting to hear about their work
- I'm looking forward to receiving further info via email after the training
- Excellent having a mixture of facilitators
- I found the training very intense and empowering

5. Reflections

Workforce Development training continues to provide sexual assault workers opportunities to interact and learn with their peers. The workshops enable workers to identify cutting edge issues and to share expertise and common experiences.

2014 is the fourth year in which all workshops have been conducted at the DHS office in Lonsdale Street, Melbourne. Participants have commented on the accessibility of the training venue. SECASA is grateful for the effort the Departmental staff put into making this venue accessible and enabling the majority of the budget to be spent on staff training and not administration and room hire.

The Workforce Development coordinator has continued to evaluate the training workshops with post evaluations. The evaluations continue to reflect the importance of Workforce Development training to the sexual assault field. A needs analysis will be conducted in June/July 2014 to ascertain worker's future learning requirements and to assist with planning for 2015 and beyond.

It has been a privilege meeting new workers and getting to know those who have been in the sexual assault field for many years. It is wonderful to watch connections forming and to see new workers grow from both their practice and the training they are attending. Workforce Development is an invaluable asset to the sexual assault field.

Sarah McGregor
Workforce Development Training Co ordinator

Appendix:

November 2012 Needs analysis conducted by Dr Suellen Murray RMIT, with managers and senior counsellors

Summary of recommendations

- Consider the various suggestions for new and re-running of workshops for inclusion in future SAWD calendars
- Consider identifying core training for new and experienced staff in future SAWD calendars
- To reduce the time burden for small services and part-time staff, consider the development of some one day workshops
- Investigate the viability of setting up a community of practice for experienced workers as an element of SAWD
- Investigate the viability of using webinars or other internet-based activities for some training
- Provide opportunities that promote increased cross-sector relationships and foster the development of professional networks across the sexual assault sector by building this into SAWD training and seminars more explicitly
- Provide further information in the SAWD calendar about the learning outcomes and content of workshops
- Consider how to best manage high demand workshops and meeting the training needs of new workers in a timely manner
- Continue to evaluate SAWD with regular input from the sector

