

Indigenous Mentoring Program

New Trainer Program

Yarn Up Tok Blo Yumi

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Workforce solutions from Sunshine Coast Institute of TAFE

Indigenous Mentoring Program

- Aims of the IMP program
- Identifying and matching program participants
- Where we've rolled out to date
- Program Architecture
- Units of competency
- Highlights
- Development of IMP Guide and Stories
- IMP New Trainer Program



Introduction

- Mentoring Aboriginal and Torres Strait Islander community service sector workers, volunteers or carers
- Using Appreciative Mentoring Framework
- Fostering professional & personal development of participants



Aims of the IMP

Two fold...



Identifying & Matching Participants

- Sector & community consultation
- Registration of Interest
- Invitation to nominate partner
- Voluntary
- On-going reflections



Where we've rolled out to date

- 2008-09** Cairns Region (Cairns)
Central Queensland (Rockhampton)
South East Queensland (Brisbane)
Wide Bay / Sunshine Coast
- 2010** North Queensland (Townsville)
Mount Isa Region
Cape & Torres Strait (TI & NPA)
South West Queensland (Toowoomba)
- 2011** Brisbane/Logan (South Brisbane)
Central Queensland (Mackay)
Far North Queensland (Cairns)
Far South West Queensland (Charleville)
- 2012** North Brisbane-Caboolture-Sunshine Coast
Central Queensland (Rockhampton)



Program Architecture

Set-up

- Partnership workshop

On-going

- Monthly email and phone support

Refresher Session

- Peer mentoring workshop

Celebration Session

- Individual, Partner and Group reflections



Units of Competency

- CHCORG428A Reflect on and improve own professional practice (for mentorees)
- CHCORG627B Provide mentoring support to colleagues (for mentors)



Philosophy

Create a supportive space for relationships to develop

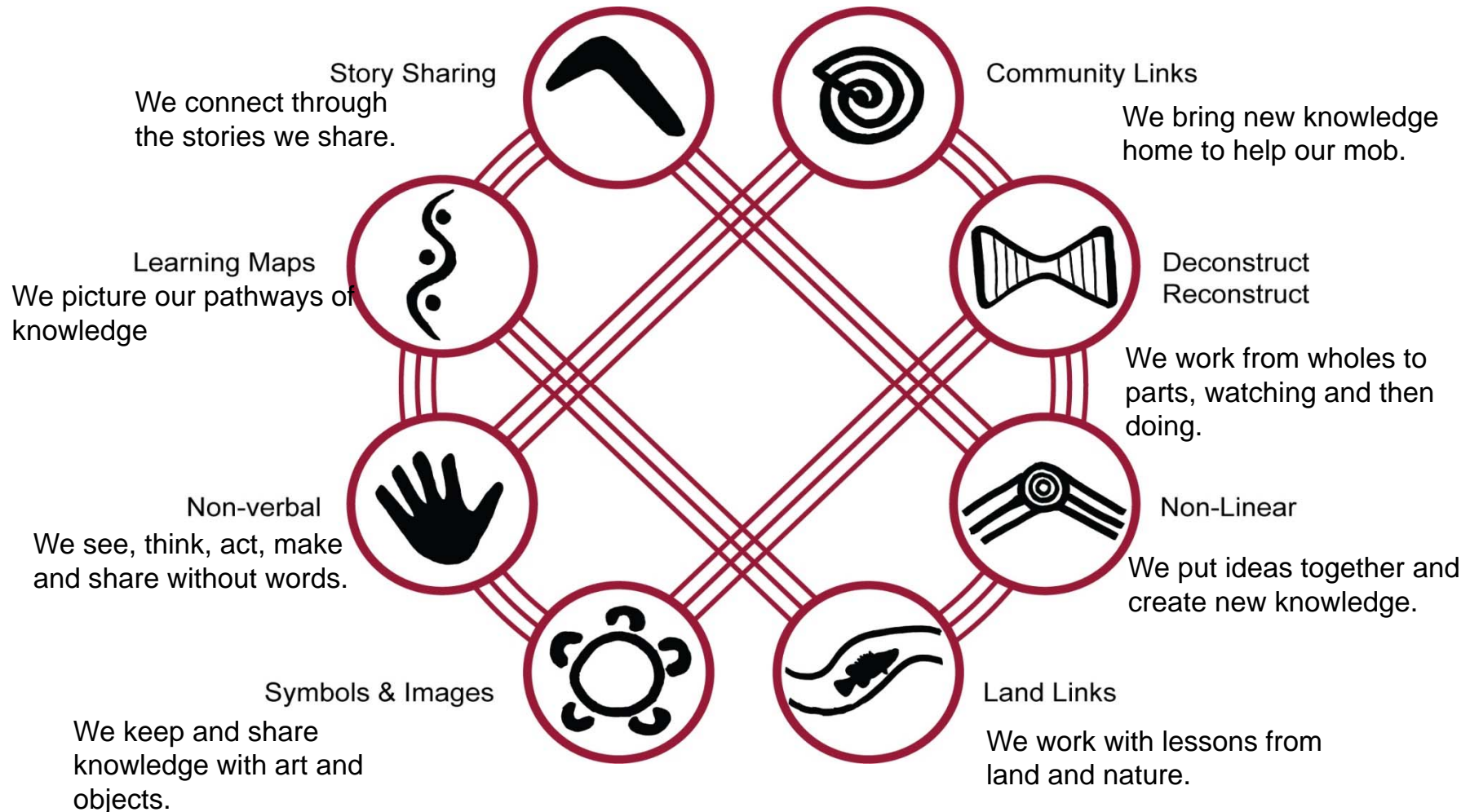


Key Concepts

- Appreciative mentoring
- Participant based
- Head Heart and Hand
- The Green line
- Responsive and flexible – slightly different in every location



8 Aboriginal Ways of Learning



From <http://8ways.wikispaces.com/>



Program highlights

- Relationships across the sector
- Multi-level outcomes
- Being honoured through relationships and connections
- Finding creative ways to engage



Development of Guide & Stories

Walking Together, Learning Together – A Mentoring Guide

Walking Together, Learning Together – Our Stories of Mentoring

- Initial impetus
- Collaborative process
- Demand for resource



Key findings over past four years

- Works best when mentoring partners are co-located
- Flexibility in delivery is crucial
- Local partnerships are essential for getting bums on seats
- Greatest benefits often for non-Indigenous mentors
- Truly reciprocal – benefits to both partners beyond the life of the program
- Cultural identity is affirmed by working in a culturally safe space where Aboriginality is placed at the centre
- Participant's appreciate the opportunity to learn from each other



Fostering innovative leadership and inclusive work-practices

- Encourages participants to connect with their own style and values
- Embeds mentoring as a skill to use through-out career
- Develops deep cultural understanding and respect
- Just in time support of mentors can be crucial in overcoming barriers – some of these barriers are internal
- Not just about increased confidence but also capacity and gaining skills – everything from influence and leadership to accounting and driving
- Shared sense of celebration when mentorees achieve goals
- Mackay program unique in terms of the excitement of the participants in using mentoring to building Indigenous community capacity



IMP New Trainer Program

2 Pilot programs in 2011, continues in 2013...

Professional Development opportunity for people/organisations who participated in IMP (2008-2012) or those with demonstrated mentoring in sector.

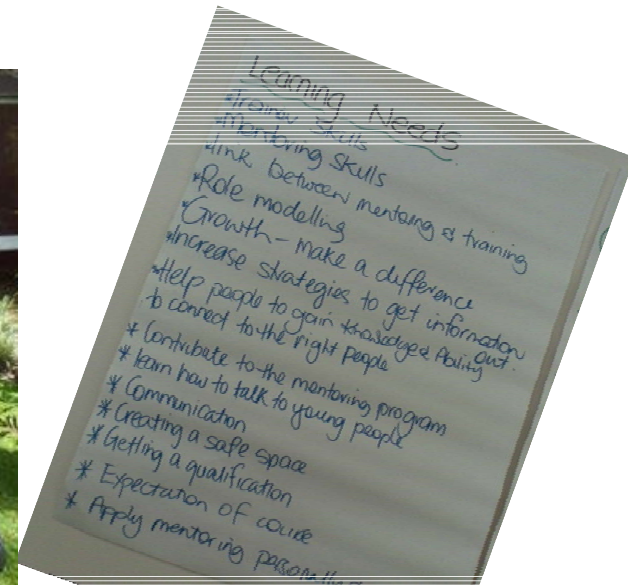
Training & commitment for organisational implementation of IMP.

- A three day workshop up front
- Followed by on-going coaching support to develop delivery of IMP in your region/community/organisation

Linked to TAE40110 Cert IV in Training and Assessment, with focus on working in Indigenous organisations and communities.



Pilot IMP New Trainer in 2011



Innovative leadership and inclusive work-practices

- New trainer program led to many innovative leadership initiatives
- Encourages participants to connect with their own style and values



Yarn Up Tok Blo Yumi

An action learning approach used to explore understanding of Aboriginal and Torres Strait Islander culture, community and history.



Key elements

- Working in partnership with the local community
- Local elders consulted and included in every session
- Creation of a 'safe space' in which respect and trust allow and encourage open discussion and learning

Yarn Up Tok Blo Yumi

Key elements

- 6 face to face sessions
- Walk on Country
- Showcase to celebrate learnings



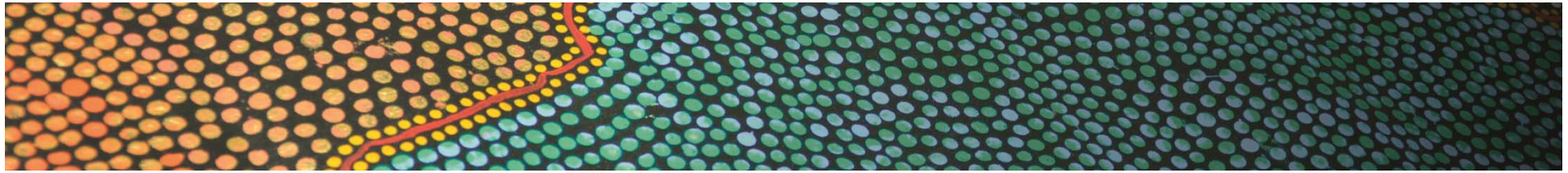
Yarn Up Tok Blo Yumi

Yarn Up Tok Blo Yumi is a journey of learning and connecting to local community and country.

Participants celebrate and share significant changes.

They acknowledge that this an ongoing journey towards cultural integrity.





For further enquiries, contact:

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