**LEARNING AND DEVELOPMENT GROUP**

**REPORT TO NLAF**

**FROM:** Alastair McEwin, CLCNSW Director

**DATE:** November 2014

The final meeting of this group for 2014 was held on 11 November at Legal Aid. Members present included Legal Aid, LawAccess, CLCNSW, NLAF and the Law and Justice Foundation.

Kamaron Arthur, the Blended Learning Project Officer within the Learning and Development unit at Legal Aid spoke about the work that is being done to develop “On the job” learning and development activities, as part of the organisation’s work on aligning training with the NSW Public Sector Capability Framework.

Kamaron took the group through an outline of how Legal Aid is responding to the NSW Public Sector Capability Framework, reworking their entire performance management system to do so. He covered why these changes are occurring, the public sector capabilities framework, how Legal Aid is framing role descriptions and the individual planning process. The learning and development activities that are being developed sit within a blended approach to learning: formal learning, on the job learning, and learning from professional networks. Activities can include such things as readings, workflow processes, case studies, formal training and subscriptions to blogs and news feeds.

There was a lot of discussion among the group members about how what is set out in the NSW Public Sector Capability Framework translates into practice, the challenges involved in making what for some will be significant changes, and how the smaller, non-government organisations at the meeting could take the best of what is in these processes and apply them at their workplaces.

The members then reported on new training initiatives at their organisations, including:

**• CLCNSW** will run their final Quarterlies training for the year from 24 to 26 November.

The program includes training on Centrelink, finance for dummies, successful partnerships and employment law.

* The next legal training day that offers MCLE points will be in February.
* **LawAccess** continues its busy ongoing staff training program, with speakers in the last few months including staff from IDRS, Marrickville Legal Centre’s Youth service, the Fair Work Ombudsman, and the WorkCover Independent Review Officer.
* In September a three week induction was held for new staff, which included speakers from LIAC, Court Services, Women’s Legal Services NSW and Legal Aid.
* LawAccess is experimenting with an express induction program for a smaller group of new staff starting shortly.
* **Legal Aid** is waiting on news of funding to make final decisions around the delivery of the Diploma of Management in 2015.
* The L&D department is currently designing the training calendar for 2015.
* **The Law and Justice Foundation** is currently providing in kind evaluation advice on what works in the delivery of legal services in three projects it is funding CLCs in NSW to deliver. The evaluation reports will be made available to the sector at the conclusion of the projects.

The next meeting of this group is scheduled for February 2015.