Male Family Violence TAFE Training Project

Amelia Ditcham
Workforce Development Project Manager

Jess Kidd
Workforce Development Project Officer

8 August 2019

No to Violence
Working together to end men’s family violence
Agenda

1. Who?
2. What?
3. How?
4. So far...
Who is No to Violence?
Who is No to Violence?

No to Violence is the largest peak body in Australia representing organisations and individuals working with men to end their use of family violence.
Our Vision and Mission

› For over 25 years, we have been working to end men's family violence

› We provide direct service delivery, policy advice, practice development, and advocacy to end men's family violence

› We are the lead agency in Australia to address men's use of family violence, power and privilege
What is the problem we are trying to solve?
POWER AND CONTROL

PHYSICAL VIOLENCE

USING COERCION AND THREATS
Making and/or carrying out threats to do something to hurt her • threatening to leave her, to commit suicide, to report her to welfare • making her drop charges • making her do illegal things.

USING ECONOMIC ABUSE
Preventing her from getting or keeping a job • making her ask for money • giving her an allowance • taking her money • not letting her know about or have access to family income.

USING MALE PRIVILEGE
Treating her like a servant • making all the big decisions • acting like the “master of the castle” • being the one to define men’s and women’s roles

USING CHILDREN
Making her feel guilty about the children • using the children to relay messages • using visitation to harass her • threatening to take the children away.

MINIMIZING, DENYING AND BLAMING
Making light of the abuse and not taking her concerns about it seriously • saying the abuse didn’t happen • shifting responsibility for abusive behavior • saying she caused it.

USING ISOLATION
Controlling what she does, who she sees and talks to, what she reads, where she goes • limiting her outside involvement • using jealousy to justify actions.

USING EMOTIONAL ABUSE
Putting her down • making her feel bad about herself • calling her names • making her think she’s crazy • playing mind games • humiliating her • making her feel guilty.

USING INTIMIDATION
Making her afraid by using looks, actions, gestures • smashing things • destroying her property • abusing pets • displaying weapons.

SEXUAL VIOLENCE

PHYSICAL VIOLENCE
How we work with men

Unpack and examine

Beliefs  Values  Education  Bias
Male Privilege  Cognitive Ability
Gendered Norms  Lived Experience

Social Positioning

Change
Workforce Development Project Drivers

› Workforce shortage in the specialist men’s family violence response sector

› Opportunity to equip community sector workers with NTV’s specialist knowledge

...support individuals to understand the drivers and dynamics of men’s family violence, and to reflect on their own beliefs, values and biases so they can effectively engage with men who use family violence to improve the safety of women and children.
Workforce Development Project History

- NTV saw opportunity in Family Violence Royal Commission recommendations response
- Department of Education and Training Workforce Training Innovation Fund (WTIF) Seed Funding to research and develop a sector-wide workforce training response to the needs of new and existing specialist practitioners working with male perpetrators of family violence.
- Lead to a successful Grant Funding application which was informed by the findings of the Seed Funding work and outlines how we will address the gaps identified.
How we are addressing the problem?
Workforce Development Project Summary

› **Grow:**
  - the men’s behaviour change specialist workforce in Victoria
  - male family violence understanding across the community sector

› **Develop:**
  - existing male family violence professionals
  - TAFE sector expertise

› **Evidence-informed, high-quality training**

› **15 pieces in total**
 Deliverables

1. Graduate Certificate in Client Assessment and Case management
2. Increase the FV Trainer Workforce
3. NTV Training calendar for practitioners and managers
4. FV training for community sector workers
5. Graduate Placement Supervisor Training
6. FV training for working with Koori communities
7. FV training for CALD community services
8. Skillset for Diploma of Community Services
9. Elective package for Diplomas of Mental Health, Social Housing, and Alcohol and Other Drugs
10. Elective for Certificate III in individual support and Graduate Certificate in Financial Counselling (Aged Care sector)
11. Practice manual and database of FV trainers/practitioners
12. Manual for TAFE & industry Collaboration
13. TAFE FV Collaborative Practice network
14. Training and support for TAFE trainers
15. Unit in Bachelor of Social Work
Workforce Development Project—Outputs

Accredited training:
1. Graduate Certificate in Client Assessment and Case Management
2. Two units for CALD Community Sector
3. Three units for 5 qualifications which include establishing change promoting relationship with users of domestic and FV, promoting accountability for uses of domestic and FV in collaboration with 4 partnering Institutes, including Swinburne University, Federation University, Chisholm Institute and Wodonga TAFE
4. Male FV content in Bachelor of Social Work

Practice Framework handbook

FV training Collaborative Practice Network

Unaccredited training:
1. Supervision training
2. Professional development for FV practitioners and managers
3. Working with men who use FV in Koori communities
4. Community Service workers
5. Train the trainer

Training methodology manual

Research methodology write up

FV trainer newsletter

Male FV interventions literature review

Outputs

Increase qualified FV trainers

FV trainer database

Reports:
1. Evaluation report by Centre for Excellence in Child and Family Welfare
2. Industry and TAFE collaboration Lessons learnt
Workforce Development Project Timeline

2019
- 4. FV training for community sector workers
- 2. Increase the FV Trainer Workforce

2020
- 8. Skillset for Diploma of Community Services
- 6. FV training for working with Koori communities
- 9. Elective package for Diplomas of Mental Health, Social Housing, and Alcohol and Other Drugs

2021
- 13. TAFE FV Collaborative Practice network
- 11. Practice manual and database of FV trainers/practitioners
- 10. Elective for Certificate III in individual support and Graduate Certificate in Financial Counselling (Aged Care Sector)
- 5. Graduate Placement Supervisor Training
- 3. NTV Training calendar for practitioners and managers
- 15. Unit in Bachelor of Social Work
- 7. FV training for CALD community services
- 14. Training and support for TAFE trainers
- 1. Graduate Certificate in Client Assessment and Case Management
Workforce Development Project—Innovation

Industry

Collaborative Approach

Strengthen TAFE capacity on delivering FV content

Reflective workplace practice

Challenging patriarchal social constructions of gender, class and cultural diversity

Reflection on relationship with others

Reflection on values and beliefs

New training methods

Evidence based

High quality videos

Training work place supervisors

Relevant to industry—students are job ready
Status so far...
Status

.Completed theoretical framework on the practice of working with men who use family violence

.Established two expert advisory groups to contribute their practice expertise to the handbook

.Established a Collaborative Practice Network for TAFE trainers that will be delivering Family Violence content

.Adapted standardised evaluation models for the Workforce Development Project’s eLearning products
Lessons learned

› Flexible and responsive

› Establishing clear expectations and responsibilities for all

› Opportunities
Opportunities

- Framework for future relationships with external stakeholders, outside of the current consortium members
- Adapting training material for the community
- Professional Development opportunities for practitioners and managers currently working in FV
- Out of scope opportunities for NTV
Amelia Ditcham
Workforce Development
Project Manager
ameliad@ntv.org.au

Jess Kidd
Workforce Development
Project Officer
jessk@ntv.org.au

Contact number: 03 9487 4500

ntv.org.au
Join the conversation