



WELCOME

The good, the bad and the sleepless nights...

Supporting Professionals in their work with children and families



Central Goldfields Shire

2009... The 'story'

- 79th of 79 shires in Victoria
- 60% children starting school require Speech Pathology
- Highest Child Protection reporting, re-reporting and out of home care in the region
- High levels youth unemployment
- Lowest levels post secondary qualifications in state



Despite significant resourcing in the shire, nothing was changing.

The stats of the shire was the story of the shire.

What is Go Goldfields?

Go Goldfields is about how we work together to deliver locally relevant solutions to social issues affecting children, youth and families.

Our vision

Our community aspiring, achieving and living a full life



Who are the 'Professionals'?

- Health and Human Service leaders
- Educators and Trainers
- Disability services
- Policing and legal services
- Government Departmental leaders and staff
- Council leaders and staff
- Service partnership brokers (e.g. PCPs)
- System Advocacy and peak bodies
- Employment services leaders and staff
- NGO leaders and staff



Where are they based?

- Within the shire
- Castlemaine
- Bendigo
- Ballarat
- Melbourne



This provides a layer of complexity.

Who funds them?

- Local government
- State Government
- Federal Government
- Philanthropy
- Community Fundraising
- Faith-based funding



What do Professionals believe their 'job' is?

- Delivering on a PD
- Delivering on organisational priorities/strategic plans
- Delivering on funding and service agreements
- Delivering outcomes for children and/or families
- Delivering outcomes with children and/or families
- Delivering on outcomes for/with community



Features of our work with Professionals

Espoused (Theory of change)

- Working together to challenge and change the existing systems to build socially and economically independent citizens
- Helping people think deeply and differently to improve the lives of children, youth and families.
- Maximising the benefits of working together
- Being within the community for the long-term
- Challenging ourselves and learning dynamically from the work
- Being accountable to each other and the community
- Involving the community in creating solutions

Features of our work with Professionals

Actual work

- Strive to work to the ideals within the 'Theory of Change'
- Name FASA that support/hinder the work and try to work with funders on those that don't
- Support Government departmental staff to assist the work
- Support individual 'pockets of bravery' they can change the landscape
- Constantly try to make things systemic
- Build capacity based on need
- Build capability based on training, coaching, co-design
- Make the most of key drivers of passion and adjust as it comes and goes.
- Manage personalities and relationships
- Resist 'silver bullets'
- Seek and give information, evidence and support emergent practice
- Support 'stopping' things that are not working
- Develop measurements that support behaviour change
- Ask questions/coaching for change
- Advocate externally

Strengths to build on

- Relationships
- Capacity
- Capability
- Commitment
- Emotional Intelligence
- Structures
- Processes
- Opportunity
- Creativity
- Bravery



Key lessons

ECD service providers:

- Play well with others
- Nurture change within the organisation
- Create non-threatening environments



Policy/Decision makers:

- Adopt fit for purpose/flexible funding models
- Ensure quality without homogenisation, there is no silver bullet
- Allow for independent oversight
- Let evidence inform policy

Researchers: Evaluate data for best practice

Peak bodies: Be a choir for change (Futures Australia, 2015)



go goldfields
aspiring and achieving