

# WOMEN: CHOICE AND CHANGE PROGRAM - TRAINING FOR FACILITATORS

## EXPRESSION OF INTEREST - INFORMATION FOR APPLICANTS

The Network of Alcohol and Other Drugs Agencies (NADA), in partnership with Relationships Australia NSW (RANSW) invite experienced group leaders from NADA member organisations, to apply to participate in the second round of the Women: Choice and Change program - Training for Facilitators.

With the aim of increasing the capacity of non-government organisations (NGOs) to better support women with substance use issues who are also experiencing domestic violence, RANSW will train experienced group leaders employed by NADA member organisations, to facilitate a modified version of RANSW's group program, 'Women: Choice and Change'.

The training for facilitators will run in the first half of 2018 and is funded by the Australian Department of Health, through the NADA Women's Alcohol and Other Drugs (AOD) Services Development program.

### 1. BACKGROUND

Historically, the 'Women: Choice and Change' program is delivered by RANSW for women who are in, or have been in, an abusive relationship. The program provides women with the opportunity to meet others with similar experiences and talk about the issues and develop positive strategies for the future.

In 2013-2015, an adapted version of the 'Women: Choice and Change' program was piloted in a residential service for women exiting the criminal justice system and with AOD issues. It was facilitated by RANSW and included training for residential service staff in working with women affected by domestic violence. This pilot identified improved outcomes for participating clients and improvements in staff knowledge, skills and awareness of identifying and responding to domestic violence. An external evaluation of NADA program activities within this funding period also supported the pilot findings and identified the program as having relevance and applicability for roll-out to all NADA member organisations.

NADA included the adapted 'Women: Choice and Change' group program as an activity for the Women's AOD Services Development Program in 2016-2017, engaging RANSW to provide training to NADA members as part of the first round of the Women: Choice and Change – Training for Facilitators. Following feedback on the success of the program and funding approval, NADA and RANSW will deliver a second round of training for facilitators in 2018.

### 2. WOMEN: CHOICE AND CHANGE PROGRAM

The NADA Women: Choice and Change program has been modified to a six-week program to suit services who work with women with AOD issues within community settings. The program supports women affected by domestic violence (DV), enabling them to develop growing awareness, skills and strategies to make choices for change in their current and future relationships.

The program requires facilitation by two staff members, to ensure that the women are secure at all times, especially if one facilitator is required to leave the room with a client who may have become distressed when discussing issues relating to DV. With two facilitators, there is confidence that both the task and maintenance functions required to run the group will be adequately covered.

### **Learning objectives**

Participants who undertake the Women: Choice and Change program will be supported to:

- Understand themselves and their personal needs more fully;
- Clarify the meaning of healthy and abusive relationships;
- Acknowledge the distresses that have led them to attend the program;
- Identify ways to be assertive in communication;
- Increase their awareness that change is possible for them in their relationships, now and in the future;
- Explore alternate choices that could lead to better outcomes;
- Use strategies for ongoing self-care;

## **3. THE FACILITATOR TRAINING PROGRAM**

The aim of the facilitator training program is to train NADA member staff to facilitate the adapted Women: Choice and Change RA program and to support them in the implementation and roll out of the program within their own organisations/services. The program is designed to be facilitated by two staff and so organisations interested in this project need to release at least two staff for training and delivery of the Women: Choice and Change program.

### **3.1. Outcomes**

The training for facilitators will lead to increased capacity of the NGO AOD sector to provide high quality and accessible treatment to women accessing their services through:

- Increased knowledge and understanding of the issues and challenges for women with AOD issues in relation to their relationship experiences and choices;
- Confidence in leading discussions about abusive and healthy relationships;
- Increased staff capacity to facilitate and lead group activities that attend to women's experiences of domestic violence;
- Demonstrate knowledge, skills and understanding of the philosophy and approach taken in the RANSW program, 'Women: Choice and Change'.

### **3.2. Project inclusions**

#### **Training**

Participants will receive three days of training, led by two experienced group leaders/trainers from the Relationship Education Program of RANSW. This training will be broken into two days in March 2018 and a mandatory one day booster training session in May 2018.

#### **Resources**

Each participant will receive a Facilitator's handbook and a 'Women: Choice and Change' participant handbook.

## Support

Participants will be supported through supervision sessions during their program delivery and an implementation support meeting in June 2018. These support mechanisms will help to ensure the newly trained facilitators are supported in facilitating the program.

## Evaluation

Participation in evaluation activities led by NADA and RANSW, including pre and post training surveys and surveying participants of the groups in your service.

### 3.3. Project timeline

Activity	Duration	Timeframe
Pre-training reading materials distributed	<i>1-2 weeks prior to training</i>	
<b>Training session</b>	<b>2 days</b>	<b>1 &amp; 2 March 2018</b>
<i>Running the group program in service</i>	<i>6 weeks</i>	March – May 2018
<i>Supervision session x 3 (with RANSW)</i>	<i>During program session</i>	
<b>Booster training</b>	<b>1 day</b>	<b>4 May 2018</b>
<b>Implementation support meeting</b>	<b>2 hours</b>	<b>June 2018</b>

## 4. APPLICATION PROCESS

### 4.1. Eligibility

Each applicant must satisfy the following requirements:

- Be a paid staff member from the current NADA membership;
- Have qualifications, skills and/or experience, training in group work/facilitation;
- Jointly apply with a co-staff member from the same organisation/service.

### Pre-requisite criteria

Applicants should have a basic understanding of the complexities of family domestic violence (FDV) and the FDV support systems in NSW.

### 4.2. Commitment requirement

#### Individual staff

Individual staff will be required to attend all training and commit to co-facilitating the Women: Choice and Change program within their service. These requirements are as follows:

- Read all provided reading materials including pre-training materials (provided on acceptance to the training);
- Actively participate in the three-day training program;
- Actively participate in three supervision sessions;
- Attend an implementation support meeting;
- Champion the implementation of the program within their service;
- Participate in the evaluation process

## Organisation

The organisation/service and management will be required to support their staff to attend training, receive clinical supervision support and support the program to be co-facilitated by two staff within their service.

These requirements are as follows:

- Release two staff for required training and supervision;
- Support two staff to implement the program within their organisation/service;
- Ensure the delivery of the program within their organisation/service is co-facilitated;
- Ensure regular clinical supervision is provided to staff

### 4.3. Screening and selection process

A selection panel will be formed comprising representatives from NADA and RANSW. The selection panel will review the EOI applications based on the above criteria. Applicants may be asked to respond to additional questions for clarity.

The selection panel will make recommendations and develop a shortlist of applicants based on the quality of the applications and the number of spots available for the program. The applicant(s) and their manager will be notified of the outcomes of the EOI process as soon as possible after the selection review.

### 4.4. Submission

**Applicants are to submit their EOI via email to [rubi@nada.org.au](mailto:rubi@nada.org.au) by the EXTENDED closing date - 5pm Wednesday 7th February 2018.**

An acknowledgement receipt will be provided within 5 working days. If no receipt is received the applicant should contact NADA on the details below.

### 4.5. Additional information

All applications will be treated in confidence. However, details of successful applicant organisations may be made available through NADA communication mechanisms.

## NADA CONTACT

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