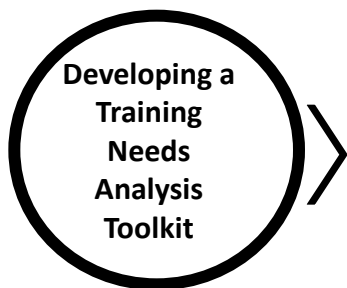


# “Statewide Strategic Workforce Development Planning” Project Framework



Inner East PCP are proposing to develop a Training Needs Analysis Toolkit to build the capacity of PCPs across Victoria to identify and address ICDM related training needs within health care and community agencies in their catchments as a basis for planning workforce development activities.

### What do we want to achieve?

**Goal**  
To build the capacity of Victorian PCPs to assess ICDM related training needs within their partner agencies effectively.

**Objectives**

1. To scope existing practices, processes and tools used by PCPs to assess training needs.
2. To identify best practice in TNA instruments and processes including use of TNA data in training program planning.
3. To develop and pilot a TNA Toolkit comprising best practice assessment instrument and guidelines for implementation

**Expected Benefits**

- Improved practices in training needs analysis within PCPs that reflect best practice in planning adult learning programs.
- Improved capacity to access standardised training needs data across Victorian PCPs.
- Improved opportunity for integration and coordination of workforce training programs between Victorian PCPs.
- Improved quality of training programs that meet the identified needs of ICDM workers more accurately and effectively.

### How will we achieve this?

**Timeline**  
Oct 2011- Oct 2012

**Budget**  
\$106,168.00

**Project Phases**

Phase 1: Project Initiation and Planning  
Phase 2: Project Implementation, Information Gathering, Consultation;  
Phase 3: Toolkit development & Pilot  
Phase 4: Pilot Evaluation; Toolkit Finalisation  
Phase 5: Project Closure

**Key Stakeholders**

- IEPCP
- Dept. Of Health
- Victorian PCPs

### How will we measure success?

A sustainable & user-friendly TNA resource is developed that reflects the elements of best practice in TNA.

PCP’s feel better able to:

- effectively identify the training needs of ICDM workers within their partner agencies;
- Use this data to plan workforce training programs for these learner groups.

DoH feel better able to access state wide data re ICDM workforce training needs across the state.

Data about existing practices in PCPs re sourcing and using different training providers to deliver CIC related training is provided.

Key stakeholders feel well engaged in the project activities.

The agreed deliverables are met to the required standard within established timelines and available resources.

Oct 2011	Nov 2011	Dec 2011	Jan 2012	Feb 2012	Mar 2012	Apr 2012	May 2012	June 2012	July 2012	Aug 2012	Sept 2012	Oct 2012
Phase 1: Initiation & Planning	Phase 2: Information gathering, stakeholder engagement; Scoping survey		Phase 3: Toolkit Development, & Pilot				Phase 4: Evaluation			Phase 5: Closure		