NDS Learn and Develop

Build your capability at NDS

The introduction of the NDIS has led to a new market environment that disability service providers find themselves operating. This coupled with the Royal Commission into Violence, Abuse, Neglect and Exploitation of people with disability, means now more than ever disability service providers need to focus on building their capabilities to deal with the impact of the new market environment, whilst ensuring the human rights of people with disability are upheld to the highest degree. NDS has a crucial role to play in terms of being the peak body that is driven by the purpose to advance the disability sector.

At NDS we provide a range of opportunities to build the capability of disability service providers and their staff through the Learn and Develop practice, National Disability Practitioners, NDS membership benefits and our newly established Royal Commission panel of experts. NDS members gain access to exclusive member only content and discounted fees.

Learn and Develop

NDS has a number of strategic partnerships in place in order to provide learning and development opportunities to the sector, from eLearning courses, to workshops and other resources. NDS is always reviewing our learning and development offerings in order to ensure they are meeting the ever-changing needs of our sector. Feedback on our offerings is appreciated.

eLearning at NDS

Workforce Essentials library

This is a bundle of online training modules and learning assets that have been tailor-made for disability service providers. A sample of the 35 online modules and 16 learning assets in this library include:

• Disability Induction

• Manual Handling for Disability Support Workers

• Marketing from the Front Line

• Bullying Awareness

Many of these courses, such as Disability Induction and Manual Handling are available for purchasing separately from the Workforce Essentials Library.

Organisational access to the Workforce Essentials library starts from just $2,200 per annum.

CPA Training Alliance

In partnership with Cerebral Palsy Alliance Training Alliance, we are able to provide cost effective eLearning for a confident and skilled workforce to provide excellent services. These eLearning modules incorporates good practice and evidence based content that is regularly updated. Courses available are:

• Disability Aware: An awareness and inclusion program

• Assist with Medication - online theory

• Back Yourself: Unpacking manual tasks

• Work Health & Safety (WHS) awareness and duty of care

• Fire Safety & Emergency Response

• Infection, Prevention & Control

• Good Working Relations

• Good Working Relations for Managers & Supervisors

• Work with Diverse People

• Respond to suspected abuse

• Promoting health for people with disability

• Nutrition for people with disability

• Nutrition care process for dietitians working in disability

• Oral hygiene for people with disability

Driver Safety

In partnership with Driver Safety Australia, we offer access to purchase the Driver Safety Induction eLearning module. This module includes three key units:

• The driver and human factors

• The vehicle

• The road environment

Face to face learning at NDS

Defensible Documentation

In this half-day workshop, disability support staff learn the leading method to document progress notes professionally, legally and competently.

This training:

• Is compliant with legislation and disability standards

• Supports client choice and control

• Enables clients to direct their own care and ensures staff document their duty of care

• Reduces the time required to write relevant information

• Uses complaints, legal cases and coronial investigations to illustrate requirements

• Covers incidents, risks, change, and the big risk refusal of care or advice

Effective Employer Engagement

Evidence demonstrates that most Disability Employment Service Consultants are very competent working with their job seekers, but often they are not comfortable with creating and maintaining strong employer relationships.

This interactive, one-day workshop will help your team develop and maintain a more systematic and successful approach to employer engagement, learning ways to initiate and maintain healthy relationships with employers. The Effective Employer Engagement workshop is aimed specifically at Employment Consultants, designated marketing staff, and their direct manager/supervisor. The content covers why employer engagement can feel so challenging and provides an introduction to the 7-Step Framework for Effective Employer Engagement

This Framework will help to:

• Effectively target and approach employers

• Have more productive employer meetings

• Conduct a comprehensive job analysis

• Present jobseekers and gain commitment

• Maximise the opportunities associated with existing employers

• Practical exercises to illustrate some of the key ideas

For further information contact:

[learnanddevelop@nds.org.au](mailto:learnanddevelop@nds.org.au)

Let’s Talk Disability

Half-day disability awareness workshops run and led by people with lived experience of disability. These workshops, which are delivered onsite at your premises, are energetic, educational and fun. Designed as an introductory session for anyone new to disability, the workshop covers myths and misconceptions, accessibility, language, attitude, respect and inclusion. Participating in one of these workshops will excite you with the possibilities of being a truly inclusive organisation. The workshop delivers more than awareness; it encourages active engagement with people with disability. It’s not just about compliance; it’s a lively, fun, eye-opening and memorable experience. It’s an investment in the culture of your organisation. This training is suitable for small to medium groups of staff who are new to working with people with disability as well as boards/board members who are new to the disability sector.

For further information contact:

Jillian Black on 0448 063 663 or via email: jillian.black@nds.org.au

Zero Tolerance

The Zero Tolerance initiative is a commitment to recognise, raise and respond to any deviation from the human rights of people using disability services. It is a personal and organisational commitment to always have our eyes open and always be doing better to support rights. Built around a national evidence-based framework,

Zero Tolerance is:

• A way for organisations to understand actions they can do to prevent and respond to abuse, neglect and violence of people with disability

• A clear message that abuse, neglect and violence are not okay

• A way of thinking about abuse as a human rights issue not a disability issue

• An organisational and personal commitment to act on:

– anything that makes a person with disability be or feel unsafe

– anything that doesn’t support a person’s human rights

– anything that we could be doing better

Zero Tolerance provides a collection of resources to educate and train staff at all levels to understand their responsibilities in preventing and responding to abuse and offers a way of working collaboratively within and outside the disability sector to prevent and respond to abuse.

For further information contact:

learnanddevelop@nds.org.au