

Training Newsletter September 2020

Welcome to FinCap's training newsletter for September 2020. This newsletter is a collation of information presented at Spring 2020 Regional Zoom Hui.

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Financial Mentor Introductory Course (FMIC)

Resources

We have been doing a lot of work on creating standardised participant resources that participants will get at the beginning of FMIC. There will be pre-reading for your trainees prior to starting. This could be an induction activity.

There will be two workbooks. This will cut down the need for photocopying and folders.

Scheduling

Nige has been working on an efficient way of scheduling FMIC and we've written a proposal to MSD to fund that. We are hoping this proposal will serve the sector much better and will address some of the challenges we are facing around distance learning and delays.

Fees proposal

The fee proposal went out a few months ago and we received 53 responses and we are considering all the feedback from them.

FMIC Programmes

This year has been difficult for everyone. For the training team, negotiating COVID-19 and meeting your training needs has been a particular minefield. The cancellation of several FMIC face to face programmes initiated a flurry of distance learning needs, and for all intents and purposes this has been managed, in part, by extending our Tutor team from two to eight. There are still a large number of trainees continuing through this process and it is vital that if you have someone working on this training that you fully support them to complete as soon as possible so we can keep our waitlist to a minimum.

We made the decision to cancel the Auckland face to face programme in September to ensure the safety of all parties concerned. Distance Learning will replace this. Unfortunately, we will need to continue responding in this manner in the future, should the same or similar situations arise. \

The good news is that since our original lock down period we have:

Completed face to face programmes in:

Auckland
Wellington, and
Marton

Programmes currently running in:

South Canterbury, and
Thames

Programmes scheduled in:

Christchurch (September)
Auckland (October)
Rotorua (October)
Manawatu/Horowhenua (October), and
Wellington (November)

Dates and other relevant information listed here: <https://tepapahou.co.nz/events/>

Fingers crossed there will be no further interruptions to this, but we will be prepared if there is. Thank you all so much for your patience as we work through these interesting times.

Funding

Currently we are significantly under-funded to deliver the amount of training that is needed in the sector. In the July training newsletter, we unpacked where the training budget goes and how little there is. \$100,000 sounds a lot but it does not go very far when you're serving 200 services and around 800 Financial Mentors.

We have written a proposal to MSD for increased funding to deliver the training that you need. We will keep you posted.

Online Platform

We are pleased to announce the release of our new online platform – Community Heart Online Learning.

<https://www.communityheart.co.nz/>

Mike Curry, who has worked in the sector, developed the platform and we have been trained on how to create programmes for you.

Managers may like to explore first to see what is available and how it works with your staff professional development plans.

Release date for Managers is Monday 28 September. Financial Mentors will have access from 30 September. More information to come in our October Training Newsletter.

Workforce development

In the last two years the training team have been working on a workforce development plan. Originally this was started to acknowledge and honour the skill set of the staff in the BFC sector and make known the intensity and role they have in community health and well-being.

In the last year this has changed to a budget bid. We are putting a proposal in place to submit to government to adequately fund the sector.

This last year we have been working on

- a career pathway,
- a training pathway that matches the career pathway,
- investigating qualifications at level four and five specifically but also level six
- NZQA accreditation of FMIC
- job sizing
- Position descriptions
- and lately salary banding

As well as working with the sector we have been working closely with external agencies to utilise their expertise.

- Forte recruitment has done a lot of job sizing and made the position descriptions market ready
- Nigel Evans at NZQA around the current unit standards and micro credentialing the FMIC
- Ministry of Education around a number of different aspects including an apprenticeship program
- MSD obviously in every step of the way
- Careerforce for Level 4, 5 and 6 qualifications and how we can target those to the sector rather than have a generalised health and well-being package and
- Skills.org which is the ITO that develops packages for delivery that are NZQA accredited

A big thankyou

A big THANKYOU to everyone who has worked with us over the years feeding into this work. We had groups of people contributing through five Working groups.

- Training
- Facilitators
- Quality Assurance
- Financial Mentor position descriptions
- Managers position descriptions

And hundreds of Financial Mentors, Managers and Governance members contributing through Regional hui over the last three years and zoom meetings this year.

We hope that all this work is accepted and implemented, especially permanent funding to support the magnificent job you do in community health and well-being.



To help us finish the work for the budget bid we need to know how many Financial Mentors are currently working in our sector.

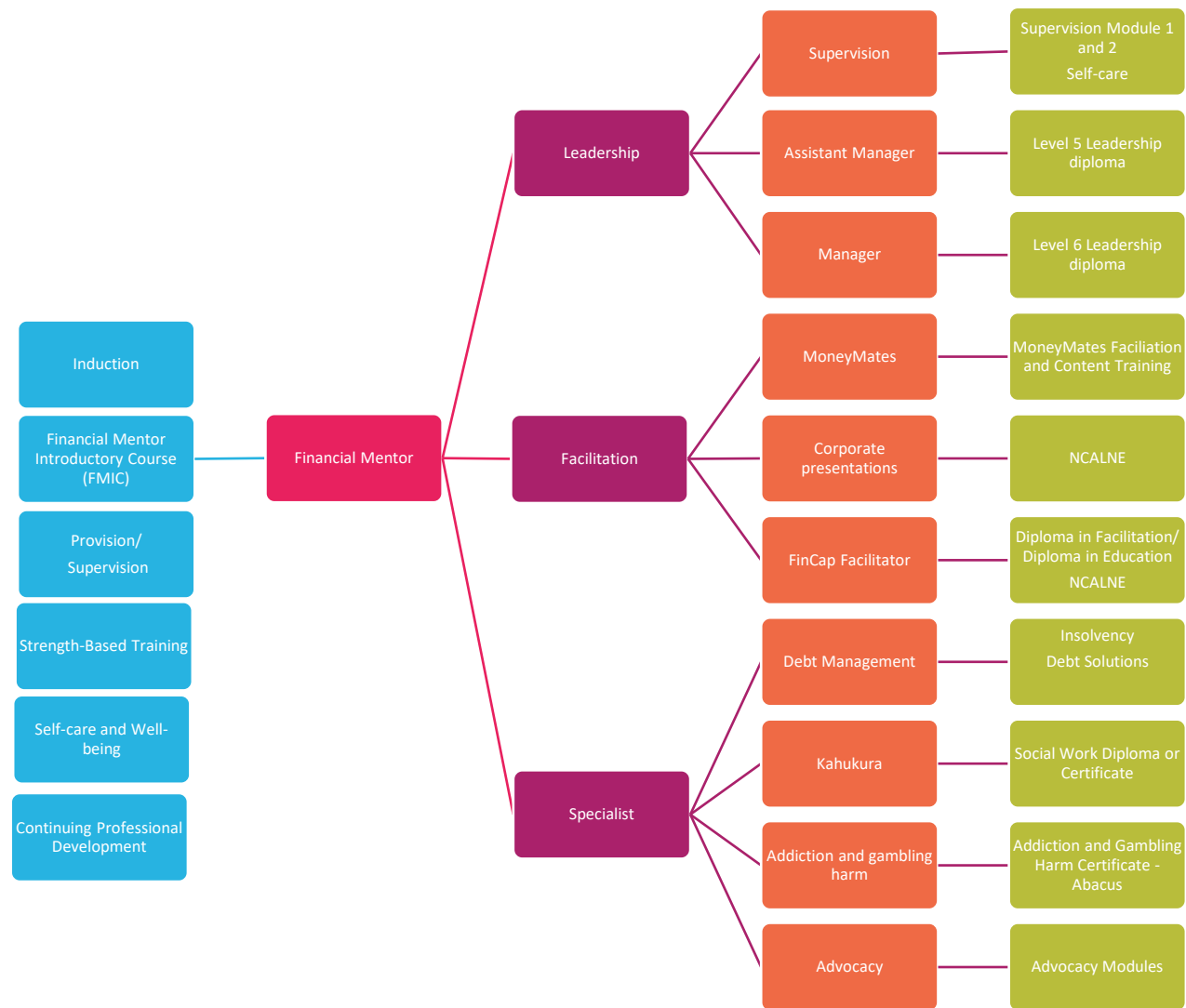
We spoke of this during the hui. If you are not sure whether your staff are in our database, please contact us to check details. If your staff are yet to be listed with us, please follow this link:

<https://www.fincap.org.nz/financial-mentor-registration/>

Career Pathway

The bulk of the work has been in a competency framework and career pathway. A competency framework is a model that broadly describes performance excellence within an organization. It unpacks behaviours, skills and knowledge that are required, valued, recognized and rewarded with respect to specific occupational roles.

At the Spring 2020 Zoom Regional Hui, we went through the Career Pathway and associated training that matches.



Within 0-3 months	Within 3-5 months	Within 5-12months	During year 2-3	During year 4-6	7-8 years
Induction	FMIC	Provisional Period	L4 Health and Wellbeing Certificate	L5 Health and Wellbeing Diploma	
FMIC pre-requisites	Core Professional Development modules		Specialised Professional Development Courses		
Supervision			Updates and Refresher Professional Development Courses		

Apprenticeship Initiatives

The government has two new initiatives to support Apprenticeship training for Level 4 Health and Well-being Certificate offered by CareerForce.

TTAF – funding the costs of the qualification.

This fund can be used for the cost of Level 4 qualification in Health and Wellbeing.

<https://www.tec.govt.nz/funding/funding-and-performance/funding/fund-finder/targeted-training-and-apprenticeship-fund/>

<https://www.careerforce.org.nz/qualifications/apprenticeship-in-community-facilitation/>

Apprenticeship boost – a wage subsidy for services to subsidise paid study leave

This fund can be used to support Financial Mentors that are completing the qualification.

<https://www.workandincome.govt.nz/work/apprentice-support/index.html#null>

Other news - Congratulations

Huge congratulations to Carole Cordiner from Buller Budget Advisory Service, who has now completed the Diploma in Health and Well-being Level 5. Well done!

Carole writes:

“May I take this opportunity to thank FinCap for giving me the opportunity to be able to achieve this Diploma. I found it real challenging as well as very rewarding. The knowledge I have gained will support me in my role as Co-Ordinator of our local Budget Service. I am so excited to have achieved this and again I thank you all, along with my Careerforce Assessors, for making it possible”.



Other training

Rethink.org.nz are offering free Mental Distress Workshops. They use the term “Mental Distress” rather than “Mental Health”. The next one is on 21 September in Manukau Auckland. Participants will:

- Increase their awareness of mental distress, unconscious bias and social inclusion.
- Explore how attitudes and assumptions impact mental distress.
- Learn strategies to respond effectively.
- Build confidence through practice using a framework to help guide conversations with people experiencing mental distress.
- Explore self-care tools.



Kia Ora, Warm Greetings, Kia Orana, Malo e lelei, Bula Vinaka, Namaste, السلام عليكم, 你好

Participants will:

- **Increase** their **awareness** of mental distress, unconscious bias and social inclusion.
- **Explore** how **attitudes and assumptions** impact mental distress.
- **Learn strategies** to respond effectively.
- **Build confidence** through practice using a framework to help guide conversations with people experiencing mental distress.
- **Explore self-care** tools.

Who is this for?

- **People who work, or volunteer** with those who may be **vulnerable to housing-loss, and have no formal training** in supporting others experiencing mental distress.

What to expect?

- Limited 20 spaces to individuals from community groups.
- This is a special combined one-day workshop.
- A light lunch will be provided.
- Each participant will receive a certificate of attendance hours. CPD credits for those registered with Australasian Housing Institute.
- Appropriate COVID-19, levels, distancing and hygiene respected.
- This training is free. No cost to attend.
- FREE 20-minute post-workshop catch-up/reflection Zoom session we hope participants can prioritise.

Other ways to register?

- **Yes!** Our friendly Rethink team can register you over the phone. **T:** 09 6305909 **ext** 9834
M: 027 RETHINK (738 4465)
E: rethink@mindandbody.co.nz

Please Note: All bookings are on a 'first in' basis. The fastest way to secure a seat is through the Eventbrite website.



Register Now!



Or copy the eventbrite link below into your browser:

URL: <https://bit.ly/3m4IYkI>

