



Standing Committee on Education and Community Inclusion

Inquiry into Annual and Financial Reports 2021-2022

ANSWER TO QUESTION TAKEN ON NOTICE

Asked by **MS NICOLE LAWDER** on 2 November 2022: MS CATHERINE RULE took on notice the following question(s):

Reference: Hansard uncorrected proof transcript 2 November 2022 pages 78-79

In relation to:

Number of CSD staff who have undergone cultural competency training

MINISTER STEPHEN-SMITH: The answer to the Member's question is as follows:–

Currently, CSD delivers six (6) training programs to staff on cultural competency, delivered via both eLearn and face-to-face learning.

The cultural competency training is identified as core learning across the Directorate for staff up to a team leader/supervisor or ASO6 and the equivalent Child and Youth Protection Professional (CYPP) classifications. The cultural competency training does not currently require refresher training following the initial completion.

The eLearn training packages are procured by the ACT Government through recognised Aboriginal and Torres Strait Islander or cultural organisations, Special Broadcasting Service (SBS) and the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS). The face-to-face training is developed and delivered by the CSD cultural training officer to officers in Child and Youth Protection Services (CYPS).

Table 1 contains a breakdown of cultural competency training programs, modules and number of CSD staff who have completed the module during the 2021-22 financial year. Note that this does not reflect the total number of staff who have completed the training before the 2021-22 financial year. This data would require manual extraction and this is considered an unreasonable diversion of resources.

The Directorate's Learning Management System delivers monthly reminders to employees and their managers of the requirement to complete the training. These reminders are sent until such time as completion is achieved.

Table 1: CSD's cultural competency training programs, modules, and staff completion in the 2021-22 financial year

Program	Module	Staff completed*
Aboriginal and Torres Strait Islander Awareness (SBS)	Aboriginal and Torres Strait Islander Awareness (SBS) e-Learning	251
Core Cultural Learning	Core Cultural Learning Introduction	187
	Core Cultural Learning Module 1	167
	Core Cultural Learning Module 2	152
	Core Cultural Learning Module 3	145
	Core Cultural Learning Module 4	141
	Core Cultural Learning Module 5	129
	Core Cultural Learning Module 6	127
	Core Cultural Learning Module 7	121
	Core Cultural Learning Module 8	119
	Core Cultural Learning Module 9	112
Core Cultural Learning Module Ten (10)	102	
Family Group Conferencing e-Learning	Family Group Conferencing e-Learning	15
Family Group Conferencing	Family Group Conferencing	78
CYPS Cultural Development Program	CYPS Cultural Development Program - Session 1 - Welcome and Foundations	76
	CYPS Cultural Development Program - Session 2 - History and Legacy	75
	CYPS Cultural Development Program - Session 3 - Walk on Country	86
	CYPS Cultural Development Program - Session 4 - Culturally Responsive Practice	11
	CYPS Cultural Development Program - Session 5 - Finding Kin	53
	CYPS Cultural Development Program - Session 6 – Principles to Practice	39
Aboriginal and Torres Strait Islander Child Placement Principle	Aboriginal and Torres Strait Islander Child Placement Principle Training	27

*includes staff who completed the module during the 1 July 2021 to 30 June 2022 period.

Approved for circulation to the Standing Committee on Education and Community Inclusion

Signature:



Date: 17 / 11 / 22

By the Minister for Aboriginal and Torres Strait Islander Affairs, Rachel Stephen-Smith MLA