

SES Pathways Underway

The SES Pathways were officially released by Assistant Commissioner Professional Development, Darren Klemm at the WA Fire & Emergency Services Conference in early October 2014. The release signalled the finalisation of detailed discussion and consultation with the SES Volunteer Association and volunteers throughout the State.

Following on from the launch, information sessions have commenced to all SES Units; Metropolitan briefings will conclude prior to Christmas and the country briefings will start early in February 2015. Click here to see dates and venues (*link to dates venues for the website*)

Volunteers have been turning out in force to the scheduled information sessions to hear first-hand the details on how their training will be structured, managed and delivered in the future.

Picture: A full House at a SES Member Information Night at Cockburn attended by Canning, Cockburn and Melville Units.



The release of the Pathways provides a starting point for SES Pathways, with the Pathways content expected to change and evolve over time. Members are being encouraged to provide feedback on the Pathways to the DFES Professional Pathways Project by email to PathwaysProject@dfes.wa.gov.au or by calling the Pathways Project team directly on 9454 0777.

What are the SES Pathways?

A Pathway provides the framework to outline the learning required for each SES Unit role and aligned to hazard response. The training within each Pathway sets out the base skills, knowledge and training required to meet the operational requirements for SES Volunteers. Four Pathway roles have been developed so far, for the SES Units which are

- Fast Track
- General Member for the streams of Rescue, Search and Operations/Communications
- Team Leader
- Unit Management

The Pathways can be viewed on the DFES Volunteer Portal under Professional Development.

Pathway Progress

As part of the implementation of Pathways and commencing with the first Pathway, Fast Track, SES Volunteers will receive a record of progress against the Pathway requirements. For Volunteers who have completed the Fast Track Pathway requirements a Fast Track Pathways Certificate will be issued. As part of the implementation process every Volunteer will be given the opportunity to review their individual Pathway training records. If a Volunteer's training records are not correct, there is an opportunity for correction through Unit and DFES Regional Offices by completion of a Pathway Course/Skills Declaration Form.

New Professional Development Portal

A one-stop shop Professional Development Portal has been finalised and is available through the DFES Volunteer Portal. The Portal has a wealth of information relevant for volunteers, and content will continue to be improved. The Portal has course learning manuals available; Course Catalogue, Training Calendar, a link to the Pathways and the future eAcademy.

eAcademy – Upcoming Online Learning System

The Professional Development Portfolio has sponsored a DFES wide initiative to develop an online training delivery option for all personnel. The eAcademy will provide an online option to support trainers and students in learning activities via a web based application. The enabling system has been implemented and identification of suitable online training is underway. As training is developed it will be released to Volunteers with an expected launch date of early 2015. Ahead of the eAcademy launch, and in response to feedback on access and registration, a new sign in process for the Volunteer Portal is in development.

This new simplified login process will make accessing the Volunteer Portal and the eAcademy a more streamlined experience. Further information will be circulated in coming weeks.

Future Training Delivery Model

An updated training delivery model has been developed in response to feedback from volunteers on the onerous nature of the ever changing nature of training and assessment qualification requirements by the national training regulator, Innovation and Business Skills Australia. The aim is to reduce the time impost on volunteers who deliver training to volunteers.

The new models means that current Workplace Trainer and Assessors will in the future no longer need to complete the nationally recognised TAE 40110 Certificate IV in Training and Assessment or Trainer and Assessor Skill Sets.

The new model is being implemented effective 1 January 2015 and includes three categories of training:

- Awareness – delivered by Presenters
- Workplace - delivered by Trainer Assessors.
- Nationally Recognised – approved Academy Instructors

NEW TRAINING MODEL

CATEGORIES OF TRAINING	DELIVERED BY	REQUIREMENTS	ENDORSEMENT
1. AWARENESS TRAINING	Presenter	Subject Matter Knowledge	Supervisor
2. WORKPLACE TRAINING	DFES Workplace Trainer / Assessor (Current DFES T/A's)	DFES Trainer / Assessor Course	Supervisor Manager TRK Owner
3. NATIONALLY RECOGNISED	Instructor (Academy approved) (Current Senior Assessors)	Cert IV in TAE	Supervisor Manager TRK Owner

TRK Handover conducted by TRK Owner delegate.