



Carer Learning Pathways Course Catalogue

December 2020

LIFE WITHOUT BARRIERS

Carers have a vital role in providing care for children and young people who are likely to have experienced trauma in their lives.

While caring for a child or young person unconditionally is important, it is not enough alone. We also need to increase our knowledge and skills so we can respond to their needs. One of the ways we can achieve this is by engaging with LWB Carer Learning Pathways content located on myLearning.

Enclosed you will find a list of the myLearning modules that you can complete. If you have any technical difficulties with myLearning, please contact mylearning@lwb.org.au

Please note that modules may contain information that may be triggering for some people. Please pay attention to your needs and contact your local Care Team or the LWB Employee Assistance Program (EAP) for support if required on 1300 135 600.

We'd love your feedback on these courses. Many of the modules have a feedback link included, or you can email us direct at lwbCarers@lwb.org.au

A handwritten signature in black ink that reads "Mary McKinnon".

Mary McKinnon

Executive Director - Practice and Quality
Life Without Barriers

CONTENTS	2
ACCESSING MYLEARNING	4
What is myLearning?	4
How do I log into myLearning?	4
A special note regarding terminology used in myLearning	4
INDUCTION AND PREPARATION MODULES	5
Welcome to Life Without Barriers	5
Disability Awareness for Out-of-Home Care	5
Carer Learning Pathways	5
Introduction to Out-of-Home Care	5
We Put Children First - Understanding Child Sexual Abuse	5
Welcome to Children, Young People and Families	5
We Put Children First - Understanding Harmful Sexual Behaviour	6
Allegations and Complaints	6
Aboriginal and Torres Strait Islander Children in Out-Of-Home Care	6
Introduction to Aboriginal and Torres Strait Islander Culture	6
EVIDENCE-BASED FOUNDATION	7
CARE@LWB - An Introduction	7
CARE Skills - Cool, Calm and Collected	7
CARE Skills - Creating Safety and Comfort through Routine and Rituals	7
CARE Skills - Facilitating Play and Activities	7
CARE Skills - Empathy, Reflection and a Curious Stance	8
CARE Skills - Problem Solving Skills	8
CARE Skills - Trauma and Stress	8
CARE Skills - Strengths in Action	9
CARE Skills - Willing and Able	9
Introduction to Therapeutic Crisis Intervention for Families (TCI-F)	10
MOCKINGBIRD FAMILY™	10
COMPETENCE CENTERED	11
Supporting Children to Attend School	11
Talking to Teens about Drugs and Alcohol	11
Documentation	11
Introduction to the Youth Justice System	11
Caring for Children with High Support Needs	12
Case Planning <i>Coming Soon</i>	12
Child Protection Legislation <i>Coming Soon</i>	12
Mental Health and Young People in Care <i>Coming Soon</i>	12
DEVELOPMENTALLY FOCUSED	13

Understanding and Supporting Teenagers	13
Sex, Sexuality and Relationships	13
Introduction to Autism Spectrum Disorder	13
Understanding Physical Disability	13
Understanding Intellectual Disability	13
ECOLOGICALLY ORIENTED	14
Medication	14
Nutrition and Healthy Eating	14
Children, Young People & Technology	14
RELATIONSHIP BASED	14
Effective Care Teams	14
FAMILY INVOLVED	15
Brothers and Sisters Together	15
Family Involvement	15
Life Story Work	15
Going Home - Reuniting Children and their Families	15
TRAUMA INFORMED	16
Harm, Abuse and Neglect	16
What is Positive Behaviour Support?	16
Understanding Harmful Sexual Behaviour	16
Understanding Self-Injury <i>Coming soon</i>	16
Trauma Informed Practice <i>Coming soon</i>	16
Loss and Grief	17
Understanding Suicidal Behaviour	17

What is myLearning?

myLearning, is Life Without Barriers Learning Management System. It allows staff and Carer's to access online training and resources to support them in their role. It can be accessed any time, is easy to use and allows you to learn at your own pace.

We have developed Carer training based on Carer feedback - training that is flexible, timely and tailored to individual circumstances.

"...how fantastic! It's been so difficult to find training dates around work commitments. I'm looking forward to an on-line option."

- Life Without Barriers Carer

How do I log into myLearning?

Carers with Life Without Barriers will receive an email from myLearning. It contains the web address of myLearning, information about their individual username (this is their email address) and a link to set a password for logging in to myLearning. For further information, please read the myLearning [Quick Reference Guide](#) for Carers.

If you haven't received an email or are having difficulties with myLearning, please contact mylearning@lwb.org.au.

A special note regarding terminology used in myLearning

A special note to our LWB Carers, Volunteers, and Interns. myLearning is delivered through a Learning Management System (LMS) that is primarily designed for organisations and their employees. In some instances, there may be language orientated to that audience, referenced within the system. Unfortunately, we are unable to customise some of these references for each group and for specific roles.

Many of our courses are accessed nationally by employees and various groups, so at times there may also be language referring to specific roles. The language used does not infer you are an employee of LWB, but instead should be read in the context of your role. For example, a reference to 'supervisor' for a Carer may be their main LWB contact, or Coordinator for Volunteers.

Please know, that any learning you have been assigned in the system, has been specifically selected to help meet your needs as a Carer, Volunteer or Intern. If you have any questions or concerns, please speak with your LWB contact or email mylearning@lwb.org.au



INDUCTION AND PREPARATION MODULES

At Life Without Barriers, family-based care is all about providing a safe and supportive home for children who are not able to live with their families. As such, new Carers should complete all Induction and Preparation modules within their first four weeks or authorization.

Carers are an essential part of our team. We are dedicated to supporting our Carer community, committed to providing quality care and delivering positive outcomes for children and young people.

As a Carer you can acquire and strengthen your knowledge, through ongoing learning and development, to provide care in the best interests of children, inclusive of their families.

Welcome to Life Without Barriers

Welcome to LWB! This introduction module welcomes you as a Carer, introduces you to our values-based culture, our CARE model and provides an overview of our services.

Time: 30 minutes

Disability Awareness for Out-of-Home Care

All children need the care of loving adults, time with friends and a wide range of life experiences.

Like all children, caring for a child with a disability requires commitment to providing for their everyday needs, ensuring they are connected to their families, are valued members of their community, and reach their full potential.

Discover the different kinds of support a person with a disability may require and the strategies to support them.

Time: 30 minutes

Carer Learning Pathways

LWB supports ongoing learning and development (L&D) of Carers through Carer Learning Pathways.

Learn about the range of L&D opportunities and the support for your ongoing learning.

Time: 30 minutes

Introduction to Out-of-Home Care

Discover how our family-based care services, and your care, supports the safety and well-being of children.

Learn about trauma and how it affects children and how your attributes, beliefs and skills can help support children to overcome traumatic experiences.

Time: 34 minutes

We Put Children First - Understanding Child Sexual Abuse

Understand more about child sexual abuse and how to respond to children who are at risk of harm.

Learn LWB's stance on child safety and our shared responsibility, including how to raise concerns about the safety of children.

Time: 45 minutes

Welcome to Children, Young People and Families

This module welcomes you to the Children, Young People, and Families directorate of LWB. It is designed to assist learners to understand what and how we deliver CYF services across our organisation.

Time: 30 minutes

We Put Children First - Understanding Harmful Sexual Behaviour

Every day, Life Without Barriers offers support and care to children. We want every one of those children to feel safe and respected as they should. We all have a responsibility to make sure their safety comes first – and that they're well cared for, protected from abuse, and given the respect they deserve. This module focuses on improving our understanding of harmful sexual behavior among children and young people.

Time: 30 minutes

Allegations and Complaints

There are times when allegations and complaints are made about Carers – including possible allegations that Carers have harmed children. When this happens, there may need to be an investigation.

This module provides information on the legislative, regulatory, and procedural requirements for allegations and complaints about harm or neglect of children, and the roles and responsibilities of government and LWB.

At LWB, we always put children's needs and safety first and this module will describe how this happens as well as the support Carers can get during investigations and complaint processes.

Time: 24 minutes



Aboriginal and Torres Strait Islander Children in Out-Of-Home Care

Aboriginal and Torres Strait Islander children and families are overrepresented in out-of-home care. It is important that we ensure connections to culture - this is essential to preserve a child's sense of identity.

Australian government and non-government organisations, like LWB, must meet requirements to ensure Aboriginal and Torres Strait Islander children are not separated from their families, their language, their country and culture if they are placed in care.

Time: 24 minutes

Introduction to Aboriginal and Torres Strait Islander Culture

Introduction to Aboriginal and Torres Strait Islander Culture is for all LWB staff and Carers. Learn the key elements of Aboriginal and Torres Strait Islander cultures, information on cultural respect and how reconciliation aligns with LWB's Values.

The module also explores the disadvantages still experienced by many Aboriginal and Torres Strait Islander people in areas such as education, employment, health, and housing; and how government policy and legislation can impact intergenerational trauma.

Time: 25 minutes

This section of modules focuses on our evidence-based programs. These modules should be completed as needed, with a guide of completion within the first 12 months of becoming a Carer.

CARE is our foundation, evidence-based practice model which helps us make sure that children have a good day every day and heal, learn and grow.

Along with the Introduction to Care, these modules provide more detail about specific CARE skills, our other evidenced-informed models for out-of-home care and are supported by face-to-face training opportunities.

CARE@LWB - An Introduction

We want to give you all the tools you need to be successful as a Carer and are committed to 'choosing a model that works' as part of our evidence-informed practice framework.

CARE – creating conditions for change; is an evidence based, trauma-informed model used by Life Without Barriers across all our work with children and families, including family-based care.

Developed by Bronfenbrenner Translational Research Centre at Cornell University, CARE is an approach that creates conditions for positive change in children's lives.

Time: 10 minutes

CARE Skills - Cool, Calm and Collected

Providing care for children and young people who have experienced trauma can be difficult at times. We need to be conscious of our own emotions when reacting to their pain-based behaviours.

This module helps explore the importance of remaining cool, calm, and collected. By doing so, we teach children and young people in our care to learn new skills whilst feeling safe and secure.

Time: 15 minutes

CARE Skills - Creating Safety and Comfort through Routine and Rituals

Children and young people in care have experienced instability in their lives. This may have left them feeling unsafe and hyper vigilant.

Consequently, instead of concentrating on healthy development, their bodies remain in survival mode. As a Carer, you need to provide them with a sense of safety through consistent routines.

This module explains the importance of routines and rituals for children and young people, and how this contributes towards their healthy development.

Time: 15 minutes

CARE Skills - Facilitating Play and Activities

We all need to have fun and when we do it with others, we tend to develop positive lasting relationships. For children and young people, play is a great way to learn new skills, helping their growth and development.

This module helps us to understand the importance of play in their lives and how we can help them engage in play.

Time: 15 minutes

CARE Skills - Empathy, Reflection and a Curious Stance

Time: 15 minutes

We all want to be seen, heard and understood – for children and young people in care, this may be heightened. Children may feel this isn't happening and makes them feel that no one cares. This could affect their relationships with others, leave them frustrated or lacking confidence.

This module teaches the importance of empathy, listening and how to work with others. It will help us to not only encourage children and young people to voice their needs, but also teach us to hear them.

Time: 15 minutes

CARE Skills - Problem Solving Skills

For children and young people in care, their past experiences may have left them with a sense of hopelessness and a lack of control in their lives.

Their ability to develop problem-solving skills may be underdeveloped and instead, be exhibited through pain-based behaviours.

With a mind to their future, we need to help them acquire problem-solving skills. This module explores why this is important and how to improve these skills.

Time: 15 minutes

CARE Skills - Trauma and Stress

"I'm not safe", "People want to hurt me", "People can't be trusted" "I'm not good enough for people to care about me", "It will never get better".

These are thought processes for children and young people who have experienced trauma in their lives. The good news is, that by providing therapeutic care, we can help change these thoughts to more positive ones.

This module helps us to develop an understanding of trauma, stress and pain-based behaviours.

CARE Skills - Strengths in Action

For children and young people in care, their past experiences may leave them without a sense of self-worth and confidence. We must learn how to highlight their strengths and provide them with opportunities to experience success.

Learn how to have fun with the child or young person in your care and build upon their strengths to increase their sense of self-worth.

Time: 15 minutes

CARE Skills - Willing and Able

At times, we can all become frustrated at a child or young person for not meeting an expectation.

Due to exposure to new environments or experiences of trauma, meeting expectations can be challenging for children and young people in care.

Learn how to reframe frustrations from the challenge of non-compliance to one where we help children and young people meet expectations.

Time: 15 minutes



Introduction to Therapeutic Crisis Intervention for Families (TCI-F)

"Children do well if they can - if they can't, we need to figure out why, so we can help"- Greene and Ablon

The kind of help, and how it is given, makes it crucial for a child to learn from an experience.

Therapeutic Crisis Intervention for Families (TCI-F) is a crisis prevention and intervention model designed to teach you as Carers how to help children learn constructive ways to handle crisis and to respond effectively in making a safe environment that promotes growth and development.

Time: 10 minutes

MOCKINGBIRD FAMILY™

MOCKINGBIRD FAMILY™ is an innovative way to structure the support and supervision provided to Carers to create caring homes, inclusive of family, culture and community.

Learn how to enable children and young people to thrive socially, emotionally and academically through MOCKINGBIRD FAMILY™, and how children and Carers can receive ongoing support

through supportive peer relationships and training. Time: 20 minutes



Competence Centered is one of the principles of CARE – our practice model for all our work with children and families. This category of modules looks at some of the key skill and knowledge areas that Carers need to have to help children.

Being open to learning new skills and competencies in the interests of children is important. These modules explore a range of topics- some are relevant for some children some of the time, while others are important for all children.

Supporting Children to Attend School

Whilst it is normal for a child to miss some school during the year, prolonged absence through school refusal or truancy can cause enormous stress, interfere with friendships, compromise learning opportunities and may trigger a pattern of negative behaviour.

What are the signs of school refusal and truancy? What are the consequences for non-attendance at school? How can you support children to attend school?

Discover the answers to these questions as you progress through this module.

Time: 15 minutes

Talking to Teens about Drugs and Alcohol

Helping children and young people deal with choices about drug and alcohol use is challenging for all Australian families.

Learn why young people choose to use drugs and alcohol and what are the common risk factors associated with misuse.

Time: 12 minutes

Documentation

Did you know that children and young people have the right to access their history as recorded by us?

Maybe they are doing so to learn more about their history, they could be trying to find out more information around decisions made on their behalf, or they need medical records to help with current health issues.

Whatever the case, when recording their history, we need to be mindful of how we record their life.

This module helps to understand the importance of respectfully and accurately recording a child or young person's journey in care and what the legal and contractual obligations are for your relevant State Child Protection agency.

Time: 18 minutes

Introduction to the Youth Justice System

What do you do when the child you are caring for calls you from the police station in need of help?

This module will help build understanding of the basics of the Youth Justice system, and in doing so, help support the child or young person in your care navigate this complex system and ensure they have their rights and needs upheld.

Time: 12 minutes



Caring for Children with High Support Needs

Could you provide a home for a child with high support needs? What do you need to know? What should you consider? What should you ask LWB?

This module helps explain what 'high support needs' means, introduces a range of supports and provides you with information that can support your care of children with high support needs.

Case Planning *Coming Soon*

Child Protection Legislation *Coming Soon*

Mental Health and Young People in Care *Coming Soon*



Developmentally Focused is one of the principles of CARE - our practice model for all our work with children and families. All children have the same basic drive towards growth and development and many children in care need extra support to engage with their capacity to grow and develop.

It is important that Carers are involved in teaching developmentally appropriate skills, providing opportunities to practice newly learned skills, and adjusting activities so children can succeed.

Understanding and Supporting Teenagers

The rapid pace of change and development through adolescence and the teenage years can be confronting for teenagers and their Carers alike.

Building and maintaining the relationship with teenagers in your care is very important, as it provides the ongoing support teenagers require to navigate through puberty into adulthood.

Time: 32 minutes

Sex, Sexuality and Relationships

Conversations with children and young people about sex and relationships can be daunting. Even so, as Carers you need to create supportive and safe environments which allow these conversations to occur. In this way, children and young people can feel safe to seek advice and be themselves.

Learn the importance of discussing sex, sexuality and relationships with children and young people, the definitions relating to sexuality, sexual orientation and gender and strategies on how to discuss sex, sexuality and relationships with children and young people.

Time: 18 minutes

Introduction to Autism Spectrum Disorder

An introduction to Autism Spectrum Disorder - including what the term means, how it is diagnosed and how to assist a child in your care who has a diagnosis of Autism Spectrum Disorder.

Time: 15 minutes

Understanding Physical Disability

What is a physical disability and what are some of the causes? Understand the importance of inclusion and participation for a child with a disability and how to support them.

Time: 14 minutes

Understanding Intellectual Disability

Develop an understanding of intellectual disability. What is the difference between developmental delay and intellectual disability? What are the signs and how is it assessed? Learn some strategies to assist children with an intellectual disability.

Time: 13 minutes



ECOLOGICALLY ORIENTED

Ecologically Oriented is one of the principles of CARE – our practice model for all our work with children and families. Children and young people are engaged actively in their environment as they grow and develop.

By intervening in the environment or ‘ecology’ of a child’s care, we can help to create the conditions for them to do well.

Medication

At some point, everyone will need to take medication to cure an illness or ease the symptoms of a medical condition – either prescribed or over-the-counter medication.

This module will assist you to understand what a Carers duty of care is and responsibility in relation to medication for children and young people in care – including preparing and administering. Learn about PRN (“pro re nata” meaning as needed) and when it should be used, what to do if there is an error in administering medication and strategies to assist with administering medication.

Time: 10 minutes

Nutrition and Healthy Eating

As humans grow, their nutrition needs change to reflect their development.

Learn about the essential elements of a healthy balanced diet, factors to encourage physical activity for children and young people and developing a healthy eating plan.

Time: 18 minutes

Children, Young People & Technology

How do you respect a child’s right to use technology whilst keeping them safe online? This module will build understanding of why technology is important to children and raise awareness of risks. Learn why children in care may be more vulnerable to on- line risks and find out about great websites and tips to help keep children safe.

Time: 20 minutes

RELATIONSHIP BASED

Relationship Based is one of the principles of CARE – our practice model for all our work with children and families. Nurturing care experiences and basic attachments are necessary for children to grown into healthy adulthood.

Assisting a child to form relationships and positive attachment is essential to their personal strength and a sign of resilience associated with healthy development.

Effective Care Teams

Every child cared for by LWB has a team around them made up of Carers, LWB staff, families and others. This is consistent with our approach to placing children first. Discover the answers to; Who are the individuals within the care team? What makes a good team? What challenges do effective teams have and how do they form relationships and resolve conflict?

Time: 10 minutes

Family Involved is one of the principles of CARE – our practice model for all our work with children and families. Practice wisdom and research tells us that children who leave care with strong and positive family relationships achieve better outcomes throughout their lives.

It is in children's interests that families are included in their lives, regardless of whether they return to their care. When families are respectfully included, safe and enduring reunification is more likely.

Brothers and Sisters Together

This module explains the significance of brother and sister relationships to a child's development and well-being, and the importance of keeping siblings together and connected – even when living separately.

Learn strategies for maintaining and strengthening sibling relationships and ideas for caring for a sibling group.

Time: 20 minutes

Family Involvement

Families are children's first and most enduring relationship.

Over time and space, attachments to family endure, and they are always important. If children do lose contact with family, this is a loss that causes great pain and trauma and can disrupt a child's development.

LWB is committed to meaningful and ongoing family involvement so children get every opportunity to heal, learn and grow. Learn how, as Carers, you can involve families in children's interests.

Time: 25 minutes

Life Story Work

Despite their trauma experiences, children in care long to make sense of themselves and their world, and in doing so, develop capabilities to overcome previous adverse experiences.

Life Story Work is more than recording memories through words, photos and videos. It is a therapeutic and family-involved informed process that assists children to build memories in order to form positive self-identities.

This module is about how you can, in your day-to-day care of children, help to document their life and build memories.

Time: 22 minutes

Going Home - Reuniting Children and their Families

Understand the importance of reunifying children and their families. Learn how reunification occurs and the decision-making processes with a particular emphasis on roles and responsibilities.

Discover the crucial role you have in assisting children to maintain and strengthen family relationships so they can go home to their families.

Time: 25 minutes

Trauma Informed is one of the principles of CARE – our practice model for all our work with children and families. Traumatic experiences can contribute to children having pain-based behaviours.

Trauma is an emotional response to an event or situation that causes harm and overwhelms our ability to cope. Trauma can be the result of a single event, or it can result from exposure to multiple events over time.

Children in care have all suffered trauma of some sort. Just being removed from family can cause trauma.

Harm, Abuse and Neglect

With detailed explanations, learn what child abuse and neglect is, its impact and how to recognise it.

Discover strategies to keep children safe from harm and what to do when children make disclosures of abuse.

Time: 32 minutes

What is Positive Behaviour Support?

This module has been designed for Life Without Barriers to provide employees from all program areas and Carers with an introduction to Positive Behaviour Support.

Successful completion of this module is a prerequisite for the Positive Support Behaviour Program (PBSP) workshop that is targeted to staff who are required to develop Positive Support Plans.

Time: 1 hour

Understanding Harmful Sexual Behaviour

Harmful sexual behaviour is a way that some children and young people have learned to respond to stress, to manage their emotions, or to get their needs met. They may be lonely or feel unsafe or need more control. Sometimes, children and young people who engage in harmful sexual behaviour have been sexually abused themselves or exposed to adult content via movies or the internet.

Learn more about how most children and young people who engage in harmful sexual behaviour recover with the support of caring adults around them.

Understanding Self-Injury *Coming soon*

Trauma Informed Practice *Coming soon*



Loss and Grief

What if you lost access to your family, your friends, your community? How would this make you feel, how would you cope? Imagine then, how a child or young person in care may feel.

Learn about loss and grief, with reference to the experiences of children in care. Explore how to identify loss and grief in children, and what are the signs and strategies to help children with grief and loss.

Time: 16 minutes

Understanding Suicidal Behaviour

It's frightening to hear a child or young person talk about suicide and it can be difficult to know how to help.

The information contained in this module has been developed to further your knowledge about suicidal behaviour, identify risk factors and warning signs and how you can assist.

Time: 30 minutes



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