



SAL Consulting

2019

Learning and Professional Development

SAL Consulting has been providing customised support to people and organisations within the community, disability, health and youth sectors since 2006. We create strong, symbiotic relationships with individuals and organisations through communication and collaboration which plays an integral part in SAL Consulting practice and ethos. Our service delivery is supported by latest research, best practice models and hands on approaches that can be utilised by a diverse range of professionals. SAL Consulting is committed to assisting individuals and agencies to achieve best outcome through meaningful collaboration and enablement.

Our team of 35 consultants is a highly qualified, diverse, trans-disciplinary group, with specialised and on-the-ground experience in the community services, health, disability and youth sectors. Many of our consultants have held senior positions in government and non-government agencies and are experienced in designing and providing quality services. SAL Consulting is accredited by the **Child Trauma Academy** to deliver Neurosequential Model of Therapeutics and are members of the Neuroleadership Institute.

SAL Consulting provides targeted training and professional development services to enhance the knowledge and skills of professionals in the human services sector.

We focus on providing you with an inspiring and motivating learning environment that demonstrates how theory and frameworks can be applied in the workplace for building better practice.

All of our learning activities have the following focus:

- ⚙️ Emphasis on practical application to enable practitioners to apply and embed new knowledge and skills into their work practice with confidence.
- ⚙️ A balanced mix of theory and practice with current research, legislation and industry standards of practice.
- ⚙️ Working with an organisation's own systems, policies, and framework for service provision to provide relevant and effective learning activities.
- ⚙️ Neurodevelopment, attachment and trauma informed learning and practice.
- ⚙️ Delivery by qualified trainers who have current, on the ground experience as practitioners.
- ⚙️ We are a Registered Training Provider (RTO code 91494), and offer a range of accredited and non-accredited training courses for agencies, groups and individuals.

SAL Consulting Training Services

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Customised Training Program

In 2019 the aim of our professional development and training programs will be delivering contextualised courses for your organisation's individual training needs. We will meet the needs of your agency and the requirements of your team members through in-depth consultation and, if needed, training needs analysis. Depending on your needs, you may choose a standard package on a topic area or opt to have a package specifically tailored or developed.

Our training programs focus on working with agencies to provide embedded learning - sustainable knowledge acquisition and practical skills development with a focus on the organisation's own systems, policies, and framework for service provision.

Nationally Accredited Training

As a Registered Training Organisation (RTO code 91494), SAL Consulting can provide training in Nationally Registered Training (NRT) qualifications. We work with individuals or organisations to undertake entire qualifications or individual modules to suit their professional development plans.

All qualifications can be delivered as customised in-service program to groups of staff in organisations as well as to individuals in our open scheduled sessions. We are experienced in customising qualifications to the individual needs of organisations to reflect their sector contexts, service delivery, and level of staff knowledge and skills.

We are funded through the NSW Government Smart and Skilled program which allows us to deliver subsidised training to organisations and individuals.

We currently deliver courses from the following three qualifications:

- Diploma of Child, Youth and Family Intervention CHC50313
- Certificate IV in Disability CHC43115
- Certificate IV in Youth Work CHC40413

Within these qualifications there are 54 identified skills sets that generally target entry-level workers who need to gain knowledge of a specific work role, including:

- Disability
- Case management
- Child protection
- Homelessness
- Complex needs
- Working with families

Alternatively, organisations can choose to create their own skill set that specifically targets their needs. Ideally a program with 2-3 units is a manageable way to upskill staff across a number of areas. Details of the official skill sets and units of competency and qualifications can be accessed at www.training.gov.au.

The cost of running an accredited course can potentially be subsidised through the NSW Government's Smart and Skilled vocational education funding program. In partnership with an RTO, organisations can apply for part-qualification funding. The funding is linked to a skills priority list and specific regional needs.



The training was delivered in an interactive, engaging and interesting format so it is easy to understand the concepts of the training.



NATIONALLY RECOGNISED
TRAINING



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Some of our most popular courses include:

Trauma Informed Positive Behaviour Support for Children and Young People

Providing trauma informed behaviour support to children and young people who have experienced trauma and abuse is an essential skill for professionals in Out of Home Care, disability, youth work, schools and family work. At this practical hands on training, gain an understanding of the impact of trauma on physical and brain development in children and young people, and the different ways in which trauma presents, including behaviors of concern, and how they can be understood through considering the contexts and environments of the young people. You will also learn the principles of positive behaviour support in line with current research, legislation and industry standards of practice, and practical strategies on engaging with and supporting children and young people. This course is delivered in a **one** or **two-day** format.

Proactive Approach to Safe Incident Intervention (PASII)

Safely manage challenging and high-risk behaviours (including critical incidents) using a person centred framework. This **two-day** course covers comprehensive and systematic approach to prevent, predict, assess and manage incidents, minimize risk and provide positive outcomes for clients and staff. Explore neurodevelopment and trauma informed practice to gain deeper understanding of clients, challenging behaviours and the communicative function behind them. Included in the course are observation, communication and physical management strategies, self-care, incident response planning, and working within legislative, ethical, and clinically informed practice framework.

Emotional First Aid / Accidental Counsellor

Most professionals in the Human Services sector have experience engaging in conversations where clients disclosed information of a personal, sensitive or stressful nature. This **one-day** course is specifically designed for professionals in non-counselling roles to develop basic skills and confidence around responding and supporting individuals who may be experiencing difficulties. This is not a course on counselling but will equip you with the knowledge and skills in relationship rapport building, recognising and addressing signs of stress, basic counselling principles, communicating effectively and appropriately, making appropriate referrals, and self-care.

Meaningful Engagement

It can be difficult to determine what is meaningful for each individual, particularly for people with intellectual disability, people with adverse life histories, people with complex communication needs and/or people with sensory processing difficulties. This **one-day** training specifically looks at the use of very practical strategies and tools to assist support workers and carers to explore and to determine what is meaningful to the individuals they support. This training explores meaningful engagement through the lens of the person and provides specific training in understanding and applying the philosophy of person-centred practice.

Creating Inclusive Classrooms

This **12-hour online** program incorporates Neurodevelopment, Attachment, and Trauma Informed (NATI) principles, and therefore offers a unique approach to education, development and learning. These principles are incorporated across all aspects of the program, to enhance the program's core content, and enable educators to work effectively with students who may have learning difficulties due to trauma-impacts, or there are developmental gaps leading to vulnerability. The Creating Inclusive Classrooms Program is very practical, it uses an authentic, genuine approach to creating an inclusive learning environment for all participants. Content is evidence based, and data informed, with a range of readings and materials available to supplement discussions and learning processes. Participants are encouraged to keep their students 'in focus' leading to a collaborative approach.

Other courses include:

Choose from the following training packages to tailor your team's professional development. You may choose them as they are, have them tailored to meet your specific needs to ask us to develop your very own training package

- ☀ Accidental Counsellor
- ☀ Acquired Brain Injury
- ☀ Alcohol & Other Drugs
- ☀ Augmentative & Alternative Communication
- ☀ Autism Spectrum Disorders
- ☀ Beyond Developmental Trauma
- ☀ Bruce Perry's 6 Core Strengths
- ☀ Communicating Effectively with Children & Young People
- ☀ Complex Trauma – Understanding the Impact of Trauma and Abuse
- ☀ Conflict Resolution
- ☀ Critical Incident Stress Defusing
- ☀ Cultural Awareness
- ☀ Disability Awareness
- ☀ Dysphagia (Swallowing & Mealtime Support)
- ☀ Effective and Congruent Supervision
- ☀ Effective Communication in the Workplace
- ☀ Establishing Outcomes Measurement
- ☀ Introduction to Neurodevelopment
- ☀ Introduction to Neurosequential Model of Therapeutics
- ☀ Manager Leadership Intensive
- ☀ Managing Difficult Conversations
- ☀ Medication Awareness
- ☀ Mental Health Awareness
- ☀ Mental Health in Children and Young People
- ☀ Mindfulness
- ☀ Motivational Interviewing
- ☀ Neurodevelopmental Attachment & Trauma Informed Practice (NATI)
- ☀ Person Centred Planning
- ☀ Positive Behaviour Support for People with Disabilities
- ☀ Proactive Approach to Safe Incident Intervention (PASII)
- ☀ Professional Boundaries and Ethics
- ☀ Promoting Healthy Attachment
- ☀ Promoting Positive Teamwork & Team Building
- ☀ Restrictive Practices
- ☀ Self-Care for Practitioners
- ☀ Suicide and Self Harm
- ☀ Therapeutic & Proactive Case Management
- ☀ Trauma Informed Classrooms - Transformative Opportunities Changing Kids (TIC TOCK)
- ☀ Trauma Informed Organisations
- ☀ Trauma Informed Positive Behaviour Support for High Needs Kids
- ☀ Vicarious Trauma
- ☀ Working Therapeutically with Families
- ☀ Working with Children who Display Sexualised Behaviours



Interested in a course?

Give us a call or email to discuss your training needs.



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