Homelessness Australia

Housing First Training Project

## Expression of Interest – Round Two

# Summary

Homelessness Australia is seeking expressions of interest from advanced homelessness practitioners to become active Housing First trainers across Australia. This train the trainer program will be led by internationally trained Housing First practice leaders.

# The Project

There is strong international evidence that Housing First programs end homelessness for most people with complex needs. Council to Homeless Persons (CHP) in Victoria is supporting Homelessness Australia to work with the Housing First Europe Hub on a project to develop and roll out Housing First training across Australia. This project is funded by the Melbourne based Lord Mayor’s Charitable Foundation (LMCF).

The project will result in approximately 30 specialised trainers in Australia delivering Housing First capacity building within the Specialist Homelessness Sector and beyond. The trainers will support advocacy for the expansion of Housing First programs and expand our sector’s capability in delivering Housing First programs. The project has created a Housing First Australia Community of Practice (CoP). The CoP will provide an ongoing platform to share ideas, support implementation, develop practice and embed Housing First as an evidence-based response to people without a home who have complex needs.

# Housing First Europe Hub

In support of international best practice, Homelessness Australia has been accepted as an Associate Member of the Housing First Europe Hub (the Hub). The Hub has the strategic aim of promoting and supporting the implementation of Housing First in Europe and beyond. It acts as a repository for Housing First research; supports practice through the Housing First Europe Guide and Housing First training; and develops resources to assist partners to advocate for Housing First. The Hub is an activity of the European Federation of National Organisations working with the Homeless (FEANTSA) and is administered by the Y-Foundation in Finland.

In 2019 four experienced Australian Housing First practice leaders travelled to Europe to undertake specialised Housing First training and skills development with the Hub. In addition to the support from LMCF, in-kind support for these practitioners to participate, is being provided by Homelessness NSW, Launch Housing in Victoria, Micah Projects in Queensland and Ruah Community Services in Western Australia. These experienced practitioners have now completed this specialised training and have designed and delivered the first round of the Housing First train the trainer program to Housing First practitioners in Australia.

# Housing First train the trainer program

## Aim

The Housing First train the trainer program aims to provide quality training in the skills and methodologies required to develop and deliver Housing First training on-line and in person, as well as supporting trainers to maintain their skills and knowledge.

## Content

The Housing First train the trainer course is underpinned by the Australian Housing First principles and structured around the Homelessness Australia Housing First train the trainer guide:

* Housing First introduction
* Australian Housing First principles
* Barriers to delivering Housing First effectively
* Delivering Housing First training to different audiences including managers, housing providers and youth services
* Training theory
* Housing First practice, including recovery orientation, harm reduction and trauma informed practice.

## Method

The course will be conducted online and will be delivered through a series of:

* Workshops including developing training outlines and activities.
* Pre and post workshop learning activities.
* Showcases including sharing training activities.

## Timeline

The train the trainer course is delivered in two rounds to groups of approximately 15 participants. Each training round is delivered a day a week across six weeks. Round one participants completed training in June 2021 and **round two participants will undertake training in October/November 2021**.

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| **Train the Trainer - Round Two** |
| **Activity** | **Timeline** |
| 15 participants undertake preparatory work and attend six one day sessions of the Housing First Australia train the trainer program | October 2021 - November 2021 |
| Continue involvement in the Housing First Australia project through:* Identifying and recruiting trainees
* Developing and delivering Housing First training
* Participating in a Housing First Australia Community of Practice
 | November 2021 onwards |

# Eligibility and selection criteria

To be eligible for the training participants must:

1. Be an advanced homelessness practitioner with a deep understanding of the Housing First principles and their application in practice
2. Be passionate about Housing First and have a demonstrated understanding of Housing First principles, evidence and implementation challenges
3. Have excellent training and/or presentation skills
4. Have approval and support from their employing organisation to participate in both the training and then the training delivery
5. With support from the Australian Train the Trainer team, commit to developing, recruiting and delivering your own Housing First training to a minimum of 30 people
6. Participate in Housing First Train the Trainer Community of Practice over a two-year period.

# Organisational eligibility and selection criteria:

1. Strong understanding of, and commitment to, Housing First programs and principles
2. Experience in delivering Housing First programs
3. CEO level support from organisation to commit to the Program for a minimum of two years and support the staff member to play a leading role in developing and providing Housing First training for Australian practitioners including releasing the staff member on full pay to:
* Attend the six-day Housing First Australia Train the Trainer Program
* Develop and deliver Housing First training consistent with Australian Housing First principles
* Identify and recruit training participants
* Deliver Housing First training as an in-kind contribution
* Participate in Housing First Australia Community of Practice.

# Expectations following train the trainer course

Once participants have completed the six-week training course, it is expected that they will use concepts learnt to develop and adapt their own training package tailored for delivery in the local context. Participating organisations are expected to support graduating trainers to identify and recruit at least 30 people from across the regional SHS, with the scope of recruitment including the employing organisation and beyond.

# Selection of participants

Homelessness Australia’s intention with this expression of interest, is to attract the highest quality participants and to maximise equitable access to Housing First training across Australia as well as making clear the expectations and commitment required of both individual participants and their employers.

**To express your interest in this exciting training opportunity, please fill in and return the attached application form by Monday 6th September 2021 by email to sian@chp.org.au.**

Before submitting your expression of interest, we encourage you to contact Sian Mulgrew at the Council to Homeless Persons in Victoria, to discuss the project in detail. Her contact details are sian@chp.org.au or 0401 831 136.

## Application form

## Homelessness Australia Housing First Training Project

To express interest in becoming a Housing First trainer please complete the following application.

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| Part One: Organisation to complete*This opportunity involves a significant commitment by participating organisations to ensure that the proposed participant is supported to undertake training, and then to develop and deliver their own Housing First training to the Specialist Homelessness Sector.*  |
| Organisation |  |
| Name of organisational contact (senior manager) |  |
| Title |  |
| Mobile phone |  |
| Email |  |
| Address |  |
| Housing First Program delivery experience |  |
| Reason for organisation interest in being selected for the Housing First training project |  |
| Organisational commitment to Housing First Train the Trainer Program (see selection criteria) |  |
| CEO name and Signature*(electronic signature accepted)* | X |
| Name of proposed Housing First train the trainer participant |  |
| Part Two: Proposed participant to complete |
| Job title |  |
| Mobile phone |  |
| Description current role |  |
| Reason for applying |  |
| Housing First Practice experience |  |
| Knowledge of, and interest in Housing First including an understanding of Australian Housing First Principles and implementation challenges. |  |
| Capacity to commit to and undertake Housing First train the trainer program (see criteria) |  |
| Training and/or presentation skills |  |
| Manager’s endorsement*(electronic signature accepted)* | Name:Signature: | Date: |