The following introduces the Indicative ATDP Model presented at the inaugural meeting of the SGB:

- The Blueprint empowers the SGB to provide strategic direction to the CGMG (5.1), which is to include compliance with adult-learning requirements and development pathways (6.1.1).

- The Indicative model is grounded in the Rolfe Review’s concept of a training pathway from novice to experienced advocate, and incorporates relevant aspects of the Bull and Bear Report.

- The Model (top row) depicts a five-phase training pathway that mandates:
  - pre-training selection of appropriate candidate at ESO-level (Phase 1);
  - a formal training and information phase comprising distance and classroom activities (Phase 2);
  - return to their ESO with entry-level competency, the trainee receives in-depth on-the-job training/mentoring by a senior practitioner (Phase 3);
  - authorisation as a practitioner and indemnification when the trainee is assessed to be competent to practice without supervision (Phase 4); and
  - post-authorisation, the practitioner is required to enter a self-directed program of continuous learning to enhance (Phase 5).

- The Model (left-hand column) ascribes for each phase responsibilities for action, pre-requisites for entry into each phase, activities to be conducted during each phase, and outcomes to be achieved at the end of each phase.

- The Model is intended as SGB guidance to the CFMG for its (and its working parties’) detailed development of the requirements, roles, responsibilities, development levels and competency/certification pathways for practitioners (and trainers – yet to be described).

Richard Kelloway
Member
## INDICATIVE ATDP MODEL

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<td>Sub-Phase(s)</td>
<td>ESO and/or Collaborating Partner(s) [eg, Veterans' Centre, District Council/PWON/ADSO]</td>
<td>Training &amp; Information Partner</td>
<td>ESO and/or Collaborating Partner(s) [eg, Veterans' Centre, District Council/PWON/ADSO]</td>
<td>ESO and/or Collaborating Partner(s) [eg, Veterans' Centre, District Council/PWON/ADSO] + VITA</td>
<td>ESO and/or Collaborating Partner(s) [eg, District Council/PWON/ADSO]</td>
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| Pre-requisite(s) | 1. Prospective trainee’s expressed interest.  
2. ESO’s confirmation of prospective trainee’s readiness for formal training.  
3. ESO enrolment of trainee for relevant Stage 2 distance learning course(s). | 1. Enrollment on relevant TIP distance learning course.  
2. ESO enrolls trainee on Stage 2 F2F course(s).  
3. Trainee completes Pre-course questionnaire. | 1. Trainee completes relevant distance-learning course(s).  
2. F2F or electronic access to OJT and mentoring.  
3. F2F or distance learning course(s). | 1. ESO Committee’s satisfaction that trainee is competent for unsupervised practice at the level related to training and development.  
2. VITA satisfaction that trainee meets or exceeds indemnification insurer’s risk assessment. | 1. Authorisation at level of practice related to level of training and development.  
2. Practitioner consolidates competency by continually reviewing legislation and policies in self-directed program of ongoing learning.  
3. Practitioner engages actively in local/regional workshops and seminars.  
4. Practitioner maintains standard of competency relevant to authorisation by participating in formal competency-assurance activities. |
| Phase Activities | 1. Prospective trainee gains on-the-job experience with experienced practitioner.  
2. ESO’s confirmation of prospective trainee’s readiness for formal training.  
3. ESO enrolment of trainee for relevant Stage 2 distance learning course(s). | 1. Complete each module in relevant TIP distance learning course.  
2. Complete pre-F2F course questionnaire. | 1. Consolidate and apply relevant knowledge base by completing case studies under training.  
2. Undertake duties of practitioner relevant to stream and level of training.  
3. F2F or distance learning course(s). | 1. Competency of trainee–practitioner formally assessed against criteria stipulated by VITA in accordance with indemnification insurer’s risk assessment. | 1. Authorised practitioner undertakes without supervision all duties relevant to stream and level of training.  
2. Practitioner self-monitors performance and ensures competency maintained at no less than the standard at which authorised by self-directed continuous learning. |
| Outcome(s)   | Before selection for formal training prospective trainee is formally assessed by ESO as:  
a. likely to respond satisfactorily to formal training, and  
b. having the potential (following training and with formal OJT and mentoring) to be reasonably likely to progress to unsupervised practice. | Prior to F2F training, the trainee will:  
• have a broad understanding of the knowledge base relevant to the stream and level of practice.  
• be aware of the sources of, and able to locate the knowledge relevant to the stream and level of practice.  
• be ready to learn how to apply the knowledge base pertinent to the stream and level of practice. | Post F2F training, the trainee is able to:  
• identify the relevant matters in a case.  
• identify the legislation and/or policy relevant to a matter.  
• apply the relevant legislation and/or policy to progress a case.  
• Compensation Stream: complete a claim form for cases relevant to the level of training.  
• Welfare Stream: refer cases relevant to the relevant service provider(s) at the level of training.  
• be ready to engage in OJT and mentoring with an experienced and qualified practitioner. | At the point of authorisation the trainee-practitioner is able, without supervision and with a reasonable likelihood of a successful outcome for the client, to:  
• gather and document supporting evidence to enable progression.  
• Compensation Stream L2: submit a claim, application for increase, review a determination, advise the client about appeal, and support an advocate’s preparation of an appeal.  
• Welfare Stream L2: refer a complex case to the relevant service provider(s).  
• maintain records to the standard stipulated by the indemnification insurer’s risk containment requirements. | 1. Authorised practitioner undertakes without supervision all duties relevant to stream and level of training.  
2. Practitioner self-monitors performance and ensures competency maintained at no less than the standard at which authorised by self-directed continuous learning. |