

# Enabling Workforces Toolkit: *Getting started guide*

[tqkp.org.au/enabling-workforces-toolkit](http://tqkp.org.au/enabling-workforces-toolkit)



## We're all brain builders.

**Every time we learn a little bit more about young brains, we become better equipped to support children of all ages to thrive.**

The Enabling Workforces Toolkit (available online and as PDF) has been created by the Enabling Workforces and Organisations for Thriving Kids initiative. The aim of the Toolkit is to collate existing learning opportunities (including videos, training, modules and resources) that we can all use to develop the capability of ourselves and our colleagues.

With the Toolkit including 100+ learning opportunities, this Getting Started Guide is designed to support you to kick-off your learning journey.

## Step 1: **Setting aside time**

In preparing the Toolkit, we heard loud and clear that the biggest challenge for workplaces is being able to fit extra learning into already busy workdays.

Workplaces asked for ways to weave short learning opportunities into existing activities such as team meetings, supervision, and 'town hall' or 'lunch & learn' events.



- What existing events do you have where you could include a short learning opportunity?
- Who do you need to talk to to add this to the agenda?



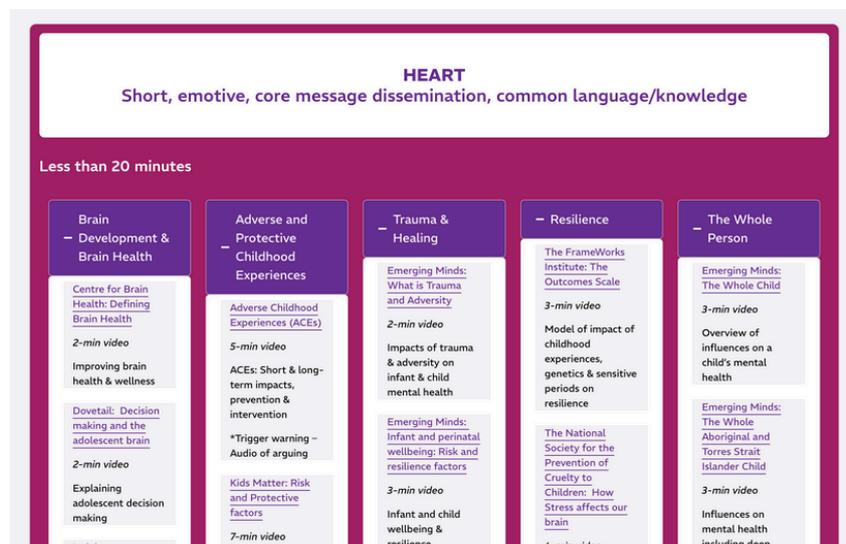
## Step 2: Starting with the Heart



In response to workplace need, we've sorted the Toolkit according to activity length, starting with videos as short as 2-minutes.

We refer to these short-form resources as 'Heart' resources because they introduce important topics, spark interest, and promote engagement and discussion. Importantly, they give us a common language to work together and go deeper in our learning about brains and bodies.

You can link directly to the Heart resources [here](#) to see them listed as follows.



### Some of our suggestions to start with include:

[ARACY: What is Wellbeing?](#) (4-minute video) - Introduction to child/young person wellbeing and The Nest, Australia's wellbeing framework for children and young people



[Healing Foundation: Intergenerational Trauma](#) (4-minute video) - How to stop the cycle and create intergenerational change



[Thriving Queensland Kids Partnership: "What surrounds us shapes us": A framework for building children's resilience to thrive in life](#) (7-minute video) - Resilience scale and The Nest: model of impact on children's brain health



[Emerging Minds: The Whole Child](#) (3-minute video) - Overview of influences on a child's development, mental health and wellbeing



[Emerging Minds: The Whole Aboriginal and Torres Strait Islander Child](#) (3-minute video) - Influences on social and emotional wellbeing, including deep connections to Country, culture, spirituality, family and community



## Step 3: Choose a Capability Strand

When exploring the [Heart](#) resources, you'll see that we've sorted the resources into columns that represent 5 important and interrelated areas of learning.

- **Brain development and brain health** - Process of brain development, sensitive periods, neuroplasticity, neurodiversity, individual difference, mental health
- **Adverse and protective childhood experiences** - Adverse and protective childhood experiences, risk and protective factors, prevention, early intervention and support
- **Trauma and healing** - Trauma and the brain and body, healing
- **Resilience** - Resilience scale, our role in resilience, the importance of positive relationships
- **Whole person** - Ecology of the child and community around the child, wellbeing, cultural knowledge, how systems work together

**Reflect:** The following questions can help you identify which Capability Strand to start with:

- What is the current understanding of the neuro-informed capabilities within your centre or team?
- Is the neuro-informed capability considered in organisational policy, design and delivery? If so, how?

You can find out more about the research underpinning the Capability Strands here:

- [Neuro-informed Policy and Practice Framework](#)
- [Evidence Brief: Neuro-informed Policy and Practice Scoping Review](#)
- [Brain Building Workforces](#)

## Step 4: Watch and reflect

After watching your chosen video as part of your meeting or learning event, you can use the following questions to support your workplace conversation and learning.

**Identify:** What were the key messages from the video?

**Reflect:** Use these questions to support conversations:

- What is our current understanding?
- How does this align with the key messages identified in the video/s?
- Is this different across the organisation/team?
- Are the key messages considered in organisational policy, design and delivery? If so, how?
- Is this different across the organisation?
- Can this be improved? What would support this? Brainstorm ideas.

**Discuss:** How might understanding the key messages support the change we are seeking? Brainstorm ideas.



## Step 5: Embedding your workplace learning

Review your learnings in the next meeting/lunch and learn session. Were there any considerations with your own practice this week/fortnight?

Choose whether to watch the video again to go deeper into the content. Or choose another resource from the [Toolkit](#).

This could be from the same Capability Strand to delve deeper into that aspect of neuro-informed capability, or from another Capability Strand to support broader awareness.

**Develop** an action plan to map the ongoing learning process so that everyone understands the importance of learning about brains.



## Step 6: Keep growing your team of brain builders

While the short Heart resources are a great place to start, we encourage you and your team to keep expanding your knowledge by working through the Toolkit and moving onto the longer, more detailed resources in the other sections of Toolkit. This might be something you do as part of longer team meetings a few times a year, or by allocating time for individuals to explore the Toolkit as part of their supervision and professional development.

## Step 7: Feedback

The Toolkit is designed as a growing and evolving resource. We'd love to hear your feedback about the Toolkit and how it's working for you, and what resources you find particularly helpful.

Contact us at [tqkp@aracy.org.au](mailto:tqkp@aracy.org.au).



***Thanks for being part of our brain builder team,  
and supporting children to thrive!***