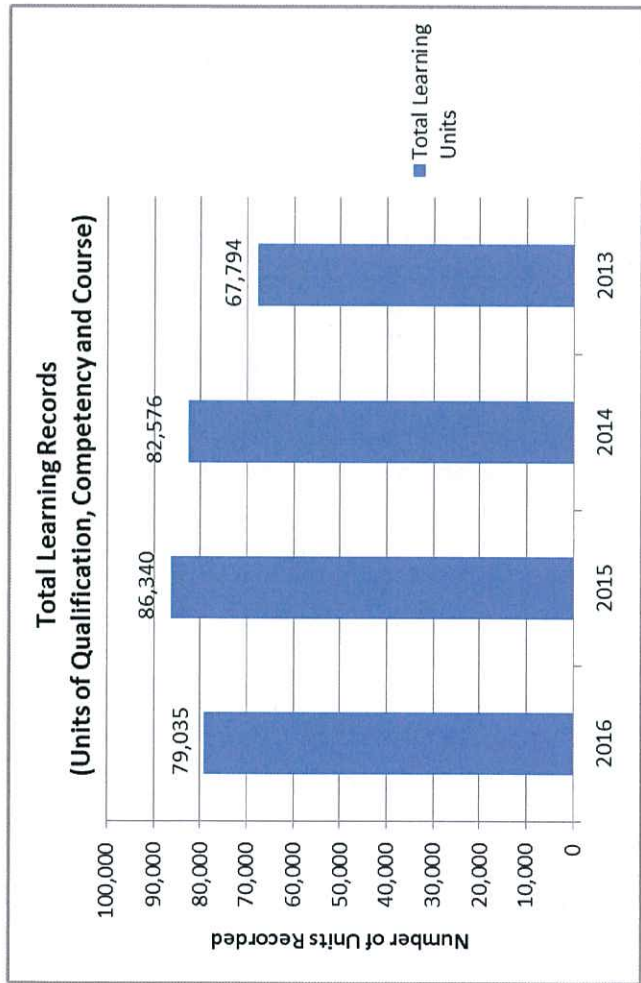
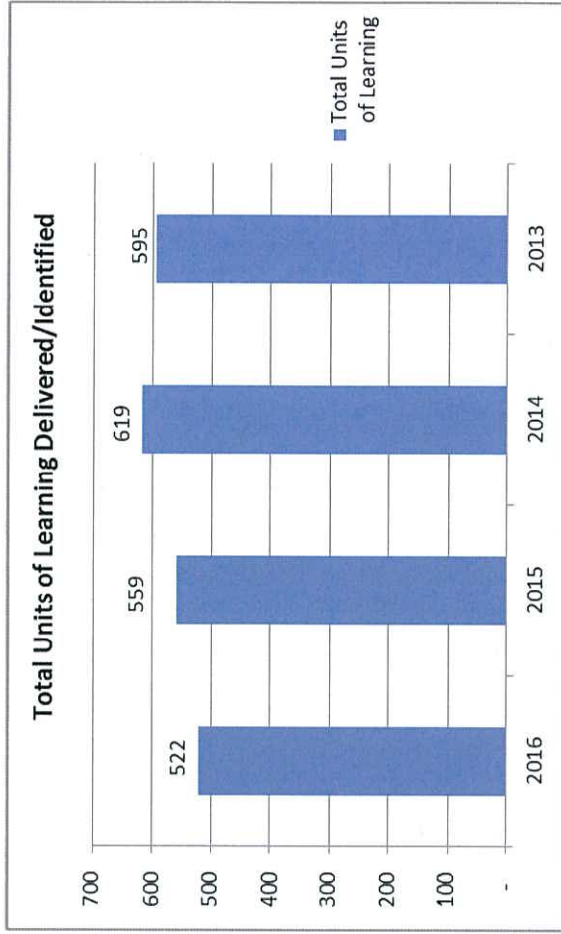
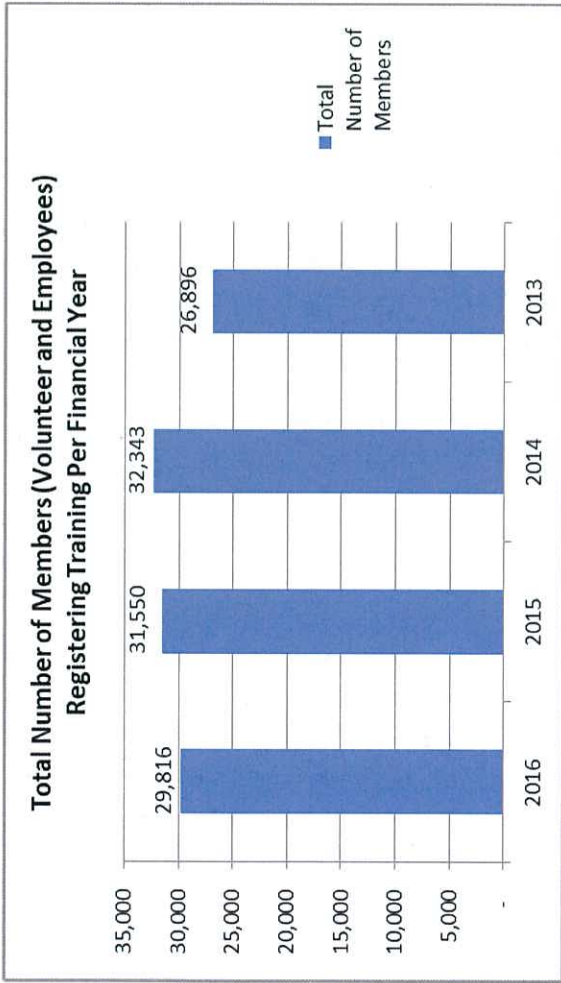


In leading the development of the **CFA Learning Action Plan**, the Organisational Leadership Team make the following commitment to transform training to enhanced learning for all members at CFA. By December 2017, the OLT will have delivered on the following commitments;



THEMES	COMMITMENTS	2016 PRIORITIES	SUCCESS PROFILE
<p>CAPABILITY</p>	<p>Frontline learning develops confident, safely trained CFA members ready to perform critical roles aligned to risk and Chief Officer' service delivery priorities.</p>	<p>Targeted delivery for members:</p> <ul style="list-style-type: none"> ▪ Crew Leader & Driver Training ▪ Leadership & Management (Brigade/PTA) ▪ Volunteer Recruit Trial (D27) ▪ Career Staff Development <ul style="list-style-type: none"> ➢ 350 Firefighters ➢ Victorian Recruit FF ➢ OO/OM Development ➢ Progression Programs ➢ Specialist Programs acquisition and maintenance 	<ul style="list-style-type: none"> ▪ Critical training programs are completed, implemented and delivered to meet Chief Officer' service delivery priorities.
<p>FLEXIBLE DELIVERY</p>	<p>CFA offers access to training at times, formats and locations which are suitable for most CFA members.</p>	<p>Deliver training upgrades:</p> <ul style="list-style-type: none"> ▪ Simplify training calendar(s), bookings & nominations ▪ Digital Learning Systems ▪ Increases in Train the Trainer(s) ▪ Develop suite of blended learning (online) solutions: <ul style="list-style-type: none"> ➢ Equal Opportunity (EEO) ➢ Health, Safety & Environment (HSE) ➢ Incident Management 	<ul style="list-style-type: none"> ▪ Digital learning introduced to support flexible, blended learning. ▪ Member satisfaction improved. ▪ Reduction in training course cancellation.
<p>SKILLS RECOGNITION</p>	<p>Ensure that CFA members' skills and experience are recognised, respected and utilised to improve engagement and satisfaction.</p>	<ul style="list-style-type: none"> ▪ Improve Recognition of Prior Learning (RPL/RCC) process, with an initial focus on <ul style="list-style-type: none"> ➢ Strike Team Leaders ➢ Sector Commanders ▪ Empower volunteer trainers, assessors, facilitators, coaches and mentors to deliver and support active learning, improving opportunities for development. ▪ Implement improved First Aid model & skills recognition 	<ul style="list-style-type: none"> ▪ Member satisfaction improved.
<p>TRAINING FACILITIES</p>	<p>Improve CFA training facilities so that they are fit for purpose and continually improved.</p>	<ul style="list-style-type: none"> ▪ Improve VEMTC ICT to meet contemporary requirements ▪ Complete Off Road Driver Training Tracks ▪ Secure land for VEMTC Central Highlands site ▪ Ensure mandatory compliance with EPA Clean Up notices ▪ Increase volunteer access to VEMTC's and mobile props ▪ Simplify booking systems, pricing and nomination forms 	<ul style="list-style-type: none"> ▪ Increase in member throughput at VEMTC training facilities. ▪ Upgrades delivered on time and budget. ▪ VEMTC booking process and pricing model implemented.
<p>GOVERNANCE</p>	<p>Establish an effective learning model for CFA which includes governance, accountability, performance review and continuous improvement.</p>	<ul style="list-style-type: none"> ▪ Long term learning outcomes defined ▪ Statewide Learning Model developed and agreed ▪ Clearly defined roles and responsibilities ▪ Reporting and assurance model for learning agreed 	<ul style="list-style-type: none"> ▪ Agreed governance and learning model developed and implemented.

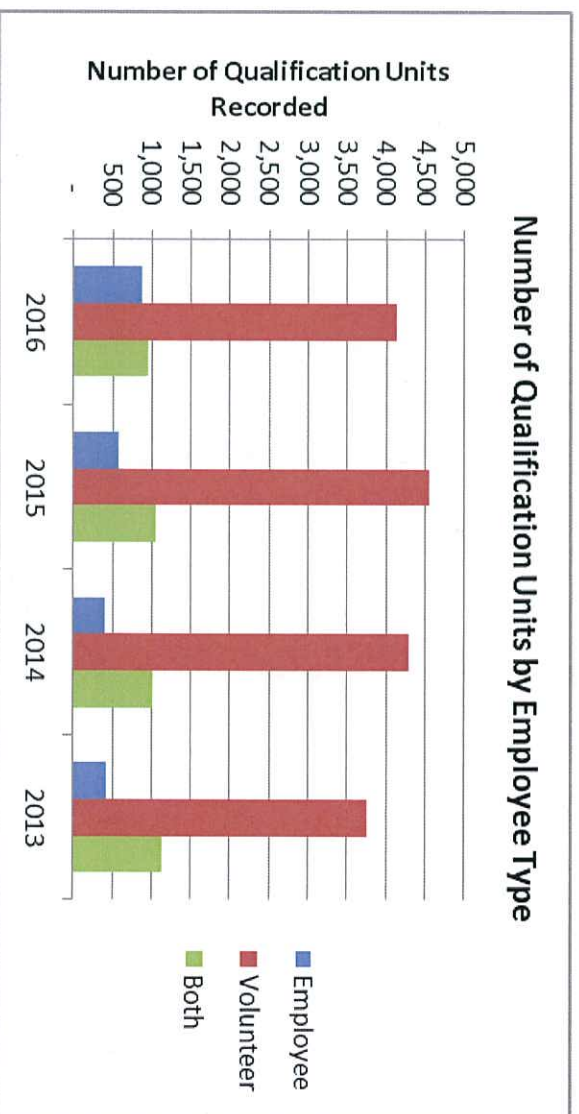
Learning Totals for Financial Years from 2013-2016



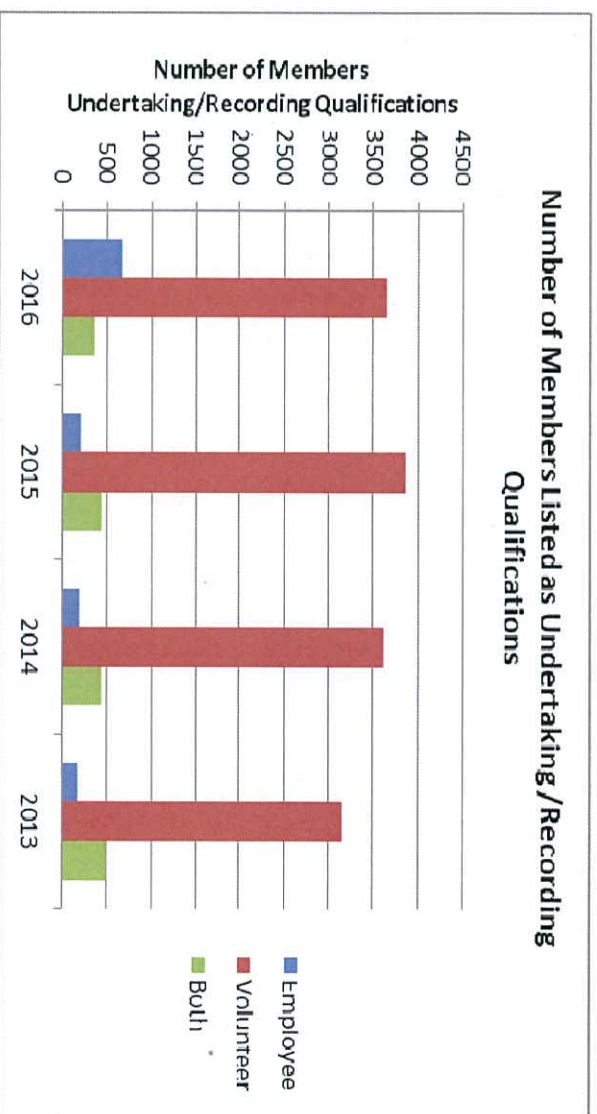
NOTE: Data is from the CFA TRAIN database. Information in TRAIN is subject to the "human factor", as data is entered via several locations. TRAIN also records personnel qualification records which may be external to CFA

Learning Data – Qualifications 2013 – 2016 Financial Years

Number of Qualification Units by Employee Type Financial Year-on-Year to 30 June 2016				
	Employee	Volunteer	Both	Total
2016	880	4,124	959	5,963
2015	581	4,558	1,047	6,186
2014	399	4,287	1,004	5,690
2013	417	3,765	1,124	5,306

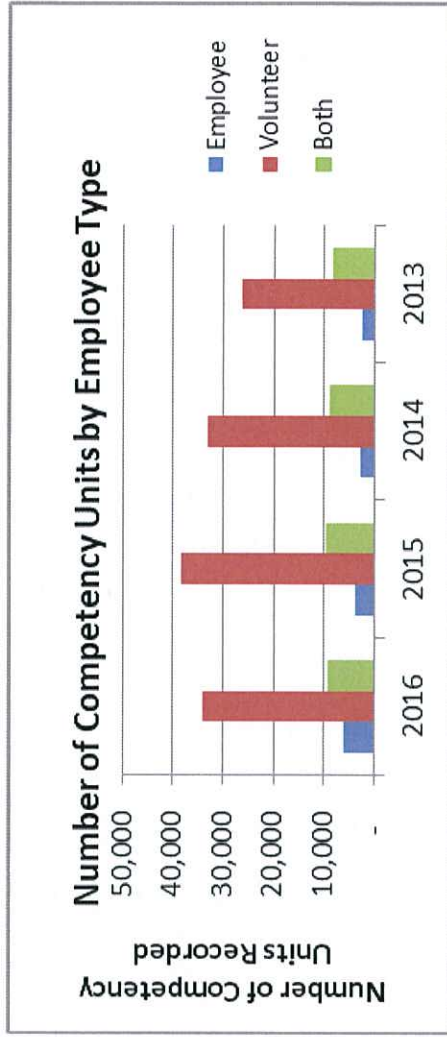


Number of Members Listed as Undertaking/Recording Qualifications to 30 June 2016				
	Employee	Volunteer	Both	Total
2016	670	3,655	363	4,688
2015	198	3,866	432	4,496
2014	181	3,609	443	4,235
2013	165	3,148	485	3,798

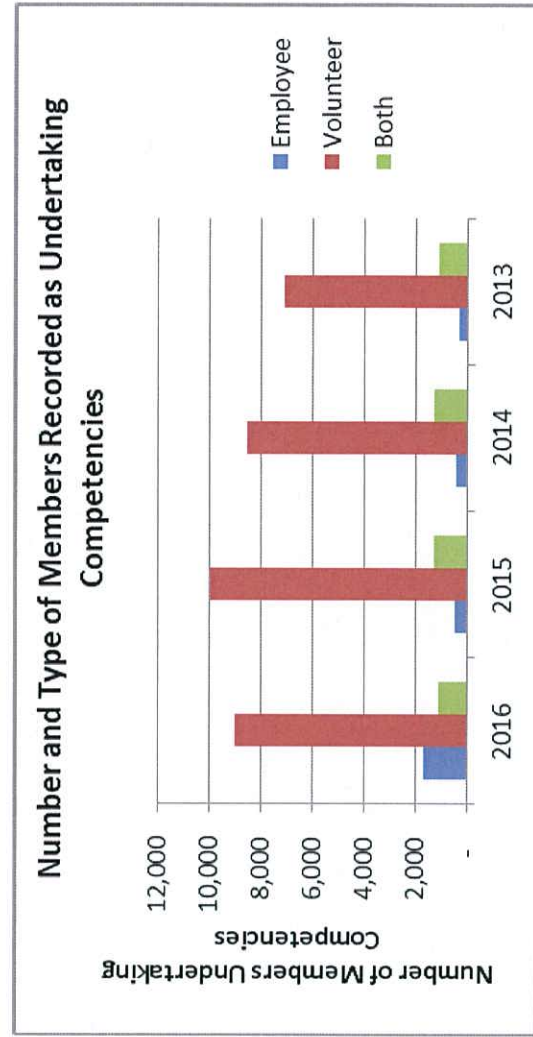


Learning Data – Competencies 2013 – 2016 Financial Years

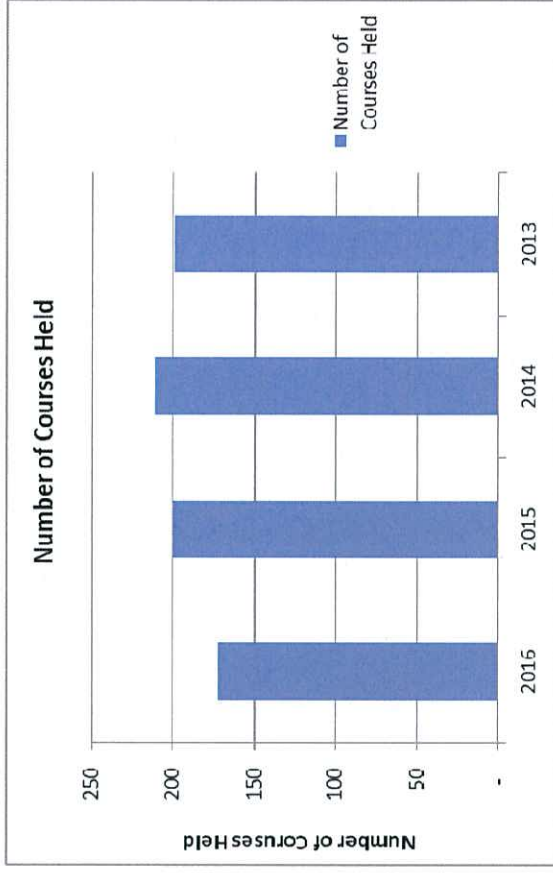
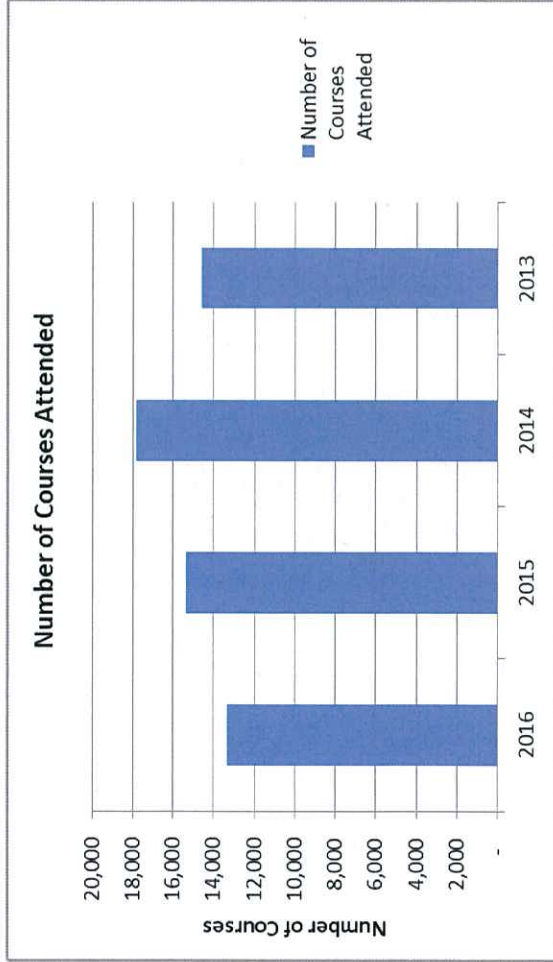
Number of Competency Units by Employee Type - Financial Year-On-Year to 30 June 2016				
	Employee	Volunteer	Both	Total
2016	5,955	33,966	9,300	49,221
2015	3,755	38,256	9,597	51,608
2014	2,819	32,938	8,825	44,582
2013	2,539	26,113	8,261	36,913



Number and Type of Members Recorded as Undertaking Competencies Year-On-Year				
	Employee	Volunteer	Both	Total
2016	1,657	8,995	1,117	11,769
2015	470	9,953	1,258	11,681
2014	423	8,535	1,281	10,239
2013	314	7,096	1,103	8,513



Learning Data – Courses 2013 – 2016 Financial Years



Number of Courses Held and Attended Financial Year-on-Year				
	2016	2015	2014	2013
Number of Courses Attended	13,359	15,373	17,869	14,585
Number of Courses Held	173	200	211	199