

## **WORKSHOP: RESSO EXCHANGE**

Thursday 30 September 2004

### **Purpose of Exchange / The 'Pros'**

- Skill development
- Professional and career development
- Skill sharing
- Exposure to different education sectors (eg. TAFE, University)
- Exposure to different geographical areas and interplay with higher education (Rural / Regional / Metropolitan), eg. Differences in political activism, cultural aspects, differences and diversity of student body
- Policy and procedure knowledge
- Mentoring / orientation
- Sharp learning curve (sink or swim)

### **The 'Cons'**

- Cost funding
- Policy and procedure, (gaps in) knowledge?
- 'Empty' positions could arise if not an actual exchange
- Support team
- Sharp learning curve (sink or swim, finding feet in organization)
- May be different types of casework / advocacy
- Levels of expertise / qualification matching
- Accountability / supervision

### **Different models**

1. Mentoring
  - a) one way placement
  - b) two way staggered exchange
2. Simultaneous exchange

### **Different components**

- Skill sharing
- Information sharing
- Handover – induction
- Orientation, eg. 2 weeks
- Time length vary according to different exchange programs
- National Exchange program, literal exchange or swap?
- Spend time on another campus with existing RESSOs

### **Research looking forward**

- benchmarking / policy
- professional development

## **Specifics on getting started**

1. Talking with management to introduce idea
2. Expressions of interest from organizations
3. With EOI. Willingness to go elsewhere / invite others in; swapping or sharing
4. Highlight experience / Accountability / Supervision **see point 8**
5. Accommodation
6. Transport
7. Blue Card / Police Checks
8. Contractual Agreements (including ability to opt out?) / National MOU / Workplace practices etc. **see point 4**
9. Union ratification (eg. NTEU)

National MOU to include:

- preamble with expectations of hosts, participants
- provide workplace accommodation
- provide email address
- induction

## **Action**

- Adele to find an MOU example that can be used to start exploring a RESSO Exchange program

## **Resolution:**

**That an MOU be drafted before February 2005 and that draft be taken to state based RESSO meetings and NTEU State branches.**