

## **Foundational Knowledge all courses**

Our **Foundational Knowledge** training builds from the ‘bedrock’ orientation training, to provide critical understanding and:

- enhance organisational readiness
- design workplace cultural change management strategies
- define and refine motivation and purpose for investing in LLE workforces
- provide practical steps towards embedding Lived-Living Expertise

**Foundational Knowledge** provides managers (including LLE), HR/People and Culture and other senior and executive leaders with exposure to the evidence base; specifically, the benefits, barriers, supportive strategies and clarity on motivation to employ LLE workers.

This knowledge builds strong engagement, understanding and commitment to LLE workforce development and gives managers and other leaders the strategies to build a work environment that supports and embraces LLE work. This in turn enables effective planning and actions taken to progress LLE workforce development.

### **We provide this course in 3 modalities**

- Self paced, online (can be accessed at a time that suits the learner)
- Live, online. Held over 1x 3 hour session
- Live, online. Held over 2x 2.5 hour sessions

**For Executive and Senior Leadership** we recommend the live sessions, particularly the 2x 2.5 hour version to allow for more active planning and development of strategy going forward.

For more information read on or [contact us](#) at [enquiries@livedexperiencetraining.org](mailto:enquiries@livedexperiencetraining.org) to book your places.

### **Feedback**

*We engaged Louise to deliver Lived Experience literacy sessions for our whole Mental Health and Wellbeing Division, Victorian Department of Health, as a way to grow understanding about the difference between having lived experience and developing and making use of lived expertise. She is able to engage people in a way that is inspiring, informative, warm and authoritative. Louise is able to draw on decades of research and*

*evidence along with her own lived experience. Feedback from the division has been overwhelmingly positive and people have subsequently asked for further opportunities to learn from her.*

**Lived Experience Branch – Mental Health and Wellbeing Division, Department of Health Victoria**

*Lived Experience training has been invaluable in embedding cultural change and improved people processes across Open Minds. It's now a core part of our onboarding and team development, supporting staff across the organisation (not just those in lived experience roles) to rethink how we support people and foster inclusion. We're committed to ensuring every part of Open Minds benefits from this training as we continue to create a more inclusive, responsive, and contemporary workforce. Thank you to Louise and the team.*

**Harriet, Program Advisory Lead, Open Minds**

One of the key drivers of change across the organisation has been the training Louise has provided across our executive, senior leadership and management teams. Louise's training programs provide such clarity on the nature of lived experience, Lived Expertise discipline specific approaches and clear and practical examples for teams to take forward. Louise provides a unique and critical direct line to the evidence for what matters and how to be effective.

**Katie Larsen Executive Director Lived Experience, Mind Australia**

To see more of why others love this training, go to ['What People Love'](#) on our website.

**Pre-requisites**

To be able to attend a 'Foundational knowledge for Lived and Living Experience workforce development' short course, people will first need to have completed the 'Orientation/induction to Lived and Living Experience for all staff'. Click [here](#) to find out more about the orientation/induction course.

### **Why do this training?**

As a new discipline, understanding of Lived and Living Expertise is still emerging and understandably varied across the sector. Research is clear that advanced understanding of the unique features of Lived Experience practice and the strategies that support effective Lived and Living Experience Workforce Development are necessary to reap the potential benefits of the work and ultimately, contribute to meaningful reform.

### **Who can benefit from these sessions?**

These self-paced, online sessions enhance Lived and Living Experience literacy by providing a deep dive into the best contemporary evidence to assist folks working *in* or *with* designated Lived Experience roles.

For those in non-designated roles, we recommend this short course particularly to senior leaders, HR/People and Culture representatives, and hiring managers, as it provides an overview of the potential benefits and understanding of the barriers and strategies to support effective Lived and Living Experience workforce development.

For those in designated Lived Experience positions, it provides succinct (and proven) explanations/messaging to help to build better clarity, understanding, valuing and support for our workforces in advocacy efforts internally and externally.

### **How do these sessions enhance Lived and Living Experience literacy?**

In addition to being informed by best available Lived Experience led evidence, Foundational Knowledge builds from the ‘bedrock’ orientation training, to provide critical understanding to underpin an evidence informed approach to organisational readiness, workplace cultural change management, and practical steps towards embedding Lived Experience workforces.

The course information, critical thinking activities and Q’n’A with Dr Byrne, provide a safe and supportive environment to consider curly questions without judgement, and move towards more evidence-based, shared understanding.

### **Who is featured in the learning materials?**

- **Self-paced and online** Dr Louise Byrne represents personal/consumer Lived Experience perspectives. To find out more about Louise check out our [‘About’](#) page.
- **For live online sessions** there is always at least one personal/consumer and one family/carer team member co-facilitating

### **Who will moderate forums and provide individualised feedback for the self-paced sessions?**

- Highly qualified Lived and Living Expertise researchers and trainers with particular expertise in the area of workplace cultural change management and Lived and Living Experience Workforce Development.

### **What do the sessions focus on?**

Each session provides comprehensive Lived and Living Expertise literacy building including:

- A brief recap of key definitions and distinctions from the orientation training
- Comprehensive overview of the potential benefits when Lived and Living Experience workforces are well supported and understood
- Myth-busting some of the unhelpful stereotypes associated with Lived and Living Experience workforces
- Snapshot of strategies to embed authentic Lived and Living perspectives, as well as common workplace cultural barriers
- Consideration of what is needed for organisations and the sector to move forward and truly embrace all the potential benefits of Lived Experience work

### **What activities do the sessions include?**

The sessions contain a variety of learning activities designed to appeal to people with diverse learning styles, including:

- Short periods of information delivery
- Critical thinking activities/individual reflection
- Knowledge development activities with individual feedback from highly qualified Lived and Living Experience researchers and trainers
- Moderated forums for peer learning and exploration of ideas
- Access to a one-hour Q'n'A with Dr Byrne to explore tricky questions.
- Worksheets to continue guided planning for effective Lived Experience Workforce development after the course concludes, as well as additional relevant resources and exclusive content for Foundational Knowledge participants to align their planning to national policy and guidelines.

## Purchasing and Minimum numbers

Can be purchased by individuals, groups or organisations. Organisations/people purchasing for groups, can:

- Go into the e-commerce on the website via the 'start now' button, select the number of participants you want to enrol, pay for those seats, and then enter their first & last names and email addresses (an excel worksheet can be imported)
- Or [contact us](#), pay for the number of seats required, provide us with a list of first & last names and email addresses you want to enrol, we will upload and register all participants

## Modality and Course Duration

1. **Foundational Knowledge** as an online, self-paced learning to complete at times that suit the individual learner.

The self-paced course will take approximately 3-5 hours in total, all lessons can be completed and learning activities submitted at your own pace within that time. If purchasing for groups, all learning activities can be completed and then submitted together, with the expectation that the answers for groups would be more thorough and include more areas of consideration. If you're not sure, feel free to reach out and [check with us](#).

**Pricing** - \$420 per person AUD\* (including GST).

*\*For folks in other countries it is the equivalent of \$420 AUD as per the exchange rate at the time of purchase*

2. **Foundational Knowledge**, as a 3 hour live, online session.
  - **Pricing** as a **bespoke option** - for a discrete group or organisation, is a minimum of \$6,300 (incl. GST) for up to 15 people. Additional participants above 15 are an additional \$420pp, capped at 50 people.
  - **Pricing** to join a **scheduled training session with other organisations**, the cost is \$380 per person, for whatever number you choose to enrol.

Spots can be booked by organisations, departments or individuals. If the number of people you are booking for is less than 10, we will notify you when a scheduled training will next be running.

**3. Foundational Knowledge and Planning for Action** is our most comprehensive options, for organisations actively developing their LLE workforce who are ready to scale up their efforts.

This includes 5 hours of live, online delivery across 2 sessions. The sessions are approximately 2-3 months apart and include a key activity to progress understanding and embedding LLE workforce in between.

**Pricing** as a bespoke option (for a discrete group or organisation) is \$9,750 (incl. GST) for up to 15 people. Additional participants cost \$650 pp.

To learn more, please [contact us](mailto:enquiries@livedexperiencetraining.org) at [enquiries@livedexperiencetraining.org](mailto:enquiries@livedexperiencetraining.org)

### **What Informs this Training and is it Relevant to Multiple Specialisations and Sectors?**

Training is informed by 17+ years of international research, including the latest Lived Experience led evidence. All training programs offer both theoretical knowledge and practical strategies that have been implemented and proven effective in real-world settings.

The training is directly drawn from the international research Dr Louise Byrne and her team have conducted over a 17-year period, specifically focused on Lived and Living Experience workforce across a range of settings, sectors and specialisations.

This evidence informs many key policy documents and initiatives worldwide. The research has included a variety of both qualitative and quantitative studies to explore different aspects of Lived and Living Experience workforce development and practice. The studies have been peer reviewed and published in numerous highly regarded scientific journals internationally. The findings have also been thoroughly tested, verified and warmly approved of by Lived Experience communities.

### **Diversity and Intersectionality**

Many people with diverse perspectives contributed to the program of research that informs this training, including:

- people working in both personal/consumer and family/carer roles
- people representing a vast range of intersectional perspectives including diverse cultures/backgrounds, identifications and experiences

- people representing multiple specialisations, sectors and countries
- folks employed in various non-designated roles, including all levels of management and executive positions (to assist understanding of the broader context and how to encourage valuing of Lived and Living Experience workforces)

Importantly, in addition to ensuring people participating in the research and verification of findings provided a strong focus on diverse and intersectional perspectives, the research team itself included people who could authoritatively represent diverse cultures/backgrounds, identifications and experiences and did so in other professional contexts. This inclusion from concept design through all stages of development and evaluation, truly embeds diverse and intersectional views in the findings of the research and within the training.

For more information on how we've focused on accessibility, go to our [FAQs](#) and scroll down.

To learn more about any aspect of the course, please [contact us](#) or check out our website <https://livedexperiencetraining.org/>