

Innovative Online Training for Positive Behaviour Support: Enhancing Workforce Capability in the NDIS Framework

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Aims/Objectives: What was the purpose what you did? Why is your topic important? What did you want to change? What difference did you want to make?

In alignment with the 2024 conference theme, 'New Frontiers,' this paper evaluates innovative approaches to building workforce capability within the Positive Behaviour Support (PBS) framework under the National Disability Insurance Scheme (NDIS) in Australia. Our focus is on an online, experientially-based PBS training program designed to enhance the quality of behaviour support plans (BSPs) developed by practitioners. Delivered to 265 participants over eight weeks, the training combined didactic teaching with practical application through real-case scenarios.

Methods/Process: Who was involved? What did you do? (100 words)

Registered or aspiring NDIS behaviour support practitioners completed an online PBS training with weekly readings, lectures, assessments, and videoconference tutorials led by experienced trainers. Final assessment included a de-identified BSP evaluated using the BSP-QEII

Results: What did you find? What changed? What difference did you make? What did you learn?

Using the Behaviour Support Plan Quality Evaluation Tool (BSP-QEII), results showed significant improvements in BSP quality post-training, with 96% of participants achieving a "good" or "superior" rating. Survey responses indicated high satisfaction with the course, increased confidence in PBS capabilities, and effective learning outcomes.

Conclusion: How could other people use what you found out? What would you recommend other people do based on what you did and what you found out?

This paper explores these findings and our recent experiences in developing and delivering microcredential courses focused on PBS and neuroaffirming PBS. These courses represent new efforts in specialist training, emphasising the importance of experiential learning and the potential of online education to foster a capable and safe workforce.

Alignment with the Conference Theme: How does your proposal address the conference theme of ‘New Frontiers’? How does your proposal showcase something new we can do to make the world a better place for people with disability? (50 words)

Our efforts to promote best practices and higher standards of care and support align with improving outcomes in the quality of life for people with disabilities.