

# Vocational Service

DISTRICT ASSEMBLY 2019



# Through Vocational Service we:



**SERVE OTHERS** BY USING OUR  
UNIQUE SKILLS TO ADDRESS  
COMMUNITY NEEDS



**EMPOWER OTHERS** THROUGH  
TRAINING, SKILL &  
PROFESSIONALDEVELOPMENT



**INSPIRE OTHERS** TO ACT WITH  
INTEGRITY BY FOLLOWING  
ROTARY'S GUIDING PRINCIPLES

# VS Director 2019/2020

What I would  
like to  
understand  
from today....

1. How do Clubs view Vocational Service?

2. What areas of Vocational Service do Clubs want to focus on - **to Serve others; to empower others; to inspire others?**

3. What are Clubs currently doing? What do they aspire to do in Vocational Service?

4. What can District do to assist Clubs achieve their aspirations for Vocational Service

# Vocational Service Suggestions



## Develop

Develop a new service project built on your club member's vocational skills



## Partner

Partner with other clubs or external organisations to set up new service programs



## Develop

Develop a **Vocational Training Team** Project  
Develop a **Vocational Visits** program,



## Sponsor

Sponsor a **vocational exchange**



## Promote

Promote volunteerism in your community

*Serve Others*  
Be collective  
(Skillsbank)  
How to  
uncover the  
talent in your  
own Club



The idea was born out of a frustration that “there are unknown knows” and untapped resources across our District and in our communities



We are not good at uncovering the talent in our own clubs and even worse at sharing them between clubs



We are too often unaware of work being done by others



Online tools exist for connecting communities within and outside Rotary and for connecting volunteers with projects



The best we have found so far is “Be Collective” which is currently being used by Central Melbourne.

Empower  
Others

## Victoria Police Leaders Mentoring Program

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Professional development for Senior Sergeants across  
Victoria

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5 Rotary Districts involved

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A twelve month program matching experienced  
Rotarians with selected S/S candidates

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Aimed at building skills in community engagement and  
leadership in a service environment

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Mentors benefit as much as mentees

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Ideal mentor is an experienced Rotarian with a business  
background, interest in developing others

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Selection of Rotary mentors starts in August each year

# Ambulance Victoria (AV) Mentoring Program

- ▶ Commenced in May 2019 this program involves all Victorian Rotary Districts.
- ▶ As with VicPol, it is a structured 12 month development program that matches an Ambulance Victoria mentee with a Rotary mentor in order to further develop the AV members' leadership skills relevant to their role in the service.
- ▶ Experienced Rotarians in D9800 who also have a business background and an interest in personal and professional of others are encouraged to apply to become a mentor in the 2020 program which commences in May 2020.
- ▶ Online application forms will be sent to Clubs in February 2020.
- ▶ Mentors are also sought from clubs in other Victorian Districts depending on the mentee's work location.

# What is Mentoring?

“a relationship between two individuals based on a mutual desire for development towards career goals and objectives”

“supports and encourages people to manage their own learning so they may develop their skills, improve their performance and realise their potential, becoming the person they want to be.”

“emphasis is on the personal insights and intellectual challenge to be gained through interaction with a mentor. It is expected that the mentee will lead the relationship.....”



# Yarra Bend Rotary – Train the Mentor Program



Kicked off in 2011 to meet community demand for mentoring



To ensure Rotarians were “mentor ready”



Framework for members with informal mentoring experience to formalise their knowledge



Demonstrate how mentoring operates in terms of governance and relevance to club programs

# New Generations Service Exchange



New program of Rotary International



Short term customizable program for tertiary students up to age 30, as individuals or in groups



Building professional skills and gaining international experience



Few weeks to 6 months and not necessarily reciprocal



Home hosting as for Youth Exchange, work placement similar to GVE, costs may be shared between participating clubs or districts



Governance arrangements similar to Youth Exchange but without to complexities of new child protection regulations

# Vocational Training Teams



A group of professionals travelling abroad to train local professionals and learn themselves



A successful VTT increases the capacity of the host community to solve problems and improve quality of life



Not necessarily Rotarians, funded by District or Global grants. Teams share a common purpose in one of the Rotary Foundation's six areas of focus



Clubs, Clusters or Districts can initiate a VTT



Chair; IPDG Julie Mason (Wyndham)

# Vocational Exchanges



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Replaces the old Group Study/Vocational Exchange

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Club driven, usually international,

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Building capability in areas of need

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Must have clearly defined objectives

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One or two participants, flexible duration, incoming or outgoing, but not necessarily reciprocal

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Can apply for District Grants

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Standard governance protocols

# A Vocational Exchange Example;



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Sponsored by Rotary Club of Kew

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Associated with RC Kew and RC Glenferrie Sumba Eye Program

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Relied on well established relationships

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Brought two nurses from Sumba in Indonesia to Melbourne for 11 days

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Hosted by local optometric practices, colleges and hospitals

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Total cost \$5400, of which Foundation provided \$1800

# Vocational Visits



Provide meaningful vocational experiences for participants in a flexible format.



Typically organised by clubs, Vocational visits are developed in conjunction with an overseas club or district, have a clearly defined service objective in one of the Rotary Foundation's areas of focus.



Visits may be incoming, outgoing or both in a reciprocal arrangement.



Such visits may lay the groundwork for a Vocational Training Team.



District provides support in appropriate governance standards and Rotary Foundation grants may be available to complying programs to help defray the costs.



**Contact – Alan Seale (Central Melbourne)**

# To Inspire Others - Suggestions



Business Excellence Awards in your community



Create an Ethical Dilemma of the Month competition



Hold a "Ethics in Business" breakfast function



Four way test case study/debate twice per year



Promote the Rotary Code of Conduct

# Relevance of *the 4Way* Test to business & the workplace

- ▶ “When we as a people, a free people, go wobbly on the truth, even on what may seem to be the most trivial of matters, we go wobbly on America” Tillerson said. •
- ▶ “If we do not as Americans confront the crisis of ethics and integrity in our society among our leaders in both public and private sector, and regrettably at times in the non-profit sector, then American democracy as we know it is entering its twilight years”
- ▶ Sounds familiar??



# District Vocational Priorities

## ▶ **\*Serve Others**

- Ensure Clubs are aware of the availability of **“Be Collective”** - a new user friendly IT platform that matches Rotarians skills with projects.
- Get ideas from Clubs about what programs , projects would work for them in this area.

## ▶ **\*Empower Others**

- Continue to work with the **Victoria Police Leaders Mentoring Program** and the **Ambulance Victoria Mentoring Program** seeking mentors from all Clubs and across Districts.
- Look at possibility of developing a mentoring program for other emergency services (CFA, MFB, SES).
- Discuss Club interest in promoting/participating in the mentoring programs

## ▶ **\*Inspire Others**

- Find opportunities/ways to promote integrity and ethical behaviour raising the profile and importance of ethics in the workplace and in business more generally.