

## STRATEGIC FRAMEWORK

### 1. ABOUT MY CHOICE MATTERS

The work of My Choice Matters is guided and informed by the My Choice Matters Advisory Group, a group of people with disability, family members and other stakeholders appointed by the NSW Minister for Disability Services.

#### **What does My Choice Matters do?**

My Choice Matters supports people with disability (aged 0-65) and their families to make the transition to a new disability system based on self-directed supports and individualised budgets. To achieve this, My Choice Matters will fund initiatives that build the capacity and confidence of people with disability and families by:

- raising awareness of opportunities to realise goals and participate in communities;
- building skills and confidence to strengthen partnerships and networks;
- enhancing people's practical capabilities to exercise greater choice and control over their lives, including their supports; and
- enhancing their ability to manage individualised budgets.

My Choice Matters will also fund initiatives that:

- are innovative and driven by people with a disability, their families and carers; and
- include strategies for reaching Aboriginal and culturally and linguistically diverse communities.

The focus of My Choice Matters is on people not only accessing disability services, but also taking part and being involved in the mainstream community, enjoying the opportunities and supports available to anyone. To assist people with disability and families in this, My Choice Matters will work and collaborate specifically with Community Workers in Local Government and Ability Links Coordinators, once they are in place.

#### **What does My Choice Matters want to achieve together with people with disability and families?**

My Choice Matters is here to help people get the most out of person-centred supports, to live life their way.

My Choice Matters aims to increase the confidence, skills and knowledge of people with disability and families to make choices and take control – not just in relation to their disability supports, but in their lives and their communities.

The outcomes of the capacity building work include:

- increased participation in self-directed support options;
- increased networking and learning opportunities, particularly with peers;
- improved skills and confidence, including a capacity to self-advocate;

- greater participation in education, further training, community life and employment; and
- better health and wellbeing.

### **Who is My Choice Matters for?**

My Choice Matters is open to people with disability and their families currently using NSW disability support services, as well as people with disability and their families who are not currently using those services.

My Choice Matters will pay particular attention to ensure that Aboriginal people and people from culturally diverse backgrounds will benefit from the work. We will work alongside elders, community leaders, and people with disability and families from those communities to ensure our work is culturally appropriate and competent and addresses the issues of the different communities.

### **What changes are we talking about?**

All over Australia, people with disability, families and carers have said they want more control and more choice over their lives. The NSW Government agrees and is committed to supporting and working with people with a disability through person centred approaches that put the individual at the centre of planning, funding, support and service arrangements.

This means that from 1 July 2014 anyone receiving disability services will have the option of using an individualised and portable funding arrangement. The NSW Government also has an agreement with the Federal Government that the National Disability Insurance Scheme will be launched in the Hunter region from the middle of 2013. Other NSW residents will start entering the scheme in 2016, and by July 2018 all eligible residents will be covered by the NDIS.

All these changes mean it will be easier to for people with disability and families to:

- say what you want;
- get the supports you need;
- choose support that fits in with you; and
- take control of the way you live.

Feedback from participants in the 2011/12 Living Life My Way consultation process highlighted the importance of investing in capacity building so that people can participate in a person centred system. Many people wished to learn about what works, to develop new skills and to support each other.

The CDF was established in response to this feedback.

### How does My Choice Matters work?

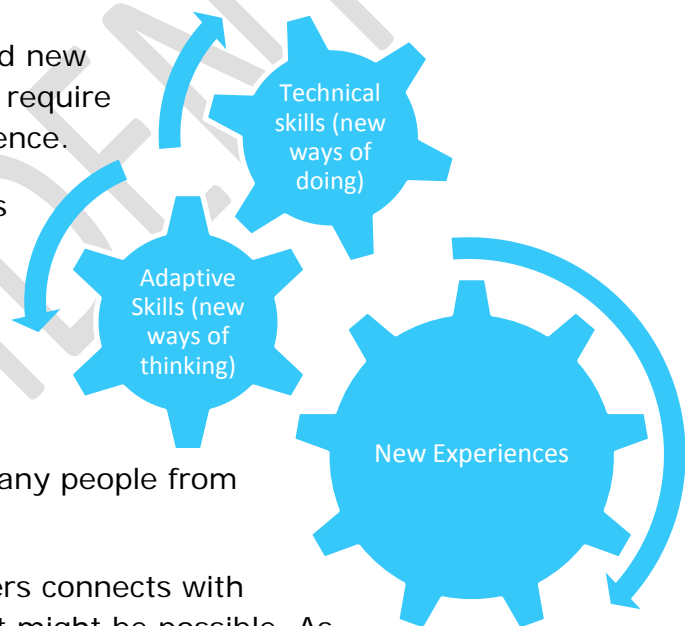
The key issue identified by people across all consultations is the desire for choice and control. Some people are already exercising choice and control in relation to their plan, funds and life. For many others, this experience is limited or even hard to imagine.

We believe that exercising choice and control will not only require new skills and new knowledge (technical skills), but will also require new thinking (adaptive skills) and confidence.

Central to My Choice Matters' approach is people sharing their experiences, learning from each other and working together to open up new ways of thinking and new possibilities.

Phase I therefore starts with a series of initiatives and projects to engage with many people from different communities across NSW.

As the work unfolds and My Choice Matters connects with more people, more people will learn what might be possible. As people learn more, they will develop their own ideas of what they need, and the fund will enable them to run their own projects. We will also make sure that the stories about the learning and experiences continue to be shared widely with other people with disability and their families.



### All of the work of My Choice Matters is:

- **Based on what people say they want:** everything My Choice Matters delivers will be linked to needs identified either through prior consultations (such as the Living Live My Way consultations), national and international research or through My Choice Matters' own evaluation processes.

- **Inclusive:** My Choice Matters will be inclusive especially of Aboriginal people and CALD groups, as well as specific disability groups that may not be/feel included in the current discussions and have not had any opportunities for learning. It is also critical that My Choice Matters is available to people living in rural and remote communities. My Choice Matters will be available to people who are currently accessing NSW disability services and to people who do not.
- **Responsive:** My Choice Matters will have mechanisms in place to enable it to hear and respond swiftly and comprehensively to requests and emerging issues, and to local or specific community concerns. To do this, My Choice Matters needs to be extremely flexible, responsive and light on bureaucratic processes.
- **Driving change in thinking:** My Choices Matters' role is to help people think and act differently in a new environment, to enable people to see new possibilities, and to assist people to develop the knowledge and the skills to realise them. My Choice Matters must provide opportunities for thinking about and exploring what might be possible and provide opportunities to share skills and knowledge.
- **Transparent and accountable:** There are high expectations of My Choice Matters. My Choice Matters must develop mechanisms for higher than usual levels of transparency and accountability back to people with disability and families, other stakeholders and government. My Choice Matters should be an example of good practice in this area.
- **Active:** My Choice Matters expects people with disability and families to take part and get involved in this initiative. We need people to tell us what it is they need and what we can do to support them in their transition. In return, we must have a presence and connections across regions, as well as across communities.

## How will My Choice Matters deliver?

My Choice Matters will deliver the work in two phases.

**Phase I** is all about presence, profile and possibilities. People from diverse backgrounds will learn about My Choice Matters and what it can offer and will be able to:

- learn new skills;
- find new information;
- share learnings with others;
- get new ideas;
- expand thinking on what might be possible; and
- connect with other people with disability and families.

During the six months of Phase I, My Choice Matters will:

- run workshops and seminars;
- develop and run leadership programs;
- develop, collate and disseminate learning materials; and
- gather and share stories of people and information.

We will also collect information and feedback through our evaluation and feedback mechanisms. Along advice and guidance from the Advisory Group, to will help scope and deliver Phase II so that it meets the needs of people.

In **Phase II** we will be able to work much more directly in response to what people say they want. A large focus will be on supporting people to run their own projects. Leadership development, skills development opportunities and stories will be targeted to meet the needs identified in Phase I and will also ensure we target people who have missed out on participating in Phase I.

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## 2. MY CHOICE MATTERS STRATEGIC FRAMEWORK

To increase choice, control and confidence for people with disability and families, My Choice Matters will provide opportunities for people to:



## What is the strategic framework based on?

The strategic framework has been developed based on feedback through the Living Life My Way consultations, consultations with stakeholders (such as the Ministerial Reference Group on Person Centred Approaches, The NSW Disability Council, a range of Advocacy and Information Services), and Australian and international literature on capacity building.

## How will this framework help to achieve the outcomes of My Choice Matters?

The strategic framework is both a guide and a way of thinking about building the capacity of people with disability and families. It has four outcome areas that take into account the diversity of the community, the complexity of the tasks and the resources available.

The work of My Choice Matters will be largely to organise and facilitate smaller scale initiatives and learning opportunities, as well as to enable people to create and co-ordinate their own projects. The framework offers a way of organising those initiatives, ensuring that the focus remains on the intended outcomes.

Within the broader outcomes there will be many individual 'learning journeys'. For example, some people might attend some Get More Skills workshops, before signing up to a Leadership initiative, then Run a Project, and finally share their story with others. Some may only sign up for one workshop, while others will know exactly what project they would like to run to build their capacity. There may be those who will only ever participate in Tweets. This reflects that people are at different stages of learning about the possibilities, have different interests and different dreams about their lives. The framework is flexible enough to enable people to use it in different ways.

Central to the strategic framework is the evaluation component, designed to touch every area of our work. Capturing and analysing data on an ongoing basis will help ensure that My Choices Matters creates initiatives that are:

- wanted and needed by people; and
- accessible and inclusive.

Below is a table of the stated outcomes and examples of initiatives, resources and projects that achieve those outcomes.



Outcome Areas	Become a Leader- examples	Get More Skills- examples	Run Projects- examples	Share Stories and Info- examples
Increased participation in self-directed support options	<ul style="list-style-type: none"> <li>• 'Speaking Out'</li> <li>• 'Encouraging others'</li> <li>• Video- 'How I got started'</li> </ul>	<ul style="list-style-type: none"> <li>• 'How to get started'</li> <li>• 'Managing my budget'</li> <li>• 'Choosing my own staff'</li> <li>• 'How to make decisions'</li> </ul>	<ul style="list-style-type: none"> <li>• 'Creating a circle of support'</li> <li>• 'Working together with other families to make the local swimming pool more welcoming'</li> </ul>	Stories of individuals and what they want in their life, resources to learn how to speak out
Increased networking and learning opportunities, particularly with peers	<ul style="list-style-type: none"> <li>• 'Learn with and from others'</li> <li>• 'Make new connections'</li> </ul>	Meet new people at a local workshop and create a learning community	<ul style="list-style-type: none"> <li>• 'Working as a team to achieve my goals'</li> <li>• 'How to access mainstream community supports'</li> </ul>	Stories from people from diverse backgrounds and on diverse issues and how they are managing to take control and exercise choice
Improved skills and confidence, including a capacity to self-advocate	<ul style="list-style-type: none"> <li>• 'Learn self-advocacy skills'</li> <li>• 'Learn about how to find allies'</li> <li>• 'Working with challenges'</li> </ul>	<ul style="list-style-type: none"> <li>• 'Speaking up for myself'</li> <li>• 'My rights and responsibilities when managing my own funding'</li> <li>• 'Set goals and plan'</li> </ul>	<ul style="list-style-type: none"> <li>• 'Create a self-advocacy group'</li> <li>• 'Become a spokesperson in your service'</li> </ul>	Stories by people about their experiences of speaking out <ul style="list-style-type: none"> <li>• '10 tips for standing up for yourself'</li> <li>• 'What to look out for in putting together a budget'</li> </ul>
Greater participation in education, further training, community life and employment	<ul style="list-style-type: none"> <li>• 'Learn to speak in front of others'</li> </ul>	<ul style="list-style-type: none"> <li>• 'How to explore and choose new opportunities'</li> <li>• 'How to go about setting goals becoming more connected to my community'</li> </ul>	<ul style="list-style-type: none"> <li>• 'How to expand my networks'</li> </ul>	<p>Stories from people who participate in education, further training, community life and employment</p> <p>Stories from people participating in mainstream community</p>
Better health and wellbeing	<ul style="list-style-type: none"> <li>• 'Learn to be more confident'</li> </ul>	<ul style="list-style-type: none"> <li>• 'Looking after myself'</li> <li>• 'Making Friends'</li> </ul>	<ul style="list-style-type: none"> <li>• 'Listening more effectively to what my son/ daughter wants in his/ her life'</li> </ul>	<ul style="list-style-type: none"> <li>• 'Tips for Looking after yourself'</li> </ul> <p>Stories of people about increasing your self-esteem and confidence</p>



## Strategic Framework and Evaluation:

### What do we want to achieve?

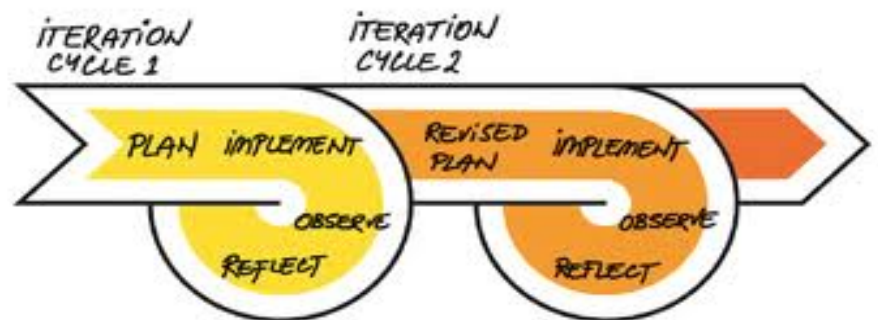
We understand how My Choice Matters is contributing to increasing the capacity of people to exercise more choice and control, by evaluating:

- how My Choice Matters contributes to people's increased skills and knowledge;
- how those skills and knowledge have led to people taking action; and
- what barriers (if any) prevented people from having their actions be successful.

The evaluation provides a learning platform for us to do better continually, identifying what's working and what's not working so well.

### What is the focus of the evaluation?

The evaluation will be undertaken using an iterative action research methodology (shown in the accompanying diagram). First we plan, then we do the work (implement), then we observe (ask people what they think and get feedback), after that we reflect (think about things), and then we revise or refine our original plan and then we repeat those steps.



It is important that My Choice Matters is accessible to people from different backgrounds, with different disabilities and living in different parts of NSW. The evaluation will make sure that information is collected in a way that My Choice Matters can develop responsive and specific projects and initiatives as needed.

My Choice Matters will ensure that everyone who participates in a My Choice Matters capacity building initiative has the opportunity to provide feedback in a format that works for them. We will also seek regular feedback from participants on the stories, information and resources we make available.

The evaluation will also:

- start from the beginning of My Choice Matters;
- collect different types of materials, depending on how much or little people are connected with My Choice Matters;
- provide ongoing information so that we are responsive and providing the initiatives people say they need; and
- be co-designed by people with disability and families and involve people with disability as co-researchers.

## How will we go about achieving the aim/s?

### Phase 1

1. Appoint an independent evaluator following a select tender process
2. Establish evaluation framework and evaluation plan
3. Implement evaluation plan and report regularly publically
4. Write a detailed report of Phase I

### Phase 2

1. Ongoing Evaluation
2. Regular feedback and updates
3. Write a detailed report of Phase II.

## Become a Leader

### What do we want to achieve?

People with disability and families want

- to learn from others in similar situations;
- to be inspired by the experiences of people who are taking charge of their own life and who have a vision of what is possible;
- to learn from people who are taking personal action to build the life they want to live; and
- to explore opportunities to do what others have done.

My Choice Matters' Become a Leader:

- encourages and supports people with disability and families peer lead initiatives;
- works to develop the knowledge, skills and networks of people with disability and families to run their own projects, take control of their lives and be active building the life they want; and
- provides people with disability and families with many opportunities to learn about leadership and practise leadership in their own lives and in the community.

450 people, from diverse backgrounds and across the regions, with different disabilities and circumstances, will take part in various leadership programs and development opportunities.

### What is the focus of 'Become a leader'?

Exercising choice and control requires leadership. Leadership is something that for most of us is not natural, but needs to be learned and then practised. Leadership skills and attributes such as integrity, commitment, courage, and confidence are critical in people taking control and being



a leader in their own lives – and, if they choose to, in leading others.

My Choice Matters supports people to learn about and exercise leadership, to inspire and create excitement for other people with disability and family members.

## How will we go about achieving the aim/s?

### Phase 1

In this phase we will:

1. Run a 2 day co-designed workshop involving key players in the field of leadership training and development as well as key stakeholders, to develop a leadership development framework for My Choice Matters
2. Develop an implementation plan for the leadership framework across the timeframe of My Choice Matters
3. Commence implementation of leadership development framework

### Phase 2

In this phase we will:

1. Review and update the implementation plan as necessary in line with the Phase 1 feedback and evaluations
2. Continue to run leadership initiatives and programs in line with feedback and evaluations.

## Get more skills

### What do we want to achieve?

People with disability and families are better prepared for the transition to a new disability system.

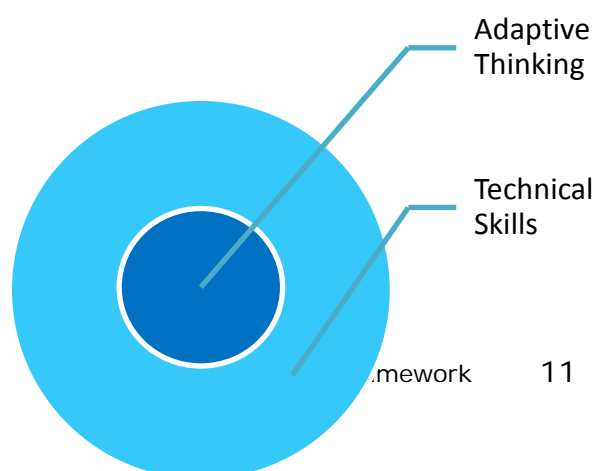
People have many opportunities to think about their lives in new ways, learn and practise new skills, and try out new ideas.

'Get more skills' initiatives reaches over 2,500 people.

### What is the focus of 'Get more skills'?

In all of the consultations for Living Life My Way, people said that they need new skills to be able to make the transition to the new system.

Some of the skills people want include managing and understanding more about the plan, managing the money and generally about being in charge of their own life. Many of those skills are 'technical', or 'know how' skills, such as how to choose staff, read



a budget or how to speak up at a meeting. As well, people want to hear and learn from others about things they themselves have not thought of before.

My Choice Matters focuses not just on technical skills, but also opportunities to try out new thinking, to hear from other people and what they are thinking, and find out about ideas that have come from others.

People have said that it is hard to imagine a better life or what it means to be in control of your own life; that they need practice and confidence in thinking about new ideas. This requires 'adaptive' thinking, where both existing and new thinking skills are applied to new situations. With My Choice Matters people will be able to learn new skills such as problem solving, evaluating, reflecting, visualising, and organising, and to apply them to the world of person centred approaches and individualised funding.

## **How will we go about achieving the aim/s?**

### **Phase 1**

In this phase we will:

1. Organise initial one day seminars to 'launch' My Choice Matters in all 6 ADHC regions. Each seminar will be built around a couple of 'inspirational' (preferably local/ regional) speakers and their stories. Using those stories, we will hold skills-based workshops focusing on the adaptive and technical skills needed (such as: 'Getting started', 'Skills needed to speak out at my planning meeting', 'Finding allies and supporters', 'What is planning'; 'What are the 10 most important things to think about when planning').
2. In each region and on the web, run 3 workshops in different regional centres. Workshop topics are chosen partly based on the feedback from the initial regional seminars and other mechanisms. Workshops may cover topics such as : 'Understanding my rights and responsibilities in the new system', 'Negotiating with a service provider', 'Important things to think about when creating a plan', 'How to access mainstream supports'.
3. Run tailor-made seminars for specific communities, who are underrepresented in the above workshops/seminars in collaboration with specific local, regional and state wide stakeholders.

### **Phase 2**

In this phase we will:

1. Build on the Phase I evaluation and feedback and review "Getting skills" in line with those evaluations and feedback;
2. Continue to run 'Get more Skills' initiatives in line with feedback and evaluations.



## Run Projects

### What do we want to achieve?

People with disability and families will run projects that they identify as making a difference to their lives and building their capacity to transition into the new disability system.

People will share the learning from their projects with others.

Run Projects will focus on areas where there is no or little information and expertise available, to create a new, widely available resource for people to access.

1,200 people will learn directly from 60 projects.

### What is the focus of 'Run Projects'?

Following Phase I, more people will know what is missing for them and what they need to explore and learn about to build their capacity.

Run Projects is all about people being in charge of and responsible for their own learning. One of the requirements of receiving funding to run projects is that people make their learning available to others so that others have the opportunity for peer learning. This might take the form of a video, a written report, sharing useful documents, or holding a small seminar in the community, or making a presentation at a conference.

In Run Projects, people determine for themselves what they need in order to be ready for self-directed support and individualised budgets.

### How will we go about achieving the aim/s:

#### Phase 1

In this phase we will:

1. Run a 1 day workshop to develop the framework, principles and basic rules by which Run Projects can invite people to receive funds to run their own projects. Key stakeholders and contracting experts will explore relevant legal, financial, probity and operational issues and provide advice to My Choice Matters.
2. Develop an implementation and communication plan for Phase II.

#### Phase 2

In this phase we will:

1. Implement Run Projects Plan and run at least 2 funding rounds
2. Conduct ongoing Evaluations and use the information inform Round 2. Again attention will be given to ensure Aboriginal people and CLAD communities, people with specific disability types, and those living in rural and remote communities are equitably represented.

## Sharing Stories, Ideas and Information

### What do we want to achieve?

People with disability and families in NSW have access to information and resources that assist them in the transition to self-directed supports and individualised budgets. The materials will be varied, meeting the different information needs of different people.



My Choice Matters is a hub in NSW for information, stories, ideas and resources pertaining to person centred approaches, self-directed support and individualised budgets. We will be able to provide the right information at the right time to the right person.

Over the course of the initiative:

- 60-80 individuals and agencies will access the website daily;
- 100- 150 people will follow My Choice Matters on Twitter;
- 80-120 people will follow us on Facebook;
- the website, Facebook and Twitter will be active with daily and weekly updates;
- up to 5 integrated learning packages developed, including film stories and accompanying resources and learning materials will be available in hard copy and on-line;
- there will be up to 20 video uploads from people with disability and their families, each attracting 1,000 hits on average; and
- a regular electronic and printed newsletter will be distributed to over 1,000 people.

### What is the focus of Sharing Stories, Ideas and Information?

My Choice Matters will develop, source and distribute a wide range of information, stories, ideas and resources. The focus of My Choice Matters' sharing stories, ideas and information is on being a 'central hub' with many, varied and easily accessible resources.

To prepare for the transition, people with disability and their families will want to:

- Acquire new information and learn new knowledge;
- Learn new skills; and
- Examine their thinking and use their adaptive thinking skills to prepare for the transition.

To meet the different learning needs of people, we will provide information stories and resources in many different modes (interactive, written, visual, experiential and more). The table below shows how this can be achieved:



Mode	Information & Knowledge	Skills	Shift in Thinking
Audio Visual Materials	√	√	√
Learning Materials	√	√	√
Factsheets, FAQ, 101 guides	√		
Tools, hands-on resources	√	√	

There are several areas of focus:

- Sharing stories and ideas: My Choice Matters will develop a range of strategies (such as Facebook, competitions for written and video stories, sharing of presentations from seminars and conferences, etc.) to encourage people to share their stories. We will build on and actively seek contributions from the NSW Government’s Ambassadors and Champions programs for both ‘Don’t Dis my Ability’ and ‘Living Life My Way’. The stories we will seek might be about people being successful, but most will focus on people’s learning (including learning from things that did not work).
- Sharing learning tools and resources: My Choice Matters will utilise existing and create new multi-modal resources that assist people in their learning including video, written resource/learning materials and webinars.
- Sharing information and resources: My Choice Matters will regularly update its website, Facebook and twitter and will also produce a monthly newsletter. On its website My Choice Matters will host lots of information that can be made available to people in other formats.

My Choice Matters will also produce information in various formats and languages, ensuring the greatest possible access for all people within the disability community.

To ensure that the resources developed by My Choice Matters remain relevant beyond the funding received, options will be explored in Phase II including costs of maintaining and regularly updating the web, social media sites and resources; giving the resources to other agencies who will continue to ‘host’ the resources.

**How will we go about achieving the aim/s:**

**Phase 1**

In this phase we will:

1. Actively maintain and grow the information and connections through My Choice Matters website, Facebook and Twitter;
2. Produce a My Choice Matters Newsletter regularly and distribute it through mail, hard copy and in alternate formats;
3. Develop one integrated learning package (including a video, learning materials and associated resources) to provide people with disabilities and families opportunities to explore one of the key areas already identified: “How to get started”. The package will consist of a 5 minute video telling the story of one person and how they got started managing their own plan and fund to take more control in their life. The video will also include “Vox pops” (short snippets from people with disability and families,



- highlighting some of the key issues). Accompanying the video will be range of learning resources such as materials enabling the video to be used as a train the trainer tool and a self-paced learning tool, more stories, FAQs, top tips, etc.;
4. Collect information and resources (either those produced by My Choice Matters through its workshops, seminars and other avenues or produced by others) and share those through the web, social media, print and other formats;
  5. Develop a project to create and collate video stories about the experiences and learning of people with disability and families;
  6. Explore a range of new ways of how My Choice Matters can share information and resources with people and people with each other through My Choice Matters based on interest, locality, ethnicity or any other uniting feature; and
  7. Undertake an evaluation and feedback process to ascertain the usefulness of the above approaches, to inform Phase II.

## Phase 2

1. Build on the Phase I evaluation and feedback and review the "Sharing Stories Ideas and Information" work of My Choice Matters
2. Continue to run "Sharing Stories Ideas and Information" initiatives in line with feedback and evaluations

### 3. OVERALL DELIVERY PLAN

Phase	Key Actions	Key Outcomes
Set-up Phase (October 2012- March 2013)	Set-up of all basic office infrastructure	<ul style="list-style-type: none"> <li>Office equipped and functional</li> </ul>
	Seek approval for core systems and processes	Approval gained and systems in place for: <ul style="list-style-type: none"> <li>Strategic Framework</li> <li>Financial systems and processes</li> <li>Delivery Phase I and budgets</li> </ul>
	Roll out Phase 1 of Communications Plan (includes stakeholder consultations, social media, website, newsletter, branding)	<ul style="list-style-type: none"> <li>Phase I Communications Plan complete</li> </ul>
	Recruit key staff	<ul style="list-style-type: none"> <li>Employment of key staff complete</li> </ul>
	Prepare tender documentation for EOI for Evaluation	<ul style="list-style-type: none"> <li>Independent Evaluator selected and appointed</li> </ul>
Phase I (April – September 2013)	Implement Delivery Plan Phase I	<ul style="list-style-type: none"> <li>Delivery Plan Phase I complete</li> </ul>
	Develop framework and implementation plan for 'Become a Leader'	<ul style="list-style-type: none"> <li>'Become a Leader' framework approved and implementation commenced</li> </ul>
	Develop framework and implementation plan for 'Run Projects'	<ul style="list-style-type: none"> <li>'Run Projects' framework and implementation plan approved</li> </ul>
	Receive Evaluation Report Phase I	<ul style="list-style-type: none"> <li>Evaluation Report Phase I received and approved</li> </ul>
	Develop Delivery Plan Phase II	<ul style="list-style-type: none"> <li>Delivery Plan Phase II complete and approved</li> </ul>
Phase II	Implement Delivery Plan Phase II	<ul style="list-style-type: none"> <li>Delivery Plan Phase II complete</li> </ul>
	Receive Evaluation Report Phase II	<ul style="list-style-type: none"> <li>Evaluation Report Phase II received and approved</li> </ul>
	Final Project Report, including identification of ongoing issues	<ul style="list-style-type: none"> <li>Final Report of My Choice Matters received and approved</li> </ul>



**Key Deliverables:**

- ✓ Office set-up
- ✓ Comms Plan Stage 1
- ✓ Strategic Framework
- ✓ Delivery Plan Phase I & Budget
- ✓ Independent Evaluator

**Key Deliverables:**

- ✓ 90 people in leadership programs
- ✓ 2500 people 'Got More Skills'
- ✓ 'Run Projects' framework
- ✓ Evaluation Report Phase I
- ✓ Delivery Plan Phase II scoped

**Key Deliverables:**

- ✓ Phase II complete
- ✓ Evaluation complete
- ✓ Final Report delivered