

RESPONSIBLE MEN'S BEHAVIOUR INTERVENTION PROGRAM FACILITATOR INTERNSHIP



EVIDENCE, LEARNING AND EVALUATION SUMMARY

APRIL 2025

YFS in partnership with WorkUP Queensland developed and trialled a Men's Behaviour Change Program Facilitator Internship. A suite of associated tools and resources were developed as part of the pilot.

Two Intern Facilitators were recruited and successfully completed the eight-week Internship.

To capture learnings from the pilot, feedback was sought from both participating Interns and program staff.

This initiative is part of the Queensland Domestic Family Violence Workforce Service, implemented by the Healing Foundation in Partnership with Australia's Nations Research Organisation for Women's Safety (ANROWS), to better support people working in this sector.



INTERNSHIP ELEMENTS

The Internship ran three days per week over eight weeks. It included:

- » 32 hours of group observation
- » 25 hours of evidence-based perpetrator intervention training
- » Supervised group co-facilitation
- » Individual and group supervision
- » Shadowing diverse activities such as reviews, assessments, exit interviews and Court
- » Utilising the case management system for case noting and managing referrals.

INTERNSHIP BENEFITS

Benefits were identified for participating Interns, the host organisation and the sector more broadly.

INTERNS

- » Gained a qualification
- » Leant about men's behaviour change framework and practice

HOST ORGANISATION

- » Opportunity to reflect on practice, prompted by Interns' exploratory questions
- » Upskilling for existing staff through mentoring, training and supervision of the Interns
- » Enhanced stakeholder relationships and reputation through engagement with the Interns.

FOR THE SECTOR

Workforce development by equipping new entrants into the sector.

SUCCESS FACTORS

Intern selection

The recruitment and selection of Interns was critical for the success of the pilot project.

Desirable candidate qualities include:

- » enquiring minds
- » reflective capacity
- » passion
- » confidence to start working with men.

Organisational culture

YFS took an inclusive, whole of team approach to the Internship. This meant Interns felt:

- » like they were part of the team and the broader organisation
- » comfortable to ask questions
- » valued.

This enabled interns to shadow people with different facilitation styles and gain a broader sense of the work.

CHALLENGES

Capacity

The pilot strained the host team's capacity. The time spent by staff training and supervising was backfilled by other team members, who absorbed the additional workload.

However, through the Internship a suite of resources and training materials were developed that can be used in future iterations, which will ease capacity constraints.

Logistics

Fitting in the 25 hours of training and 32 hours of observation within three days was challenging. Groups and other activities are scheduled on set days of the week. This limited the range of shadowing opportunities. Furthermore, there were not always enough scheduled groups to meet the observation targets, limiting groups to one observer only, so some pre-recorded videos were used, some with poor audio quality.

POTENTIAL IMPROVEMENTS AND EXPANSION

Opportunities to further refine the model and explore alternative modes of delivery include:

1. Developing an overview of learning objectives associated with each element of the Internship to guide participants
2. Selecting a set of pre-recorded Behaviour Change Group videos to complement in-person observations
3. Exploring a four day per week option instead of three days per week to enhance exposure to different aspects of the facilitator role
4. Trialling a consecutive Internship model, utilising external training.



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