

NEXT STEPS



Missing your CD course already?

Feel like you've had a great start but want to know much more?

Wondering how you can make a living from this fascinating field?

Or just keen to hang around great people like the ones you've met this semester?

I've put together a resource for you with some suggested actions to help you find your next steps.

I wish you every success in your next endeavour. Whatever you do and wherever you end up I hope you'll drop me a line to let me know. I love hearing where our students land, and it's always exciting when our paths cross again and I meet you as a fellow worker and colleague.

Warm wishes for your future,

Lynda Shevellar, 2019

1. REFLECT:

+ Finding your life's purpose

Ikigai



<https://livingtoroam.com/ikigai>

2. JOIN:

Some useful networks to consider joining:



“The *International Association for Community Development (IACD)* is the only global network for professional community development practitioners. We support development agencies and practitioners to build the capacity of communities, to realise greater social and economic equality, environmental protection and political democracy. We are a non-governmental organisation

accredited with the UN.”

See: <http://www.iacdglobal.org/>



“The *Community Development Society* provides leadership to professionals and citizens across the spectrum of community development. Members have multiple opportunities to learn what's new in the profession, to exchange ideas, to obtain the most current research and reference information available and to share professional expertise. CDS members represent a variety of fields: education, health care, social services, government, utilities, economic development practitioners, citizen groups, and more. Over 80% of members practice in the United States with the remaining members coming from nearly 32 different countries around the globe.”

See: <http://www.comm-dev.org/>



“*Community Development (CD) Queensland* is an informal network of people and organisations who have a passion for growing and sharing knowledge in the practice of community development.

We aim to support:

- the creation of spaces for community workers to network with colleagues
- training and mentoring in community development
- the provision of policy advice to government about community development issues
- a biennial community development conference, seminars, learning related gatherings, research and publications
- connections across diverse sectors such as the environment, community arts, health, housing, local area work.

We have more than 400 practitioners and community development academics in our network. Please join our mailing list if you wish to receive news and updates about community development in Queensland.”

See: <http://www.cdqld.org/>



“*DevelopmentCircle.org* is a network of location-based peer groups for community and international development professionals and students. Starting with [Sydney](#) Development Circle, there are now Development Circles in [Brisbane](#), [Melbourne](#), [Perth](#) and fledgling groups in Adelaide in Canberra.

How the groups operate: Each group has been started by one or more passionate individuals in a major city, is run by a small team of volunteers, and operates on a “not-for-profit” basis. All funds collected at events cover the costs of venue, food, beverages, and in the case where there is revenue for an event, it is put towards future events for that calendar year or a nominated charity.”

See: <https://developmentcircle.org/locations/brisbane/>

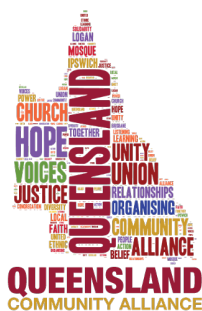


**ACTION LEARNING, ACTION RESEARCH
ASSOCIATION INC**

“Action Learning, Action Research Association Inc (ALARA) is a global network of programs, institutions, professionals, and people interested in using Action Learning and Action

Research to generate collaborative learning, training, research and action to advance social change and to transform workplaces, schools, colleges, universities, communities, voluntary organisations, governments and businesses.”

See: <https://www.alarassociation.org>



“Queensland Community Alliance is an alliance of churches, mosques and other faith groups coming together with charities, unions, community organisations and ethnic associations to work together for the common good.

This alliance is founded on the personal relations we will build across organisations in our local area. We are identifying and training people to become leaders in community organising, and will decide our priorities for action together, through a process of listening to stories of pressures that our members face and witness.”

See: <http://www.qldcommunityalliance.org/about>



“IAP2 is an international association of members who seek to promote and improve the practice of public participation in relation to individuals, governments, institutions, and other entities that affect the public interest in nations throughout the world. IAP2 carries out its mission by organizing and conducting activities to:

- Serve the learning needs of members through events, publications, and communication technology;
- Advocate for public participation throughout the world;
- Promote a results-oriented research agenda and use research to support educational and advocacy goals;
- Provide technical assistance to improve public participation.”

See: <http://www.iap2.org/>



And don't forget to network with fellow students at the **Masters of Development Practice UQ Facebook group**. (Don't be put off by the name – they are not just MDP students - but rather students who have done some of our development courses and are keen to stay connected. They do a fantastic job of sharing news and resources and opportunities from all over the world!)

See: <https://www.facebook.com/groups/251578518225949/>

3. GAIN EXPERIENCE

Volunteering your time is a perfect way to develop insider knowledge of the sector, figure out if it's how and where you want to work, build your networks, further your skills and possibly, hear about upcoming jobs. Just pick up the phone and make a call.

Not sure where to start?

Think about the issues that engage you - think about where and how you want to work. Chances are there is an organisation keen to meet you. Brisbane is not great for the big INGOs – you need to be in Melbourne or Sydney for that. But it is rich in NGOs and CBOs.

Alternatively there are formal organisations which run volunteer programs (e.g. Red Cross, MDA).

You can also contact UQ international to find out about international organisations.

Is an internship an option?

Think about slowing down your study to build in time for voluntary work – think of it as an extra course. In the longer term, taking an extra 6 months to complete your degree won't matter – but having 6 months of work experience could make a vital difference to your employability.

4. NETWORK

OK here's the magic tip: if you want something to happen – YOU have to turn up. You know all those workshops and community events that get advertised? Start going to them. Anything that you are interested in. This sector is ALL about networks and getting out of your comfort zone. Go to workshops, strike up a conversation with the person next to you, or the presenters, tell them what you're interested in and your desire to work in the field – you'll be amazed what falls in to your lap. Go to events, workshops, training, conferences – anything that looks interesting...and make sure you say hello and introduce yourself. The people in this sector are usually incredibly welcoming and friendly – we've all been new at one point or another and we're usually delighted to see a new face.

Can't afford it? Contact the organisers – offer your time in lieu of registration fees. Offer to help do set up or registrations or pack up or design a flyer or do a Facebook post. Offer to make morning tea, be the photographer, or whatever they might need. Most community events are run with little or no budget and your energy and time may be your greatest resource.

And don't forget your current networks: fellow students can be a great connection.

[Just as an aside, think carefully about who in your networks you ask to be a referee and make sure they are the best person for any position you are going for. When you're starting out, asking your thesis supervisor might be very relevant – especially if you are going for an academic or research position. However if the lecturer for a course you passed three years ago is the only person you can think of, you might need to invest in your networking skills.]

The following essay on networking might help you get started:

It's Who You Know: Networking for Jobseekers

<http://commongoodcareers.org/articles/detail/its-who-you-know-networking-for-jobseekers>

by Commongood Careers

Networking is a strategic component of any job search. Studies have shown that networking can be 12 times effective than answering job advertisements. This is particularly true in the nonprofit sector, where under-resourced hiring managers frequently look to their networks for candidates. As a result, the ability to successfully build and cultivate relationships is a vital part of advancing your career, and in many cases, landing the ideal job.

More than 90% of positions are filled by someone who knew someone who knew someone.

<http://excele.monster.com/benefits/articles/4234-job-searching-its-all-about-who-you-know?na&P=1>

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In jobseeking, there is an old adage: "It's not what you know; it's who you know." Making connections with a targeted set of people can result in the acquisition of new information about a specific type of work, organization, or job opportunity. These connections can further your career, both in your search and after you land the job.

This article explores some simple yet effective ways to build a robust and targeted personal network, and then leverage that network in your job search.

Building Your Network

Networking is a social skill. Luckily, we are constantly in social settings that promote networking opportunities. As a general rule, make yourself as visible as possible. Go to every social or professional gathering you can, such as conferences, career fairs, alumni activities, professional association meetings, and fundraisers. Participate in volunteer opportunities at organizations that interest you. You never know when a hiring manager will be volunteering next to you at a soup kitchen or a homebuilding event.

When it comes to building your network, begin with your inner circle and move outwards. Make a list of your family and friends who work in particular fields, organizations, or roles that interest you. Initiate conversations with these immediate connections, and at the end of every meeting, request introductions to at least three of their colleagues. This is how your network grows by degrees—by connecting with the people who know the people you know.

Beyond your immediate network, conduct research to identify people in positions and/or organizations that interest you...After you conduct your research, create a comprehensive list of people with whom you plan to conduct outreach.

Strong organizational skills are the key to managing the building of your network. In addition to contact information, record relevant information for your contacts such as industries, interests, professional associations, and even personal information like birthdays and anniversaries. Organize your network in a contact management system like Outlook. There are also web-based contact management systems like Plaxo that allow you to email the people in your network directly. If you prefer to rely on a hard copy organization system, place business cards in a binder for easy reference.

Networking 2.0: Leveraging the Internet

It's no secret that web sites like Facebook, Twitter and LinkedIn are incredibly popular. In the past ten years, online social networking tools have exploded. What started as a way for former classmates to find each other has grown into a widespread forum for anyone to connect with people they already know and people they want to know. Today, there are over 200 social networking sites, many of them devoted to connecting professionals to each other. How can social networking tools like these help you make valuable connections and further your job search?

Professional social networking sites provide great opportunities to make connections. Since this type of networking is done online, there are no restrictions of geography or “being in the right place at the right time.” On these sites, jobseekers can create a personal profile, including information about yourself such as what your core competencies are, what kinds of organizations are of interest to you, and what type(s) of position you are seeking, and then build a network by searching for people by field of interest, organization, position, or other search criteria. This is especially helpful when trying to connect with someone to whom you may not have a direct connection, as it eliminates the need to know someone in common.

Some of our favorite sites for professional social networking are LinkedIn, Ecademy, and Ryze. Social networking sites that serve individuals interested in the social sector include 1Bloc and Omidyar Network.

Blogging is another web-based strategy for making connections. Free blogging software like Blogger and WordPress make it easy for anyone to share information and connect with like-minded people online. Although blogging is a less direct form of networking, it has already become a valuable way for jobseekers to get their names out there and attract new people into their networks.

Cultivating Your Network

Once you’ve identified and started to build your network, it’s time to cultivate those relationships. Reach out to people by e-mail, provide a brief introduction to your background and interests, attach your resume, and request fifteen to thirty minutes by phone or in person to discuss your search. Make it clear that you are looking forward to your contact with them for information and advice (NOT for a job, in which case they may just try to route you through human resources). You will be surprised by how many people are willing to take a quick call to help a jobseeker, especially in the nonprofit sector.

In preparing for each informational interview, develop a list of ten questions that you could not have answered on your own. A few good examples may be: What are the largest challenges currently facing organizations like yours? How do you see macro-level changes in the sector impacting your work? What do you find to be the most and least enjoyable aspects of your work? Additionally, remember that these meetings are also an opportunity for others to get to know you. Make sure that you have a personal positioning statement prepared, including information that you may have used in your personal profile (described above).

After you’ve had a meeting or informational interview with anyone in your network—whether it’s your Aunt Sally or the head of an organization you’re hoping to join—remember to send a personalized thank you note immediately. A hand-written note is a traditional touch that many people still appreciate, although e-mail is also an acceptable format for thank you notes and it travels more quickly. In addition to your gratitude, offer your assistance to the people in your network. Networking is all about fostering goodwill and shared knowledge; be prepared to reciprocate in any way possible.

Final Thoughts

Networking is an ongoing activity. Smart professionals are constantly developing networks throughout their careers. This can lead to additional employment opportunities as well as making you more effective in your job by providing you with professional associates, mentors, partners and resources. Making the effort to network early and often provides jobseekers with a leg up before they even embark on a job search. If you invest in building relationships to gain information about work that interests you and to connect with others, you may network your way into an ideal position sooner than you think.

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5. ENROL: KEEP UP YOUR PROFESSIONAL DEVELOPMENT

After you graduate it will be tempting to throw your books into the back of the cupboard and declare “NEVER AGAIN!” to any further study. But you don’t have to enrol in a degree to keep accessing education. In fact, keeping up with processes and ideas is a way most professionals stay motivated, supported and excited. Many CD workers work in small teams or in solo roles and one-day workshops, training events and conferences are a great way to stay connected and find like-minded people. Organisations like the ones listed here will help you hear about what’s going on that you can access.



Whatever field or process you are interested in, you will find a groups of people excited to get together and discuss and practice it with you. There are specific networks connected to fields of practice such as youth work, disability, mental health, refugees, LGBTI communities, rural work, health, women’s issues, indigenous issues – whatever your passion may be.

You can also find training related to specific processes that excite you. Just as an example:



The Dulwich Centre in Adelaide provides training in narrative therapy and collective narrative practice. Their one-week courses have received great reviews from people who have done them.

See: <http://dulwichcentre.com.au/training-in-narrative-therapy/>



Community Café Dialogues: Community Cafés provide an opportunity for people from diverse backgrounds to come together, build relationships and create a friendly and well-connected Brisbane community.

See: <https://www.facebook.com/communitycafes>



economies worldwide.

Local Futures, also known as Economics of Happiness, is a pioneer of the new economy movement, dedicated to the renewal of community, ecological health and local

See: <http://www.localfutures.org/events-calendar/upcoming-events/big-picture-activism-workshop-australia/>

New Economy Network Australia

NENA is being created to support the fantastic work being done by individuals and organisations around Australia, who want to build a new economic system that's ecologically healthy and socially just. (They have a great looking conference coming up in September).

See: <https://neweconomy.org.au/>



<http://www.thechangeagency.org/> The Change Agency is an independent social movement education initiative. We work with community organisers and activists in the Australia Pacific region to help people win social and environmental change.

We develop, collect and share tools to help activists and community organisers define and achieve their goals. We research social change to learn what works, and draw on action research to inform our facilitation and educational work.



ICA Australia is part of the **Institute of Cultural Affairs (ICA) International**, a global community of non-profit organisations *advancing human development worldwide*. It is known for its training in **Technology of Participation (ToP)**, an integrated set of



Technology of Participation'

ToP

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s, tools and approaches that foster authentic participation and meaningful collaboration.

ICA Australia is concerned with the human factor in societal change. Central to the work of the ICA is the belief that sustainable development occurs when people are meaningfully engaged to ensure respect and justice for all in matters impacting their lives and the organizations and communities they are a part of. It is also our belief that cultures based on inclusive participation and profound respect help people work creatively and sustainably, minimize conflict and accomplish more together.

a) Graduate Certificate in Community Development

Community development is a dynamic and growing field of practice used within all levels of government and across many departments (health, communities, aging, housing, disabilities, multicultural, indigenous). Community development also plays a vital role in volunteer and not-for-profit organisations in addition to having an emergent role in private enterprise such as the financial sector (e.g. community banking) and urban development. This program is a **one year part-time** program that equips students with the theoretical knowledge and practical skills to become either a community development practitioner or integrate community development practice into other professional fields. The program provides a suite of courses that integrate theory and practice in local and international settings and focuses on personal and social change.

See: http://www.uq.edu.au/study/program.html?acad_prog=5232



b) Development Practice

Our Development Practice Program offers a unique, multidisciplinary approach to advancing the knowledge and skills of students, who seek to obtain a better understanding of the challenges of development in the contemporary context. There are three programs available:

- [Graduate Certificate in Development Practice](#) (Duration: 1 semester)
- [Master of Development Practice](#) (1.5 years)
- [Master of Development Practice \(32\)](#) (2 years)

Students of Development Practice will find a vibrant student community, with participants from all corners of the globe contributing rich and diverse experiences to an intellectually and practically challenging and stimulating program. Our courses offer a rigorous multidisciplinary foundation for the study of Development Practice

c) Higher Degree by Research (HDR)

- PhDs
- MPhils

(If you missed out on honours our postgraduate programs also offer a good pathway into research higher degrees (eg MDP with thesis, MPhil.)

To get started see: <https://social-science.uq.edu.au/research-higher-degrees>

6. EXPLORE

The websites listed below provide resources and information about study, jobs, career pathways and development related issues.

- www.dfat.gov.au Development Information and Resources
- www.developmentgateway.org Development Gateway – clearing house for all things in development industry, including free tools and resources, links to papers and employment opportunities
- www.acfid.asn.au ACFID – Australian Council for International Development
- www.eldis.org Eldis aims to share the best in development, policy, practice and research. It holds an extensive database of development links, produces resources and provides an online community for those in the development sector. It is a service of the IDS, based in Sussex in the United Kingdom.

Government, NGOs and Donor Agencies

- www.un.org - The United Nations portal to all UN agencies
- www.undp.org - United Nations Development Program
- www.adb.org - Asian Development Bank
- www.worldbank.org - The World Bank
- www.imf.org - International Monetary Fund
- www.acfid.asn.au - ACFID provides an extensive list of NGO's in Australia
- www.redcross.org.au - Red Cross
- www.gatesfoundation.org - Bill and Melinda Gates Foundation
- www.fordfoundation.org - Ford Foundation
- www.usaid.gov - USAid
- www.dfid.gov.uk - DFID
- www.nzaid.govt.nz - NZ Aid
- www.oxfam.org.au - Oxfam

Development Sector Companies

- www.uniquet.com.au - The University of Queensland's consultancy and project management group specialising in the design and delivery of overseas development projects.
- www.coffey.com - Coffey International Development is an international development consulting company.
- www.grminternational.com - GRM is an international development management company specialising in the provision of project design, management expertise and technical assistance to development projects for bilateral and multilateral funding agencies, governments and corporations.
- www.cardno.com - Cardno's Emerging Markets business encompasses registered development assistance companies operating out of Brisbane, Brussels, Colombo, Jakarta, Melbourne, Nairobi, Oxford, Port Moresby and Washington D.C.
- www.isdd.com.au - IDSS Pty Ltd is one of Australia's international development consulting companies.
- www.ghd.com.au - GHD's International Development Assistance (IDA) group delivers project management and technical services for the world's largest development organisations to improve the lives of people in developing countries.

Local Resources

- <https://communitydoor.org.au/workforce-and-training/community-sector-careers> Community Door
Community Door is managed and developed by the Queensland Council of Social Service and funded by the Queensland Department of Communities, Child Safety and Disability Services. It has lots of information on community sector training and careers.
- <https://www.mycommunitydirectory.com.au/> My Community Directory – managed by Brisbane City Council – provides a list of all local services that you can search by

This information has been retrieved from the UQ School of Social Science Development Practice - Links page. See: <https://social-science.uq.edu.au/node/1082>

7. READ

Another way to keep connected to key ideas is to keep reading. You already know some of the names. Explore further: who fascinates you? Ask what your peers and colleagues have loved and learned from. Here's a few ideas to get you started:

ALINSKY, Saul David (1972) Rules for Radicals: A Practical Primer for Realistic Radicals, Random House, New York

ANDREWS, Dave (1996) Building a Better World. Australia: Albatross Books.

BUBER, Martin (1958) I and Thou by Martin Buber, Charles Scribner's Sons, New York (translated by Ronald Gregor Smith)

CHAMBERS, R. (1997) Whose Reality Counts? Putting the First Last. ITDG Publishers

FREIRE, Paulo (1972) Pedagogy of the Oppressed, Penguin, Harmondsworth

GANDHI, R. (2007) Gandhi: The Man, His People & The Empire. Haus Books, London

GANDHI, M.K. (1982) An Autobiography or The Story of My Experiments With Truth, Penguin, Harmondsworth

GILCHRIST, A. (2007). The Well-connected Community: A networking approach to community development. UK: The Policy Press

GUPTA, U. D. (2006), Rabindranath Tagore: my life in my words, Penguin Book, India

HOGGETT, P, MAYO, M., MILLER, C. (2009) The Dilemmas of development work; Ethical challenges in regeneration, Bristol, Policy Press

KELLY, Anthony & SEWELL, Sandra (ed.) (1991) With Head, Heart and Hand Second Edition, Boolarong Publications, Brisbane

KELLY, A. & Westoby, P. (2018). Participatory development practice. Rugby, UK: Practical Action Publishing.

KING, MARTIN LUTHER. (1967) Where do we go from here: Chaos or Community? New York

LEDERACH, J.P. (2005). The Moral Imagination: The Art and Soul of Building Peace. Oxford: University Press.

MCKNIGHT, JOHN. (1995). The Careless Society: Community and it's Counterfeits. Basic Books, USA.

MCKNIGHT, JOHN & KRETZMANN, J. (1993). Building communities from the inside out: a Path Toward Finding And Mobilizing A Community's Assets. The Asset-Based Community Development Institute

MACY, Joanna R. (1983) Despair and Personal Power in the Nuclear Age, New Society Publishers, Philadelphia

NORBERG-HODGE, Helena. (2000). Learning from Ladakh, Rider Books

SCHUMACHER, Ernst Friedrich (1973) Small is Beautiful: Economics as if People Mattered, Harper and Row, New York

SHIVA, V. (2005). Earth Democracy: Justice, Sustainability & Peace. USA: South End Press.

TAGORE, R. (1962), Rabindranath Tagore on rural reconstruction, Delhi: Publications

THOREAU, H.D. (1906) The Writings of Henry David Thoreau (Vols. 1-5) AMS Press, New York

WHEATLEY, M – anything.

8. TRAVEL & ATTEND

For a bigger picture experience have a look at the conferences on offer around the world: you can attend as a participant or maybe think about showcasing your work and offering a workshop. A number of conferences have practice experiences, local tours and workshops attached to them which are usually worth attending, How about...

June 2019:

- The IACD World Community Development Conference in Scotland
<https://www.iacdglobal.org/2018/07/12/2019-world-community-development-conference-website-now-open/>

July 2019:

- The 7th Sustainable Development Conference in Bangkok, Thailand
<http://www.sdconference.org>
- International Association for Media and Communication, Madrid, Spain
<https://iamcr.org/madrid2019>
- Community Development Society 50th Anniversary & Annual International Conference, in Missouri, Columbia, USA <https://www.comm-dev.org/networking/2019-conference>

September 2019:

- 21st International Economics of Happiness Conference, Ladakh, India.
<https://www.localfutures.org/events-calendar/upcoming-events/economics-of-happiness-conference-ladakh/>

October 2019:

- Queensland Community Development Conference, Toowoomba, Qld, Australia



<http://www.cdqld.org/conference-2019.html>

If you
also

9. SEARCH TERMS

are searching for community development jobs (try the SEEK and ETHICAL JOBS websites) “community development” is the obvious search

term – but be aware the lingo is used broadly and will pull in everything from real estate through to PR roles – so be prepared to cull. Other terms you can try include “community work” “community project” “community research” and area specific terms eg “youth worker”, “mental health worker” etc.

10. CREATE

Most importantly, you are trained in community development: keep developing your community around you wherever you go.

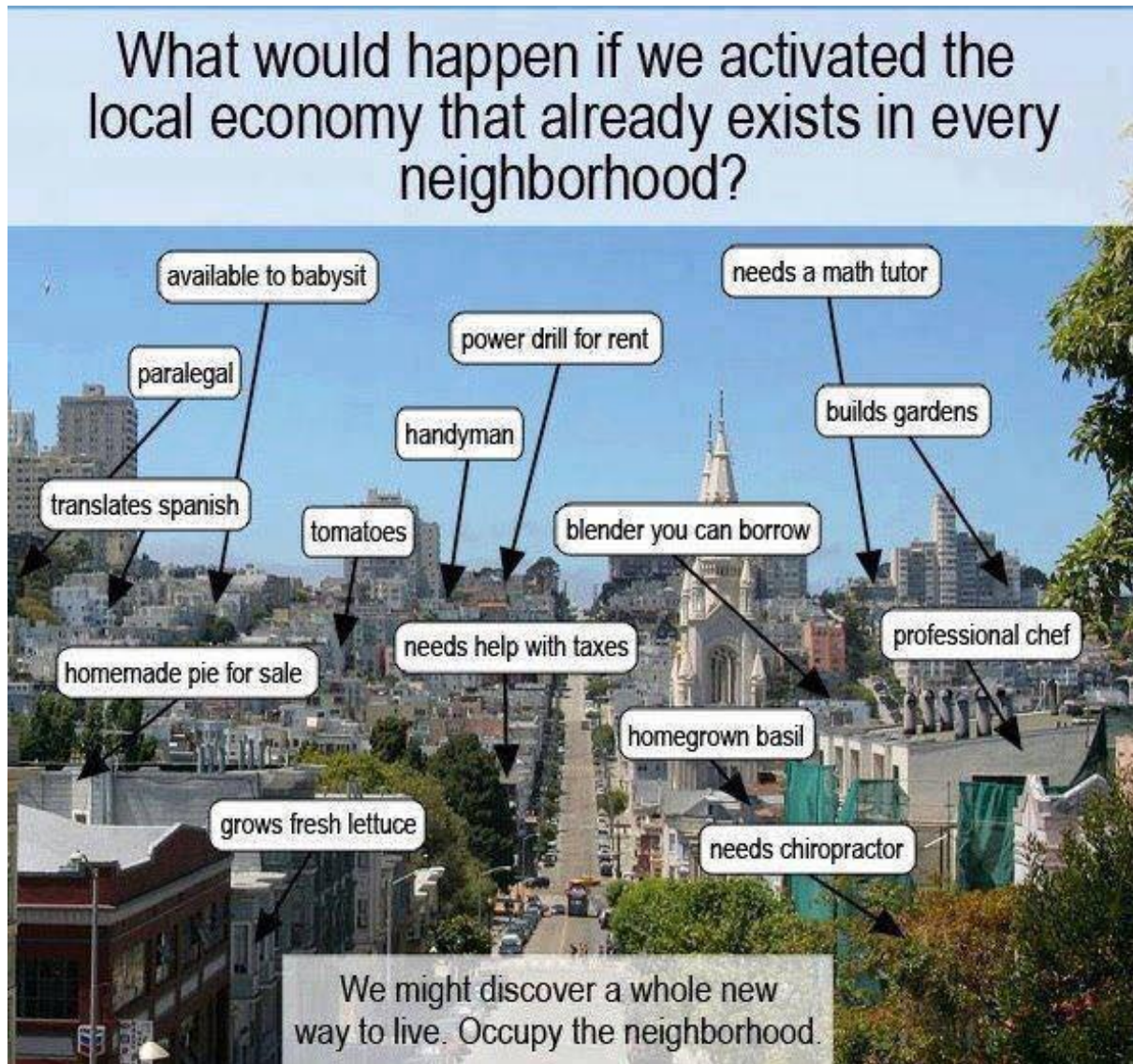


Image source: ABCD Asia Pacific

<https://www.facebook.com/hashtag/abcd?epa=HASHTAG>