Primary Ethics

uses the power of Janison Academy to equip communities to deliver ethics skills to school children.

Primary Ethics is a NSW not-for-profit organisation that trains volunteers to deliver ethics classes in primary schools in conjunction with the NSW Department of Education. Children learn to consider and discuss ethical issues such as "What counts as stealing?", "Is it ever okay to be lazy?" or "Is it ever okay to brag?". Heidi McElnea, communications manager at Primary Ethics, said: "The children start to explore grey areas. They develop the skills to think critically."

Building training resources with impact

A key aspect of Primary Ethics' offering is its online bank of resources for volunteer teachers. An appetite for secular ethics education continues to grow among schools, parents and volunteers. Year on year, Primary Ethics' registration and enrolment numbers rise steadily. Heidi says: "The process of having thousands of volunteers being trained and experiencing these kinds of discussions with children – it's creating a ripple effect for change that's really exciting to be a part of."

The Brief

In 2010, Primary Ethics approached Janison to provide the tools to run its ethics programs. A handful of staff coordinate 3,000 volunteers who fill a variety of roles in delivering classes to 40,000 students. It means the organisation needs a consolidated, reliable and scalable portal to organise essentials such as criminal background checks, enrolments and training modules.

The Challenge

The volunteer base has a complex make-up, including teachers, ethics coordinators and regional managers. This means that any learning platform needs to go beyond a one-size-fits-all approach, and allow the team to easily customise training.

> **One volunteer told us 'I've worked for a lot of corporations and this is the best onboarding that I've ever experienced.**
>
> **Heidi McElnea**
> *Communications Manager, Primary Ethics*

3,476

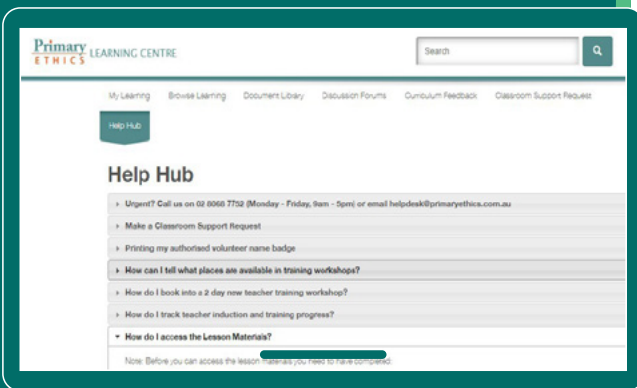online completions for induction, compliance and CPD courses in 2018

7,500

volunteers trained on the Janison Academy platform since 2011

763

new ethics teachers received full training in 2018

Training manager Karen Lee adds: "Our onboarding process is also quite complex, with quite a lot of prompts to the training. It's not as simple as just one or two induction modules." Steady growth also means that Primary Ethics needs to be able to scale its programs easily to accommodate an influx of volunteers and participating schools. Karen says: "Soon we'll be managing double our current volunteer numbers and we need to gear up for that."

Our Solution

Since 2011, the _Janison Academy platform_ has played a critical role in Primary Ethics' delivery of online training, compliance, authorisation and reporting.

Features that streamline day-to-day essentials

"Before we had the platform, it was really hard for volunteer managers to see who was in their team," said Karen. "Our team is not straightforward – a particular volunteer can hold more than one role and be working at two different schools. Using the roles and positions feature in the platform really helps us track who's reporting to who."

Tracking compliance is another key task that's been made easier, Karen said. "We rely on the customisable reports a lot for this. We've set them up so that managers can just hit a button and get the information that they need about their volunteers' compliance status." The team also use features such as sticky notes alerts for important messages. "If a particular group logs in they can see a pop-up reminder," says Karen. "It's better than a bulk email and has more impact because it pops up on the user's dashboard."

Smooth user experience

Customisable features within the Janison Academy platform meant that Primary Ethics could set

up a self-registration feature on its website this year. Karen said: "It means we're no longer passing information between two systems. The seamlessness and touch points really assist users, and this continues until they step into the classroom as an ethics teacher. It also of course reflects very well on our brand."

The Result

Many past administrative obstacles have been lessened, Heidi said, and have streamlined the process for parents enrolling their children. "One of the big impacts of that is we've had a lot more enrolments, as well as a lot more volunteers applying," she says.

"We quite often get feedback from users such as how excellent the onboarding and training is," says Heidi. "One volunteer told us 'I've worked for a lot of corporations and this is the best onboarding that I've ever experienced." An independent review of the Primary Ethics curriculum released in 2017 found it to be of high quality and praised the organisation's robust training and authorisation processes.

Heidi says: "The Janison product plays such a big role in consolidating all the different arms of our organisation. We really like that it's a one-stop shop. Thanks to Janison, we're better able to help prepare the next generation with critical thinking and ethical reasoning skills to help them now and into the future."

Transform the face of learning at your organisation today.

Visit janison.com/online-learning or contact learning@janison.com

J.