

Nous Report Recommendations (as adopted by Bar Council)

In adopting the following recommendations, Bar Council noted that the means of implementation of the recommendations remains to be determined, including, without limitation, by reference to cost, equity, access and other relevant considerations.

Recommendations relating to the overarching educational offering

1. Adopt the proposed principles and embed a competency framework to drive skill-based learning
2. Develop more educational content for specific cohorts of members that is marketed as an opportunity to 'boost' skills or 'refresh' knowledge
3. Clarify expectations for teachers of education programs and services, including support materials and forms of quality assurance
4. Position the VicBar's formal 'educational offer' within a broader framework of learning and development at the Bar
5. Develop, trial and embed approaches for barristers to receive regular performance feedback to enable growth
7. Promote greater continuity of committee membership over time and consider broader committee review
9. Develop structured approach for collecting and assessing feedback on educational content and use to improve program design and delivery¹

Recommendations relating to the Bar Exam

10. Clarify and communicate exam objectives
11. Consider assessing more relevant competencies including advocacy skills
12. Confirm approach to managing the waitlist
13. Consider measures to address equity issues and improve the diversity of the Bar

Recommendations relating to the Readers' Course

14. Clearly define purpose of the Readers' Course, to ensure that the readers have the core competencies required to be a successful barrister²

¹ Recommendation 9 was amended to remove the word 'triangulating'.

² Recommendation 14 was amended to add the words ", to ensure that the readers have the core competencies required to be a successful barrister".

15. Consider the content of the course, including the appropriateness of including core content and additional optional or elective content, with learning objectives for each session³
16. Ensure session facilitators are provided with clear guidance to drive consistent practices
17. Facilitators should be selected based on expertise and teaching skills
18. Ensure facilitators clearly communicate learning objectives and cover ensure that assessment tasks address them
19. Require facilitators to commit to appropriate conduct and modelling a positive Bar culture
20. Embed a multi-modal approach, with core elements taught through interactive, in-person sessions and access to optional online resources

Recommendations relating to mentoring

22. Clarify and communicate expectations of mentor through more detailed guidance, training and communication of the role's importance
23. Establish and communicate procedure for dealing with issues that arise between mentors and their readers
24. Complement existing mentoring program with additional networks and roles, and by broadening the current mentoring frameworks
25. Improve connection between Readers' Course and mentoring

Recommendations relating to Continuous Professional Development (CPD)

26. Develop a structured CPD program with explicit learning goals and strategic priorities
27. Provide additional guidance and training to aid members to design and deliver CPD sessions
28. Diversify CPD offering using competency framework as a guidepost
29. Take a digital-friendly approach to CPD seminars⁴
30. Run more CPDs at different times of the day
31. Use feedback and other data to continuously improve program design and delivery
32. Consider embedding 'reflective learning' approach through tailored CPD record tools and a regular CPD session on learning goals
33. Clarify the CPD Committee's role with an emphasis on advisory and review functions

³ Recommendation 15 was amended from the original "Redesign course to include core content and optional content with learning objectives for each session"

⁴ Recommendation 29 was amended from the original "Take a 'digital-by-default' approach to CPD seminars"

Nous Report recommendations that Bar Council did not adopt but deferred for further active consideration and consultation

6. Confirm accountabilities and authority with regard to decision-making about education programs and services and update the Regulations
8. Clarify roles and responsibilities of committees with an educative function
21. Strengthen oversight of Readers' Course by clarifying roles and responsibilities, to best draw on expertise to make timely decisions