

Curriculum Vitae - Jim Cavaye

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Jim Cavaye is one of Australia's leading community development practitioners and educators with 20 years experience working particularly with rural and regional communities. He is the Director of Cavaye Community Development and works with a wide range of communities, organisations and government agencies across Australia and internationally.

He has a Ph.D. in community development from the University of Wisconsin USA (1997). He is an Adjunct Associate Professor at the Institute for Sustainable Regional Development (Central Queensland University) and at the Community Service and Research Centre (University of Queensland). He was formerly a Principal Rural Development Officer and an Industry Manager with the Queensland Department of Primary Industries.

Qualifications

- *Ph.D. in Community Development.* University of Wisconsin, USA. 1995-1997.
- *M.Rur.Sc.* University of New England, Armidale, New South Wales 1990-93.
- *B.Agr.Sc. (Hons)* University of Queensland, Queensland 1978-81.

Work History

Director, Cavaye Community Development	2001-
Principal Rural Development Officer, Qld Dept of Primary Industries	1998-2001
Study and Research Scholarship, Queensland Government	1995-1997
Industry Manager, Qld Dept of Primary Industries	1990-1995
Senior Extension Officer, Qld Dept of Primary Industries	1987-1990
Extension Officer, Qld Dept of Primary Industries	1982-1987

Work with Communities and Organisations

Assisted over 70 towns and cities in every mainland state of Australia and also in North America with community planning and development. Some examples are Snowtown, Cloncurry, Rockhampton, Blackwater, Ouyen, Corryong, Robinvale, Wangaratta, Kyabram, Longreach, Herberton, Mt Garnet, Innot Hot Springs, Springbrook, Port Lincoln, Murrayville, Esk, Laidley, Lowood, Normanton, Boonah, Texas, Ballarat, Wonthaggi, Narromine, Miriam Vale, Alice Springs and Benalla.

Conducted community planning workshops in 11 communities as part of the Community Capacity Building Initiative in Victoria.

Co-facilitated the North Australia Summit - a major national planning summit including over 300 delegates from all Australian states and territories.

Facilitated a major community planning workshop in Snowtown, South Australia that formed the basis of ongoing community projects.

Designed and conducted processes for SEQ2021 to better design planning arrangements for the "Rural Landscape Zone" in South East Queensland.

Conducted a major community planning workshop for the three communities on the Gemfields in Central Queensland.

Conducting a community development project that led to key community strategies for Towong Shire and communities in the Upper Murray region of Victoria.

Facilitated community planning workshops for Community Renewal in Queensland. These involved 100-200 community members and an extensive range of issues.

Reviewed community development processes for five communities in Victoria for the Department for Victorian Communities.

Involved stakeholders in planning strategies for the development of a Learning City Initiative in Brisbane.

Conducted a series of community planning workshops in Alice Springs for the "Alice in Ten" Program and developed strategies for the Northern Territory Government to support community work.

Assisted Gulf of Carpentaria and Cape York local governments in establishing community development priorities and plans. This included approaches such as the retention of young people and stimulating small business.

Designed and conducted comprehensive community appraisals in communities in several states such as Laidley, Emerald, Winton, Ravenshoe in Qld; Burra, SA; Euroa, Vic and Narromine NSW. These involved coordinating groups of up to twenty volunteers conducting interviews with local people and facilitating feedback to local government and open community meetings

Designed and conducted community planning for Geelong Learning City, Ballarat Learning City, and Kyabram Learning Town.

Provide advice to the Mt Evelyn Town Improvement Committee in Victoria in managing community engagement and implementing action plans in partnership with the Yarra Ranges Shire Council.

Conducted a community development workshop for community members in the Mallee country in Western Victoria and eastern South Australia.

Provided community capacity building training and planning to Community Leadership programs in Victoria included the Loddon Murray Community Leadership Program, Alpine Valley Leadership Program, and the “Stump Jump” community leadership project.

Invited speaker at major community capacity conferences including those hosted by the Office of Community Building, the OECD Conference and a conference hosted by OurCommunity.com .au

Assisted over 50 agencies and organisations with planning and implementation of community improvement activities. Some recent clients have been:

- New England Area Health Service,
- Northern Territory Dept of Community Development, Sport and Cultural Affairs,
- Capricorn Community Development Association
- Queensland Council of Carers
- Department of Employment and Training
- Community Resource Unit
- Alpine Valleys Community Leadership Program
- Local Government Association of Queensland
- Quality of Life Program and Footprints Forward, Alice Springs
- South Australian Community Builders Program
- Local Government Association of Queensland
- Federal Department of Family and Community Services
- Australian Rural Leadership Program
- Queensland Department of State Development
- Community Capacity Building Initiative, Victoria
- Northern Territory Area Consultative Committee
- Office of Regional Affairs, South Australia
- Victorian Learning Community Network
- Isolated Children’s Parents Association
- Central Australia Producers Action Group
- Queensland Council of Carers
- Gulf Savannah Development
- Toowoomba Learning Community Initiative
- Loddon Murray Community Leadership Program
- Education Queensland
- Department of Employment and Training
- Community Resource Unit
- Disability Services Queensland
- Sport and Recreation, South Australia
- Alpine Valleys Community Leadership Program
- Local Government Association of Queensland
- New South Wales Cancer Council
- New South Wales Department of State and Regional Development

- Quality of Life Program and Footprints Forward, Alice Springs
- Department of Community Development, Sport and Cultural Affairs NT
- South Australian Community Builders Program
- Community Builders in South Australia
- Gold Coast City Council

Projects

Manage an initiative for a consortium between the Institute for Sustainable Regional Development, the Land Use Research Centre and the Centre for Rural and Regional Innovation.

Co-managed a regional planning project engaging communities in developing strategies for regional economic development in north-west Queensland.

Developed and manage community development programs involving schools - “Building Stronger links between Schools and Communities” and “Building a Stronger School Community”.

Co-developed a community engagement training package for government managers and have considerable input to the community engagement strategies of the Queensland Government.

Designed and conducted extensive engagement of many sectors of the community at Deception Bay in the development of a comprehensive economic development plan.

Developed a regional coordination strategy for the Wide Bay/Burnett Region

Co-developed a community engagement strategy in natural resource management for Queensland Government

Worked with the community to establish an economic development strategy for Deception Bay

Initiated and managed the Callide Valley Initiative – a community project to achieve greater natural resource sustainability,

Key contributor to major initiatives such as Australian Research Council funded research, the Initiative for Sustainable Regions, the Australian Rural Leadership Program, Landcare and Catchment Management proposal for a Decade of Community Revitalisation, , the Rural Extension Centre, the Queensland Office of Rural Communities and the National Action Plan on Salinity and Water Quality

Played a key role in the development of the Centre for Rural and Regional Innovation, a proposed national partnership between regional development centres.

Community Engagement

Co-author of a major Community Engagement Training Package for the Queensland Government. This package is the basis of community engagement training workshops for all public sector employees in Queensland and has been used extensively in regional workshops and on-line training.

Member of the Advisory Committee for the Queensland Department of Communities providing advice on government directions and strategies in community engagement. Participated in planning, oversight and review of the Queensland Government Community Engagement Improvement Strategy.

Conducted extensive community engagement training for Queensland and New South Wales Government employees.

Co-developed and delivered community engagement training for the National Natural Resource Management Facilitator Network.

Managed a major community engagement project as part of CQ A New Millennium – a comprehensive regional planning project in Central Queensland. This involved 26 community meetings across the region.

Designed and conducted comprehensive community engagement exercises in communities in several states such as Laidley, Emerald, Winton, Ravenshoe in Qld; Burra, SA; Euroa, Vic and Narromine NSW. These involved coordinating groups of up to twenty volunteers conducting interviews with local people and facilitating feedback to local government and open community meetings

Designed and conducted community engagement processes as part of the “Shirelink” project for Warwick Shire. This involved stakeholder discussions and a Shire-wide forum.

Conducted extensive stakeholder discussions, facilitated forums and developed a strategic plan for Toowoomba to become a “Learning Community”.

Designed and conducted as major engagement process involving stakeholders in ten communities across Victoria to gain community input into an evaluation of the Victorian Learning Community Network.

Designed and conducted a community prioritisation process for the Queensland Murray Darling Committee. This involved extensive community engagement and regional planning.

Invited member of the Advisory Committee for the Community Engagement Division of the Department of Premier and Cabinet providing advice on government directions and strategies in community engagement.

Facilitated three major “Engaging Queenslanders Showcasing Events” –forums discussing approaches to community engagement by Queensland Government.

Invited author of “Government and Community Engagement – The Australian Experience” in the recent book “Participatory Governance”.

Research

Chief investigator for the national project researching social capital in new communities such as new housing developments.

Visiting Researcher at the Centre for Community Economic Development at the University of Wisconsin, Madison, Wisconsin, USA. Conducted a US National Research Institute funded project on the strategies used by rural families to adjust to economic change

Conducted PhD research at the University of Wisconsin on the impact of government agencies on community social capital.

Referee for the Australian Research Council

Evaluation

Developed a comprehensive evaluation framework for measuring the community impacts of the Learning Communities in Victoria. This was adapted for use in a range of Adult Community and Further Education situations and is now being used across Victoria.

Wrote a major paper on evaluation of community capacity – “The Evaluation of Community Change”. Wrote a major section of the Community Engagement Training Package for Queensland Government on the evaluation of community engagement. Also wrote a paper for the RMIT Pascal Observatory on the measurement of social capital in communities.

Designed and conducted a major project that developed a Lifelong Learning Strategy for Brisbane for the Brisbane City Council. This involved developing criteria and indicators for evaluation of the strategy, close involvement of ACE organisations in fostering a Learning City and wide stakeholder engagement.

Designed and conducted the community audit for Toowoomba Learning City. This involved extensive engagement of local stakeholders including ACE organisations, community forums and ongoing participation on the Learning City Management Group.

Designed an initial framework to measure the community impact of Local Learning and Employment Networks in Victoria and have had a number of discussions about evaluation of the impacts of LLENs and the future development of the initiative.

Developed an evaluation framework for assessing community capacity impacts of a community building and natural resource management program in Victoria.

Impact Assessment

Developed a process to incorporate social and economic issues in natural resource planning. This was accepted by the National Action Plan for Salinity and Water Quality and is now used by regional natural resource planning bodies.

Conducted an assessment of social and economic impacts of economic change in the major industrial corridor in southern Queensland.

Oversaw and conducted a process of assessing the social and economic impact of major regional plans for the Queensland Murray Darling Committee and the Burnett Mary Regional Group.

Conducted a community economic analysis and identified economic development options for Moree Plains Shire Council.

Training

Developed and delivered a national training course on community development for the Centre for Rural and Regional Innovation. This was a comprehensive week long program conducted in Qld, NSW, Vic and SA. Over 180 people attended in seven locations with an average participant evaluation of 6.7 out of 7.

Developed and currently conduct Community Practitioner Short Courses in several states. This is a three day program on practical “real world” community development for community workers. Over 300 participants have attended the nine courses conducted The Short Course is run in partnership with key universities:

- In Queensland, with the University of Queensland,
- In New South Wales, with the University of New England,
- In Victoria, with LaTrobe University
- In Western Australia, with Curtin University of Technology

Co-Author of the Community Engagement Training Package for Queensland Government. This is a comprehensive practical guide to community engagement for Queensland government employees.

Conducted ten training workshops for middle managers in the Queensland public sector on community engagement.

Developed and delivered a “Community Engagement in Policy Development” training program for policy development officers in Queensland Government.

Co-author of the “Working with Communities” training package developed for the Minerals Industry for the Minerals Council of Australia. Co-presenter of this training program to employees in the Minerals Industry in seven workshops in every mainland state.

Conducted training workshops on community engagement and community development in 10 communities across Victoria as part of the Community Capacity Building Initiative in Victoria.

Co-author and co-presenter of training in community engagement for regional natural resource management facilitators for the National Action Plan on Salinity and Water Quality.

Conducted training in community engagement and community economic development for New South Wales Government employees and community members through the Department of State and Regional Development.

Designed and conducted community development training at the National Youth Roundtable.

Study tour guide for four community study tours in South Australia that involved extensive training and community workshops.

Conducted a wide range of training workshops in community engagement and community development for community members, federal, state and local government, and community organisations. Some examples are:

- Australian Rural Leadership Program
- Federal Department of Family and Community Services
- Community Builders, South Australia,
- Brisbane Place project
- Centrelink
- Loddon Murray Leadership Program
- Alpine Valleys Leadership Program
- Queensland Local Government Community Services Association
- Albury City Council
- South Australian Housing Trust
- Community Capacity Building Initiative, Victoria
- Wellington Shire Council
- Primary Industries and Resources, South Australia
- Footprints Forward Program, Alice Springs
- Northern Territory Area Consultative Committee
- Barwon South West Neighbourhood Houses Network, Victoria
- Capricorn Community Development Association, Queensland
- New South Wales Cancer Council
- Northern Territory Department of Community Development, Sport and Cultural Affairs, Capricorn Community Development Association,
- Mt Evelyn Town Improvement Committee,
- Eyre Peninsula Community Builders
- Queensland Department of Employment and Training
- Gold Coast City Council
- Queensland Transport
- Gulf Savannah Development
- National Youth Roundtable
- Minerals Council of Australia
- NSW Department of State and Regional Development
- Regional Disability Councils
- Disability Council of Queensland

Conducted community development training for staff and community members in health services including:

- South West Queensland Public Health Unit Network,
- Darling Downs Public Health Unit Network,
- Southern Public Health Unit Network,
- North West Queensland Primary Health Care,
- Hunter New England Area Health Service,
- Texas Multipurpose Health Service

Designed and conducted eight training workshops throughout Queensland for the Local Area Coordinators in Disability Services, Regional Disabilities Councils and the Disability Council of Queensland.

Designed and conducted an integrated community development training program for the Futures for Young Adults program, and Disability Client Services in the Victorian Department of Human Services.

Providing Advice on Operational and Policy Issues

Member of the Advisory Committee for the Queensland Department of Communities providing advice on government directions and strategies in community engagement.

Member of the Regional Futures Group – a group of regional development practitioners.

Author of several policy papers discussing issues and appropriate responses for the Centre for Rural and Regional Innovation, the Rural Extension Centre, the Queensland Department of Primary Industries and the University of Southern Queensland.

Provided advice on community capacity building at the CEO level in Queensland Government with the Queensland Commissioner of the Public Service.

Member of advisory committee providing policy and operational advice for Queensland Health in community capacity building.

Provided policy and operational advice to the Minerals Council of Australia on the potential role for mining companies in facilitating community capacity in mining communities.

Conducted several workshops with the LGAQ Social Planning Committee to help members clarify and develop priorities for the role of local government in social services and community development.

Developed a scoping paper on improved regional arrangements and community engagement in natural resource management.

International author and speaker on the role of government in community capacity building. Recent presentations have been at the University of Wisconsin USA and at the OECD Conference on Government and Communities in Melbourne, Government Performance Summit in Canberra.

Invited participant providing operational and policy input via national forums and workshops. Some examples are:

- ANTA forum on Learning Communities, Canberra
- ANTA national workshop on Australian Learning Communities, Adelaide.
- National lifelong learning research planning forum held by NCVER, Adelaide.
- Department of Victorian Communities workshop on measurement of social capital
- FACS national workshops on community capacity building
- National Action Plan for Salinity and Water Quality review of regional arrangements
- Future role and function of the Capricorn Community Development Association
- Adult Learning Australia forum on e-learning

Invited member of a range of committees and boards providing operational and policy advice as follows:

- Community Capacity Building Cluster – an interdepartmental coordination group developing approaches to community capacity building in Queensland Government
- Rural Industry Business Services Executive Committee in Queensland Government overseeing rural development projects and policy
- Department of Primary Industries Community Consultation Committee which developed policy on community involvement for the department
- Working group on the working group on Leading Practice for Sustainable Development in the Mining Industry.

Selected Publications

Books and Book Chapters

Capable Communities - A Guide to Community Development, 2005

Reconnected Government – A New Agenda for Public Agencies and Regional Communities. Institute for Sustainable Regional Development. In preparation.

Governance and Community Engagement - The Australian Experience. In *Participative Governance: Planning, Conflict, Mediation and Public Decision Making in Civil Society*. R Lovan, M. Murray and R Shaffer (Eds) 2004

A Kit for Small Town Renewal (Co Author) Rural Industries Research and Development Corporation. 2001.

The Role of Government in Community Capacity Building. Queensland Government Information Series QI99804. Queensland Government. 2000.

What Do We Know About Working With Communities. In *Relationships and Everyday Lives: People with a Disability and Vital Communities*. Community Resource Unit, CRU Publications Brisbane, Australia. 2002

Engaging Queenslanders: Managing Community Engagement. Community Engagement Skills for Middle Managers in the Queensland Public Sector. Department of Communities, Queensland Government, 2004

Major Papers

Innovation in Small Towns - Literature Review. Queensland Department of Communities, 2005.

Policy Development for Regional Sustainability - Literature Review. Queensland Department of Communities, 2005.

Development of Capacity Assessment Methodology for NRM Regional Arrangements - Literature Review (and associated Guide). Queensland Department of Natural Resources and Mines, 2005.

Community Engagement – New Insights and Learnings from Practice. United Nations International Conference on Community Engagement, Brisbane, 2005.

Community Engagement in Natural Resource Management. National Landcare Facilitator Network (Co-Author), 2004.

Sustainable Regional Development: the Stalled Agenda, and the Way Forward. Occasional Paper, Institute for Sustainable Regional Development, Central Queensland University. 2002

Valuing our Communities: Aged Care and Rural Communities. Proceedings of the Aged Care Queensland State Conference, Cairns. 2004

Community Issues for Sustainability. Burnett Mary Regional Group for Natural Resource Management 2005

Community Development and Educational Leadership. *Principia* November 2002

Social Capital: A Commentary on Issues, Options and Measurement. A commissioned paper produced for the international Pascal Observatory (a web based discussion forum) 2004

Community Development – New Challenges and Enduring Dilemmas. Invited speaker at Shaffer Symposium, Madison Wisconsin, USA 2001 and published in *The Journal of Regional Policy Analysis* Vol 31 No 2 pp 109-124.

Local Government and Regional Natural Resource Management Planning - Responsibilities and Opportunities. Condamine Catchment Management Corporation 2002

Revitalised Communities – Issues for Government and Resource Management. Keynote paper, Australian Urban and Regional Information Systems. 2000.

Community Development – Fulfilling a Partial Agenda. Keynote paper, Sustainable Economic Growth in Regional Australia Conference, Ballarat Victoria. 2000.

Community Development – The Emerging Role of Extension. In *Extension into the New Millennium*, edited by Long, P.; Donaghy, P. and Grimes, J. Queensland Government Conference and Workshop Series QC99002. 2000.

The Use of Community Services by Rural Families in Wisconsin. *Journal of the Community Development Society*, 31:pp 59-71. 2000.

Best Practice in Sustainable Community Development. Occasional Paper, Institute for Sustainable Regional Development, Central Queensland University. 2000

Communities Managing Change. Queensland Government Monograph. 1998.

The Role of Local Government in Community Development. Australian Institute of Municipal Management. 1998.

Social Capital – The Concept, the Context. Queensland Government Monograph. 1997.

Project Reports

Victorian Learning Towns Evaluation Framework Victorian Learning Towns Network and Adult Community Further Education Division of Victorian Department of Education and Training. Victorian Government. 2001

Performance Measures Framework Implementation and Customisation Project - Final Report. Department of Education and Training, Victorian Government 2004.

Connection, Commitment, Community: Stories of Community Building in Victoria. The Department for Victorian Communities, Victorian Government 2004

Integrating Economic and Social Issues in Regional Natural Resource Management

- Planning - A Framework for Regional Bodies*. National Action Plan on Salinity and Water Quality. 2002
- What Makes Communities Tick? Local Government and Social Capital Research Project* (Co-Author) Local Government Association of Queensland and the Community Service and Research Centre, University of Queensland. 2004
- Government and Community Capacity. Learning Kit for the Queensland Public Sector*. Queensland Government Community Capacity Building Cluster, Brisbane Qld. 2001
- Rural Community Development – A Practical Guide to Processes and Skills*. Course Manual. Rural Extension Centre, Gatton. 2000.
- Policy Development for Regional Sustainability: Literature Review*. Queensland Department of Communities. 2005
- Development of Capacity Assessment Methodology for NRM Regional Bodies: Literature Review and Guide*. Queensland Department of Natural Resources and Mines. 2005
- Western Corridor Economic Development Strategy – Growth Management Initiative*. Queensland Department of Natural Resources and The Institute for Sustainable Regional Development. 2002
- Regional Coordination Strategy for the Wide Bay Burnett Region*. Queensland Department of Local Government and Planning. 2005
- Toowoomba - A Learning Community* (Co-Author) Final Report to Australian National Training Authority. 2002.
- Securing an Economic Future for Deception Bay - Economic Analysis of Deception Bay*. Queensland Department of State Development. 2002
- Community Engagement in Land and Resources Agencies - Scoping and Review Paper* CEO Committee on Land and Resources. Queensland Government. 2002
- Community Engagement Framework – Land and Resources Agencies* (Co-author) CEO Committee on Land and Resources. Queensland Government. 2002
- Community Development and the Potential Role of the Gardiner Foundation*. Victorian Community Development Scoping Study. The Gardiner Foundation. 2002
- Omeo Region Community Development Project - Project Evaluation Framework*. Victorian Department of Natural Resources and Environment. 2002
- Toowoomba – A Learning Community*. Toowoomba Learning Community Network. Toowoomba City Council 2002.
- Positive Futures for Mining Communities: Strategic Directions*. Mining Futures Project. (Co-author) 2001
- Community Economic Analysis - Moree Plains Shire Council*, 2005.

Shirelink - Project Report. An Initiative of Warwick Shire Council and the Allora Action Association. Funded by the Department of Transport and Regional Services, 2005.