

# **Workforce development and skills policy: Shaping the Future Community Services and Health Workforce**

Future Proofing the Aged and Community Care Workforce conference

25-26 May 2010



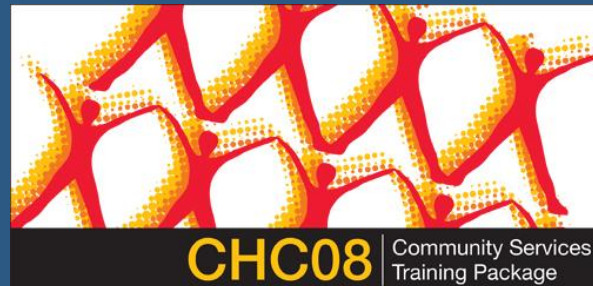
Industry Skills Council

Robin Flynn  
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Industry Skills Council

# CS&H Industry Skills Council

## Our Mission:

Australia will have a community services and health workforce with sufficient competence such that, if deployed and managed well, it will always respond appropriately to the needs of the Australian population so that their health and wellbeing is promoted, maintained, and where necessary restored.



# Workforce size 2010

## Employment Change

### Health Care and Social Assistance

#### Employment - Feb 2010

Level ('000s): 1193.9

#### Recent growth (1 yrs):

'000s	%	% pa
37.9	3.3	3.3

#### Recent growth (5 yrs):

'000s	%	% pa
210.3	21.4	4.0

#### Recent growth (2 yrs):

'000s	%	% pa
93.1	8.5	4.1

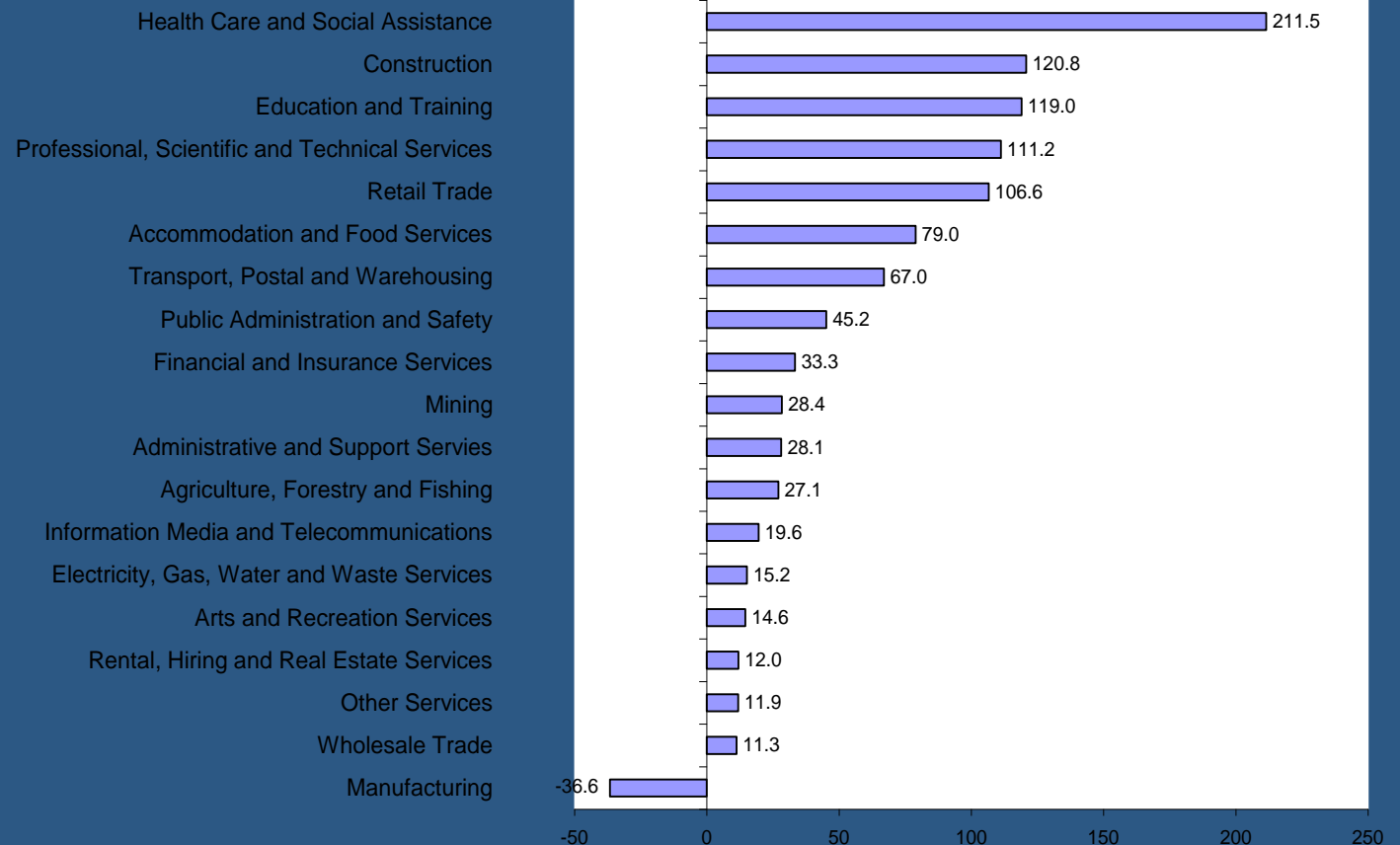
#### Recent growth (10 yrs):

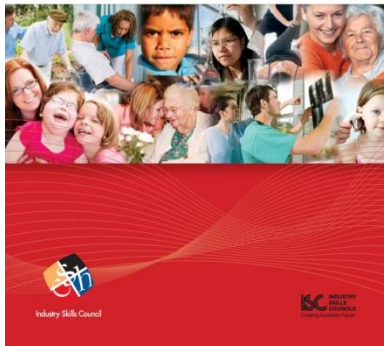
'000s	%	% pa
366.1	44.2	3.7



# Future workforce growth

Future industry job growth – Australia 5 years to 2014-15 ('000) - DEEWR projections

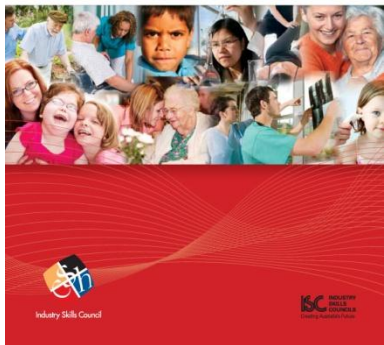




# Community Services and Health Industry Skills Council Environmental Scan 2010

- Skills supply and demand information
- Workforce development challenges
- Priorities for new or changed qualifications, competency standards and skill sets

Download at  
[www.cshisc.com.au](http://www.cshisc.com.au)

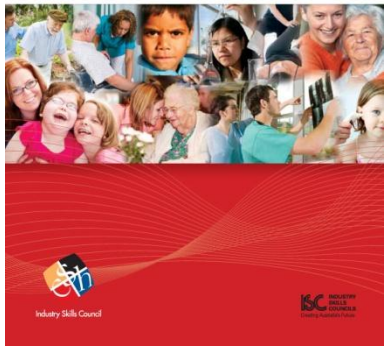


# Community Services and Health Industry Skills Council Environmental Scan 2010

## Key messages in 2010:

- Growth
- Maintaining client independence in community settings
- Community services – meeting complex needs; building capacity; pay equity
- Health – multi-disciplinary skills across all levels and meeting needs in community settings

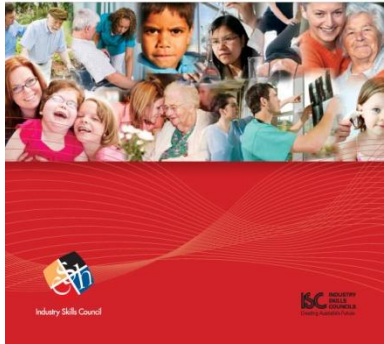
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# Workforce development challenges

- Shift towards service models that emphasise prevention, primary, community and home-based services
- Need to build management capacity
- Increased complexity of client needs
- Increased use of assistant and advanced practitioner roles
- Policy focus on integrated models of service delivery
- Need to address conditions, recruitment and retention in community services
- Labour shortages in rural and remote areas

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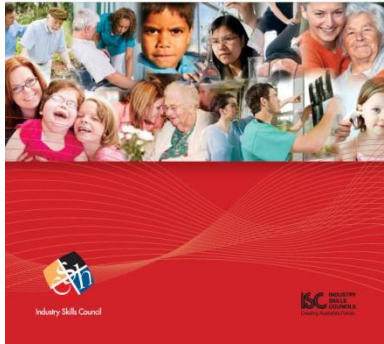
# Addressing workforce development challenges

Shift towards service models that emphasise prevention, primary, community and home-based services

Policy focus on integrated models of service delivery

- Potential for new roles incorporating aged care, allied health assisting, disability, mental health
- CS&H ISC is reviewing Training Packages to broaden application of competencies and skills sets via the education system

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[www.cshisc.com.au](http://www.cshisc.com.au)



# Addressing workforce development challenges

Need to address conditions, recruitment and retention in community services

- Employment and job redesign in community/not for profit sectors: community mental health, disability, aged care
- Union and employer advocacy for pay equity for workers covered by the social and community services award:
  - Fair Work Australia case
  - Informing new Modern Award mid 2011

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[www.cshisc.com.au](http://www.cshisc.com.au)

# Skills Australia

## *Australian Workforce Futures: A National Workforce Development Strategy*



Australian Workforce Futures  
A National Workforce Development Strategy

- 9.3 million job openings to 2025 based on and “open doors” scenario
- Community services outlook:
  - Industry grows at 4% p.a. (2<sup>nd</sup> highest)
  - Occupational growth highest for:
    - Welfare associate professionals 2.8% p.a.
    - Carers and aides 2.6 % p.a.

Download at  
[www.skillsaustralia.gov.au](http://www.skillsaustralia.gov.au)



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# Skills Australia

## *Australian Workforce Futures: A National Workforce Development Strategy*

- Improve workforce planning
- Raise participation from 67 to 69%
- Improve adult language, literacy and numeracy
- Better using skills to increase productivity
- Enhance capability of the tertiary sector
- Create a shared agenda on workforce futures

Download at  
[www.  
skillsaustralia.  
gov.au](http://www.skillsaustralia.gov.au)



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# Skills Australia

## *Australian Workforce Futures: A National Workforce Development Strategy*

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Australian Workforce Futures  
A National Workforce Development Strategy

The image shows the cover of the 'Australian Workforce Futures' report. It features a blue background with a white box containing the title and subtitle. Below the box, there are several colorful triangles (yellow, orange, red, green, blue) and the text 'Skills Australia - 2010'.

Download at  
[www.skillsaustralia.gov.au](http://www.skillsaustralia.gov.au)



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# Better using skills to increase productivity

- For community services and health increased productivity is:
  - Improving standards
  - Increasing workforce capacity
  - Enhancing client service delivery
- Australian Workforce Futures:
  - proposes leveraging existing education and training funding (\$5b p.a. – VET) for innovative workforce development – not just delivering qualifications
  - Continue *Skilling Australia for the Future* policy investment (\$0.5b 2008-2013) to 2025

Download at  
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# Community services and health industry workforce innovation

- Addressing the workforce development challenges
- In 2010 CS&H ISC advocating for education system funding for **Skill Sets** to better enable job redesign:
  - aged care, allied health, disability, mental health, acute
  - meeting complex needs
  - Ready for more primary health care reform
- Training Package review supporting new roles – enhancing the continuous improvement approach
- Enterprise Based Productivity Places Program – [www.cshisc.com.au](http://www.cshisc.com.au)
- Workforce development clearinghouse/repository



# What are you doing?

- Workforce planning?
- Workforce development?
- Workforce innovation?
- What does the CS&H ISC need to do?
- Environmental Scan 2011.....what have we done and what's changed?

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