

Aged care workforce challenges



Kim Sykes
Director
Service and Workforce Planning

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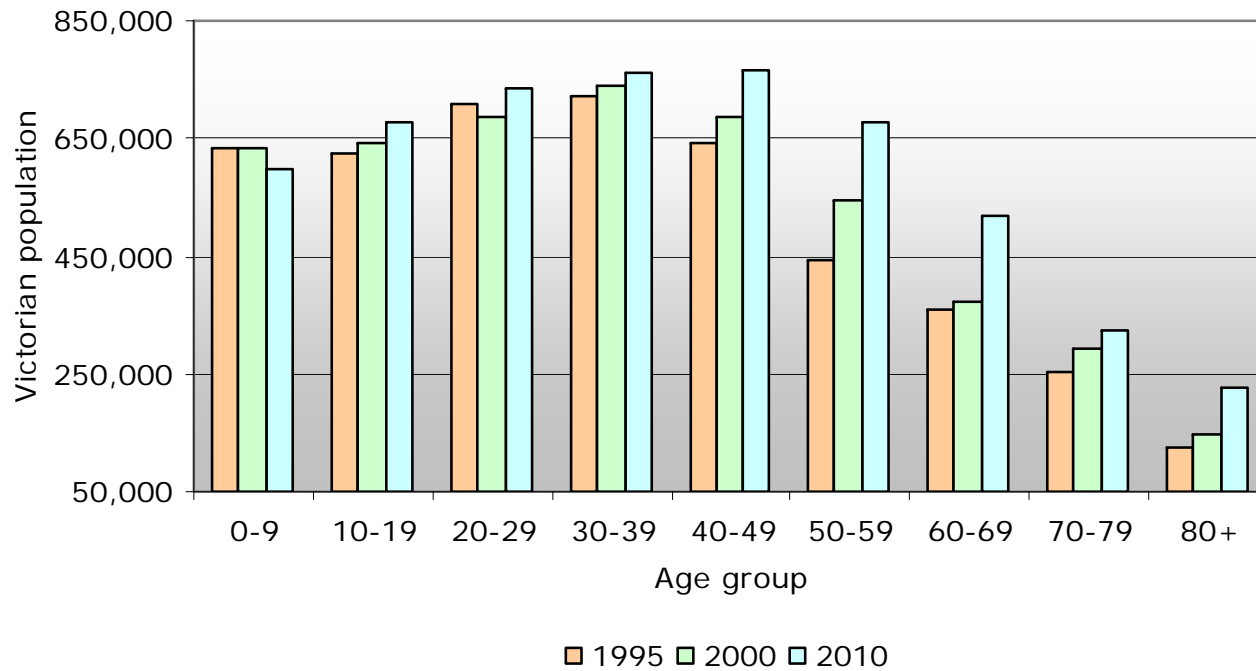
Overview

- Context
- System and workforce challenges
- Purpose
- Implications for the future

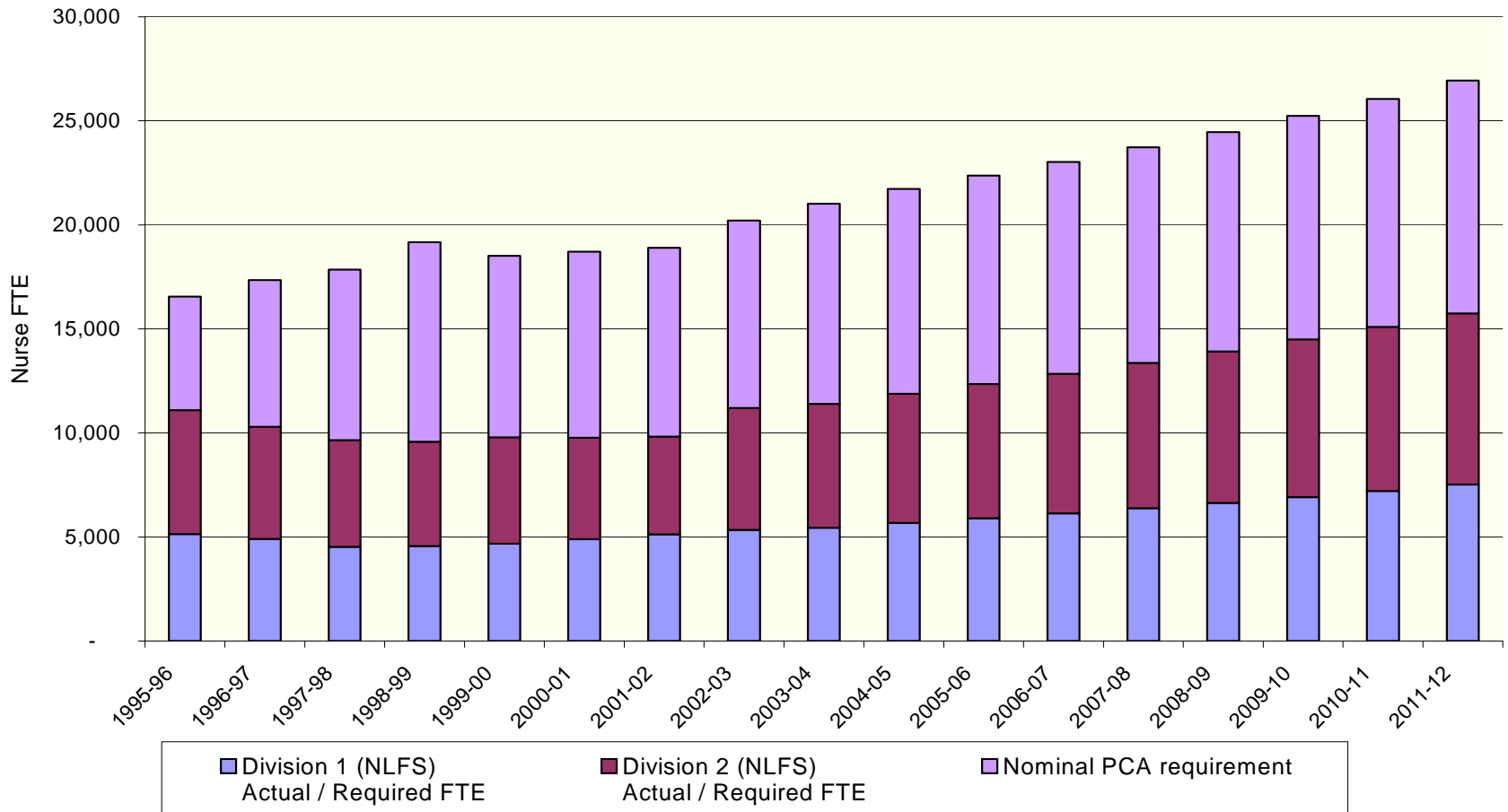
System challenges

- Ageing population
 - Service demand
 - Workforce
 - Revenue and cost
- Consumer expectations
- Generational diversity
- Workforce trends
- Globalisation
- Regulation

Victorian population



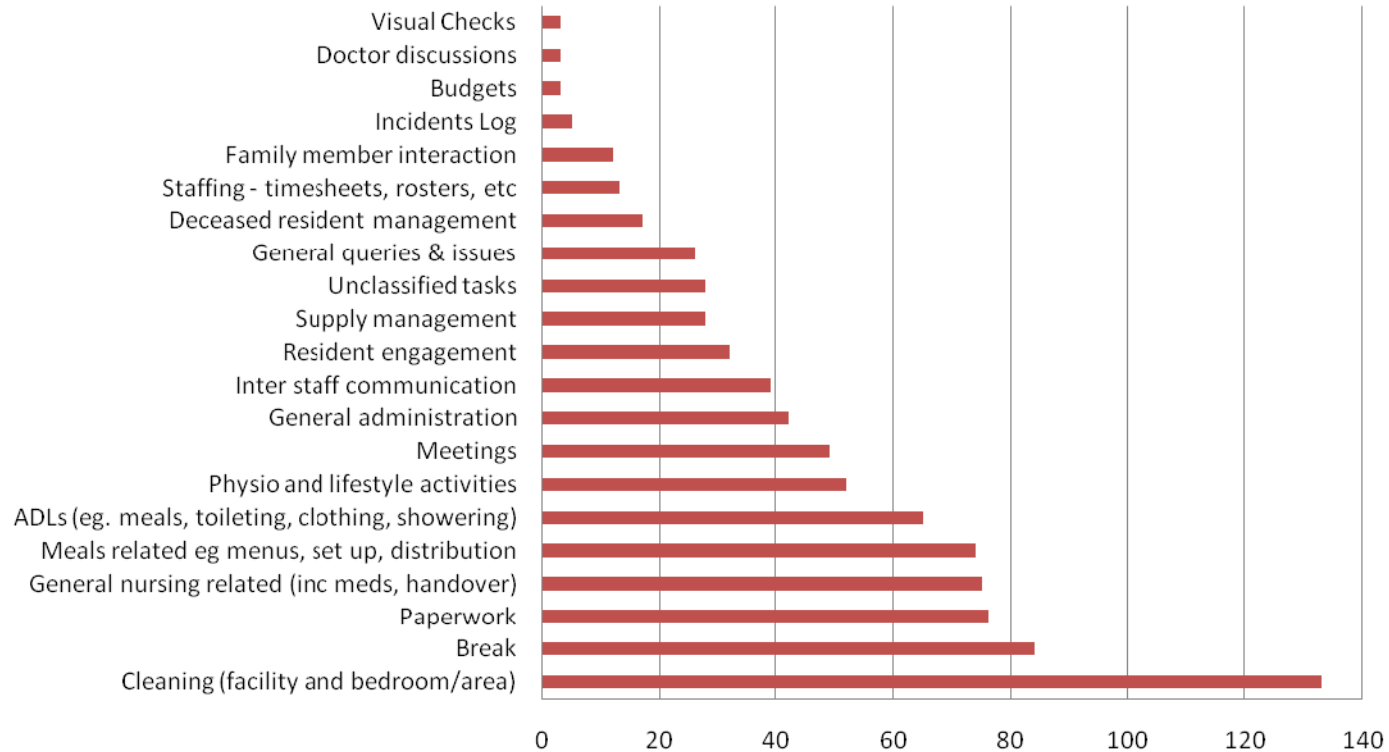
Workforce demand



Workforce challenges

- Attract, recruit and retain
 - Positive work environments and career progression within competitive market
- Training and development
 - New care models
 - Cultural diversity
 - Team care
- Ensuring level of care and type of support is right for the client

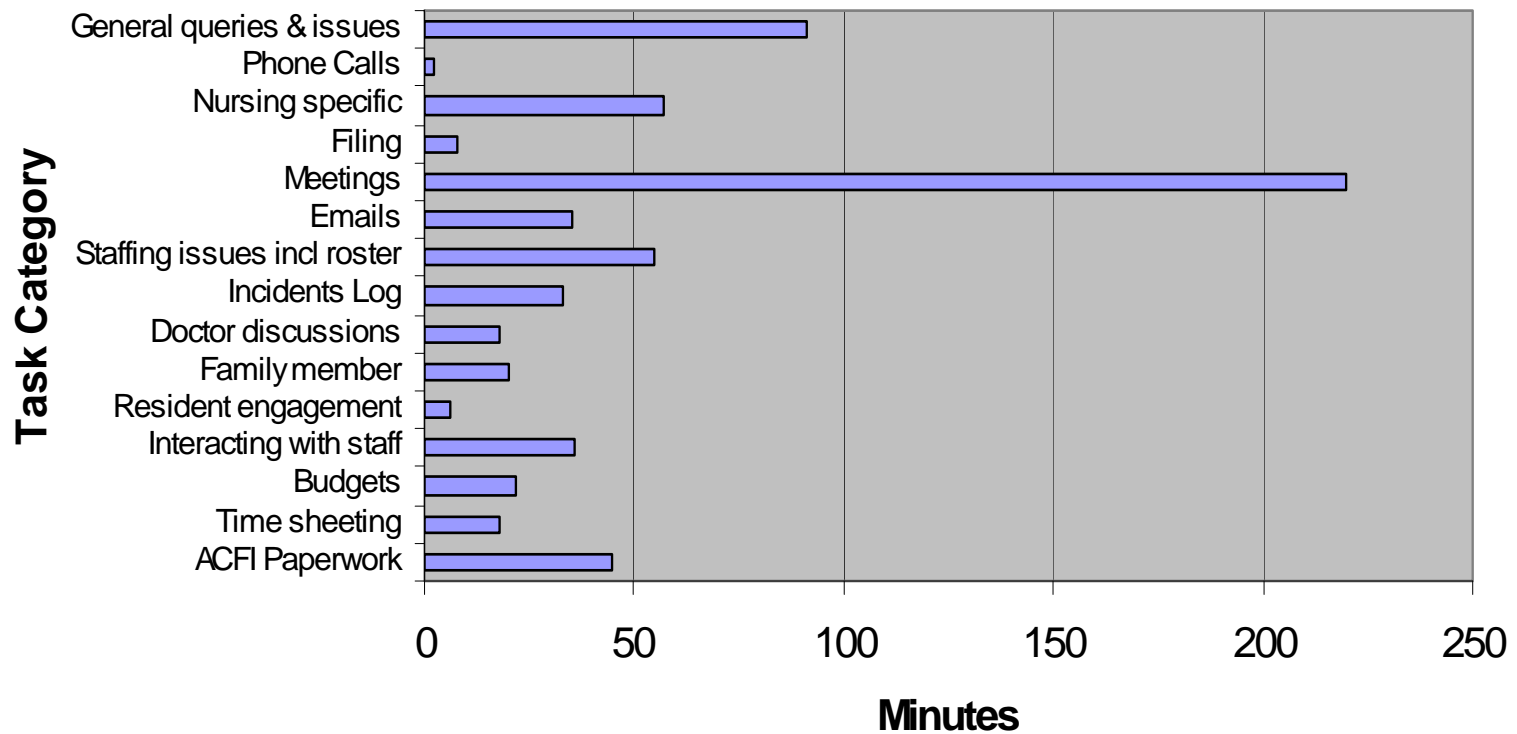
Time spent on tasks across job roles



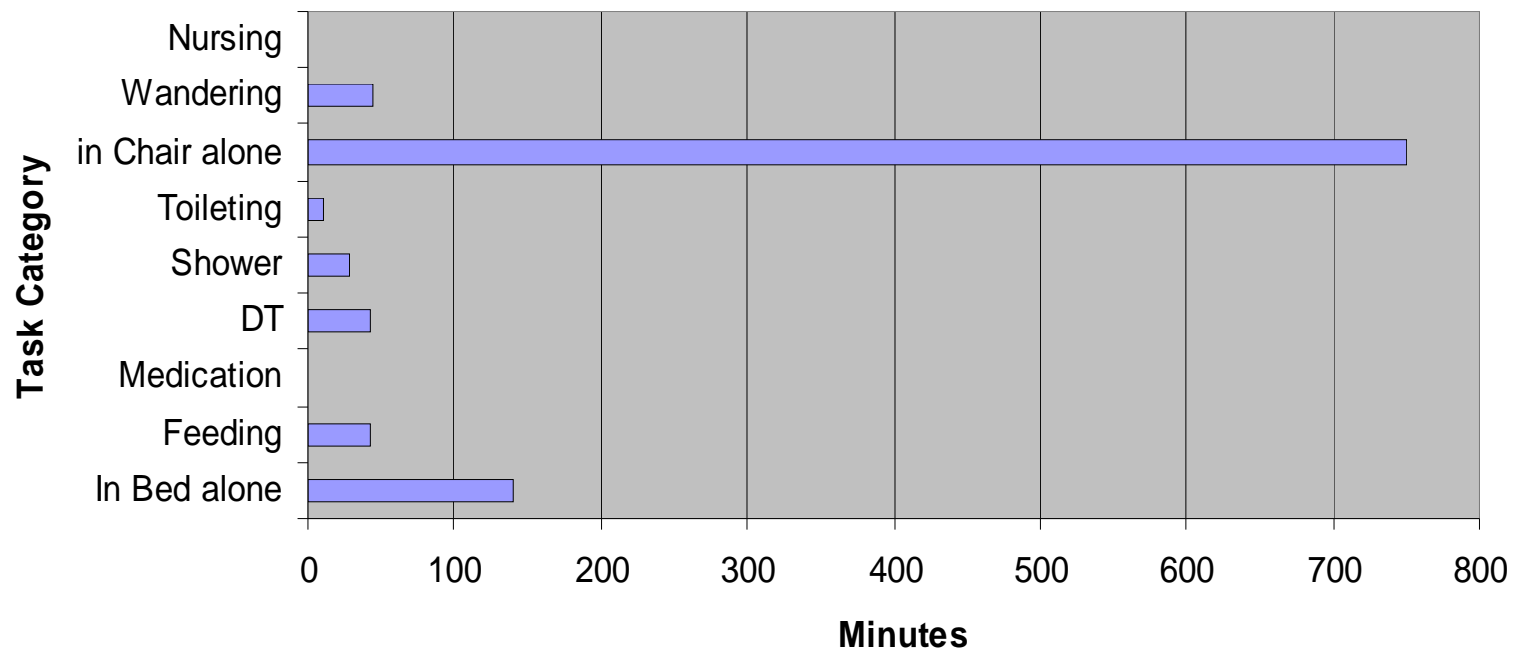
What are we aspiring to?

- Mapping identified the range of tasks undertaken and the amount of time spent on the tasks
- Mapping showed care driven by routine
- 'Feel' of a medical facility as opposed to the home of older adults
- Residents spend long periods alone

Nurse unit manager tasks and time



And the resident?



Our response

- Workforce and training flexibility
- Use of training packages
- Roles and functions of the workforce
- Listen to residents

Changing roles

- Promoting the social integration of clients - providing meaningful activity and remaining connected with their community
- Active service model that emphasises working with clients to allow them to realise their goals
- *Count us in!* and *Well for life* programs

The future

- Community expectations are high
- New models of care will be needed
- Person-centred
- Chronic disease management
- Transferable skills, flexible pathways
- National training approaches
- National regulation and accreditation

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