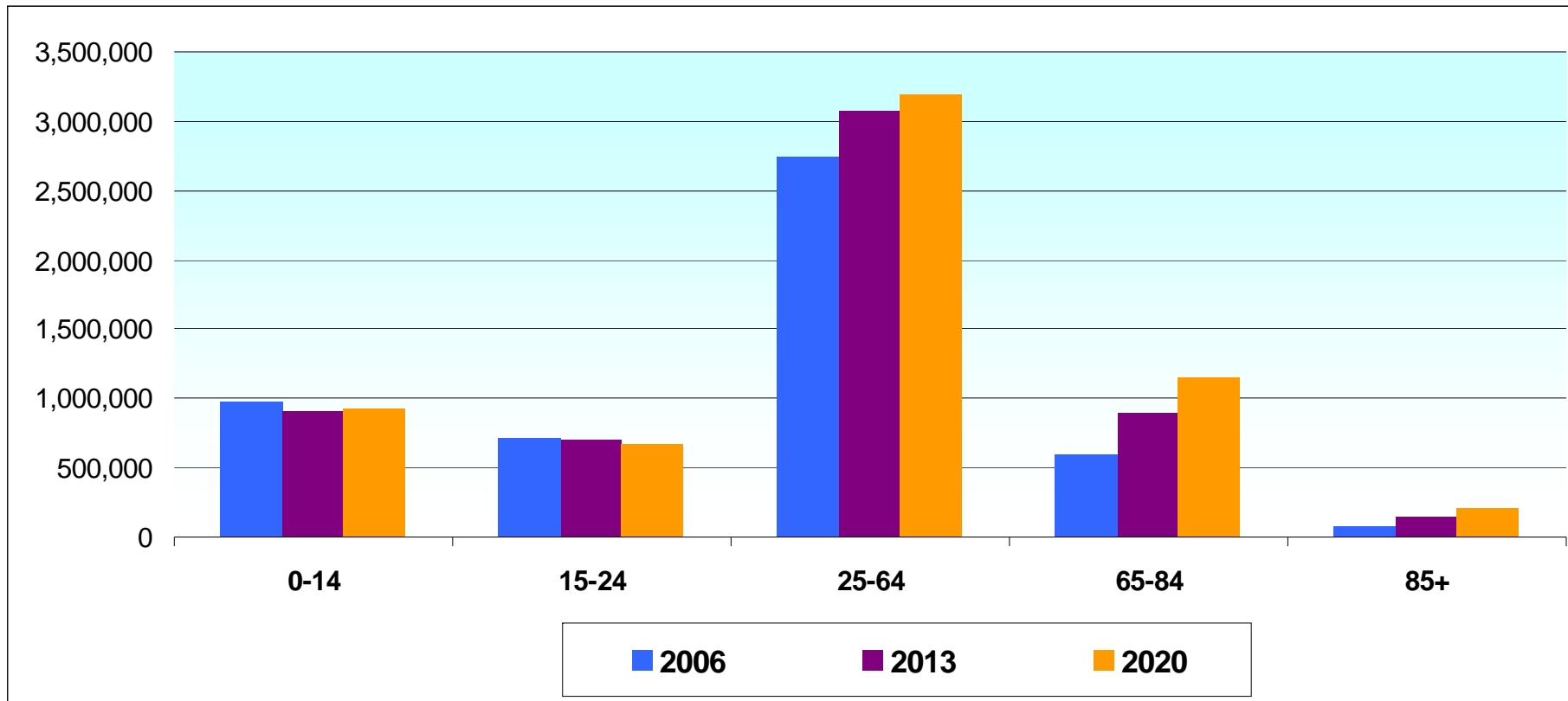


# Health Workforce – Skills Reform



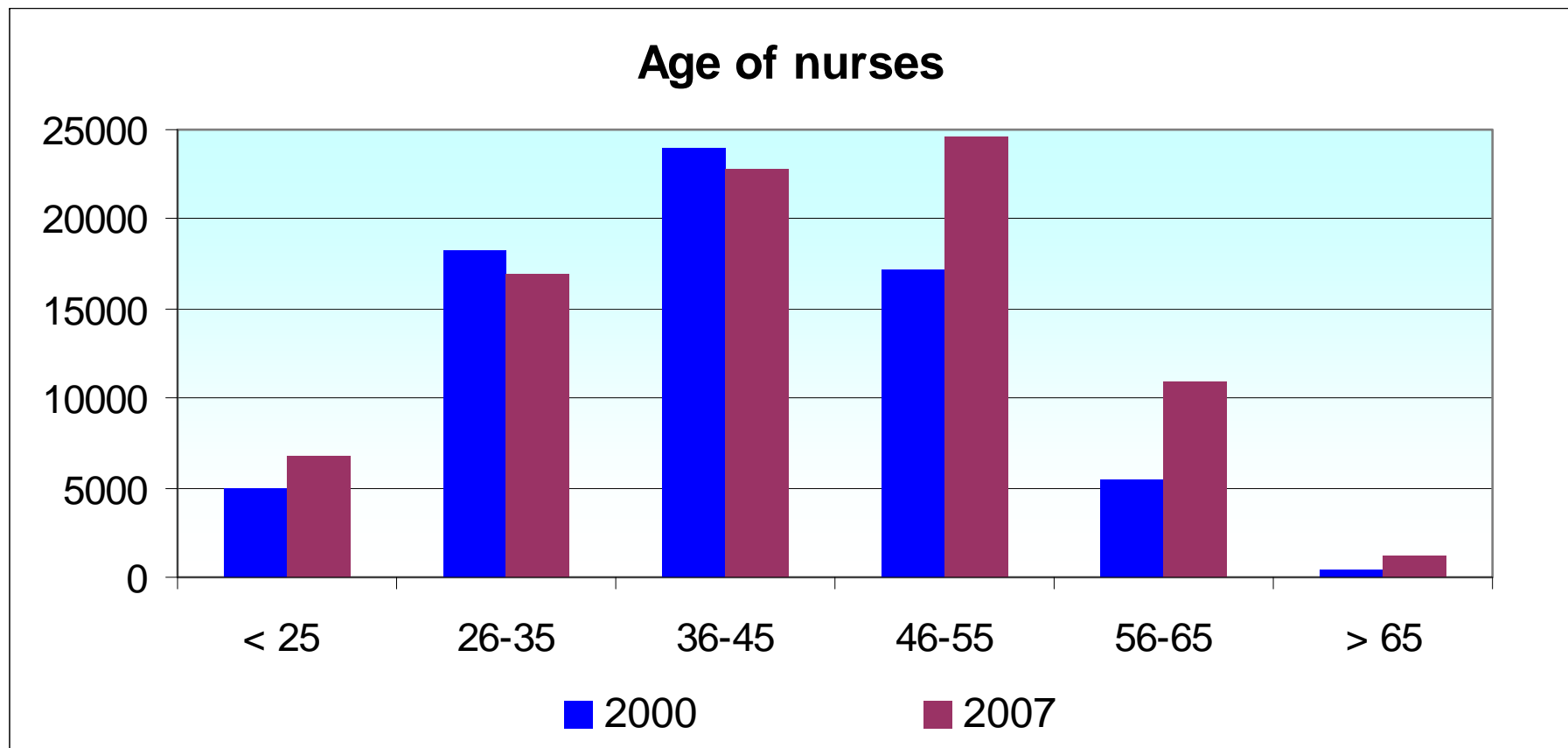
Dan Jefferson  
Manager Workforce Strategy and Regulation  
Service and Workforce Planning Branch

# Context: Victorian population



An extra 1 million people by 2020

# Nurses – ageing workforce



# Recruitment Difficulties

**“Kevin Rudd's plan to increase the number of nurses has failed at the first hurdle, with universities filling less than half the extra places on offer for the profession this year.”**

The Australian, 15<sup>th</sup> December 2008

• **Melchett:**

**“If nothing else works,  
a total pig-headed**

**unwillingness to look facts in the  
face will see us through.”**



From the BBC Blackadder Series

# Demand Management Strategy

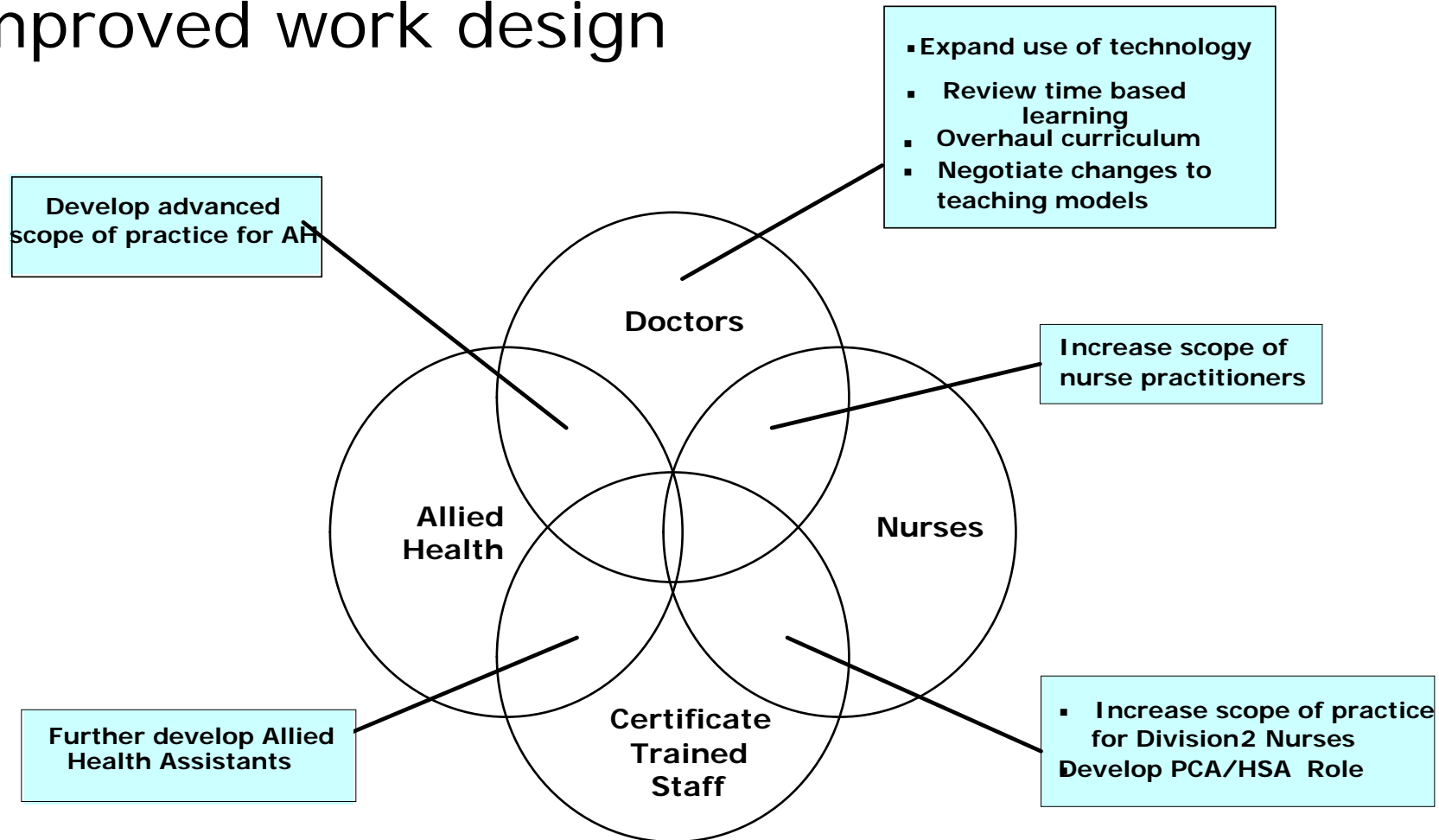
Investment in Illness prevention  
and chronic disease self  
management

# Supply Strategy Recruitment

1. Reduce barriers between professions
2. National Registration
3. Increasing flexibility
4. Working together better in teams
5. Building efficient education pathways to allow us to train additional students

# Utilisation

## Improved work design



# Victorian state-wide strategies

		Short term	Medium term	Long term
<b>HEALTH WORKFORCE</b>	<b>Improve workforce supply</b>	Reduce training burden on health services		
		Expand strategies to encourage re-entry		
		Expand overseas recruitment and use of locally trained international students		
		Increase funding for clinical placements		
	<b>Improve workforce distribution</b>	Fund growth in early graduate positions		
		Establish alternative approaches to management & allocation of early graduate & vocational training positions		
		Expand recruitment & retention strategies in priority services & occupations		
	<b>Redesign the workforce</b>	Fund projects to design & influence curriculum		
		Support skills mix projects		
		Expand training & utilisation of certificate trained staff		
Fund local workforce innovation projects which pilot work roles &/or design				

# Benefits of VET training

- Reducing the reliance on university-trained professionals
- Developing innovative education and training models to align skill development with the identified service and client/consumer needs of the CS&H sector.
- Responding more quickly to demand pressures through a competency-based framework, shorter course length, and work-based approaches to training and recognition of prior learning and skills gap training.
- Increasing the supply and expanding the pool from which CS&H Industry staff could be drawn
- Supporting competency-based models that provide capacity for lifelong learning
- Engaging with the local community to respond to the workforce needs through flexible and tailored career pathways

# Additional VET places

## COAG Announcement

- Additional 701,000 qualifications over 5 years.
- 50,000 dedicated to health and community services priority areas

# Victorian VET Reform

## Securing Jobs For Your Future

- 172,000 additional VET places
- Demand Driven model
  - Funding to follow to the student – contestable funding
  - Individuals and industry with more responsibility and choice

# Victorian VET Reform

2009

- Demand Driven for Diploma and Advanced Diploma from July 1.
- 5,000 additional places
- 1,119 additional places for priority health qualifications.
- 390 additional Division 2 places
- 105 additional AHA places

2010

- 10,000 additional places

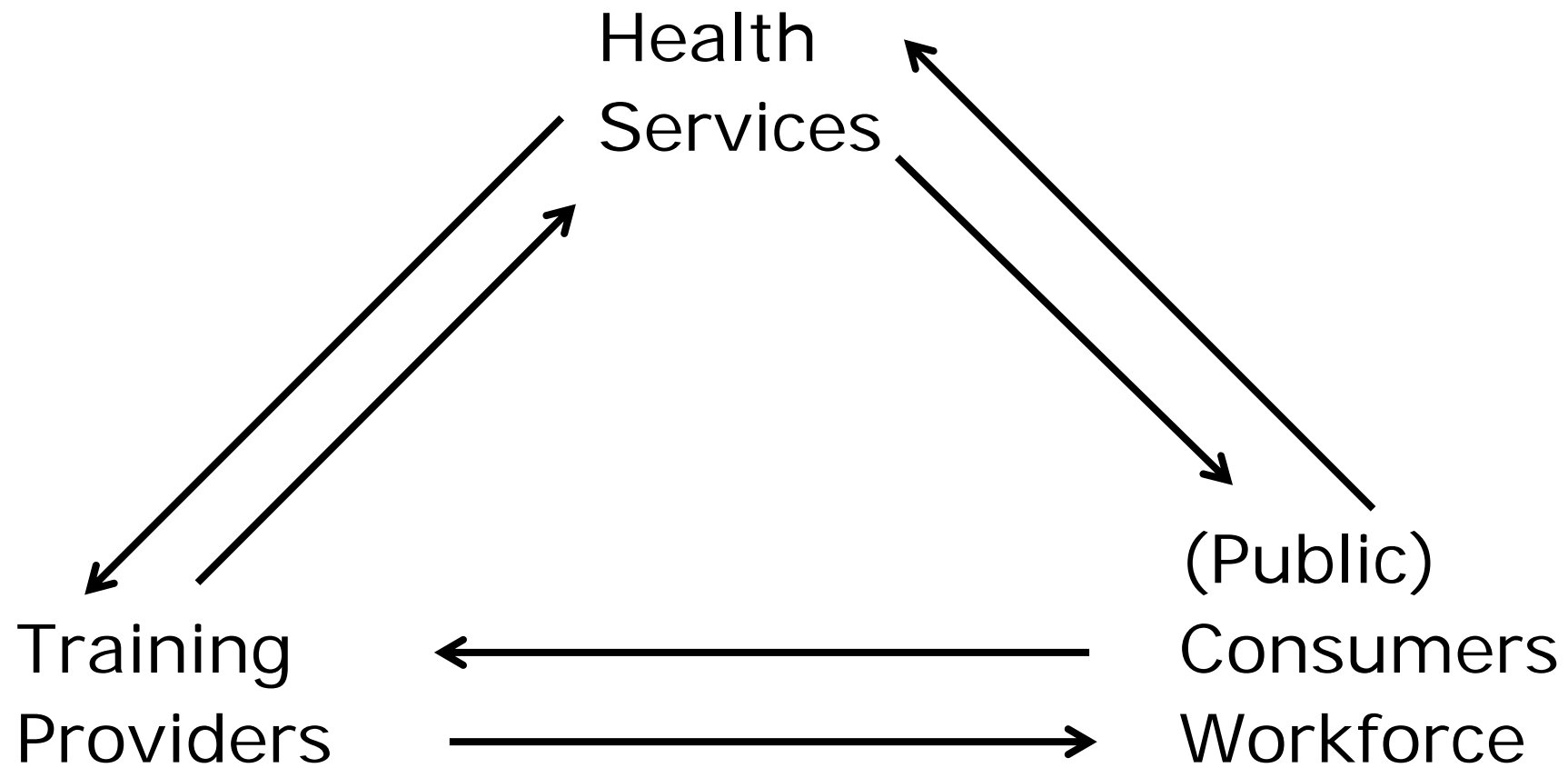
2011

- Fully Demand Driven

# Priority Training

<b>Course Code</b>	<b>Course Name</b>
HLT32407	Certificate III in Allied Health Assistance
HLT42507	Certificate IV in Allied Health Assistance
HLT32507	Certificate III in Health Services Assistance
CHC30102	Certificate III in Aged Care Work
CHC30202	Certificate III in Home and Community Work
HLT43407	Certificate IV in Nursing (Enrolled/Division 2 Nursing)
HLT31870	Certificate III in Dental Health Assisting
HLT43007	Certificate IV in Dental Health Assisting
HLT33207	Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care
HLT44007	Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health
CHC41102	Certificate IV in Mental Health
CHC40302	Certificate IV in Disability Work

# Key Players



# Translating qualifications to jobs

<b>HTP (HTL07) existing qualifications</b>	<b>Potential roles</b>
Certificate IV in Nursing (division 2)	Division 2 nurse
Certificate IV in Allied Health Assistance	Allied health assistant, physiotherapy assistant, occupational therapy assistant, nutrition assistant, podiatry assistant, speech pathology assistant, dietetic assistant, psychiatric services officers.
Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care	Aboriginal health worker, Torres Strait Islander worker
Certificate III/IV in Health Administration	Clinical coder, practice manager, senior clerk, ward clerk.
Certificate III/IV in Hospital/Health Services Pharmacy Support	Pharmacy assistant, dispensing technician.
<b>CSTP qualifications (under development)</b>	<b>Potential roles</b>
Certificate IV in Disability	Disability officer, employment coordinator, lifestyle support officer, residential care officer, social trainer.
Certificate IV in Mental Health	Case worker, family support work, indigenous mental health support worker, psychosocial day program worker, outreach worker, community support worker, mental health education officer, mental health rehabilitation support worker, psychiatric services officer.
Certificate III/IV in Social Housing	Aboriginal housing worker, community development worker, policy worker, housing manager, tenancy worker, senior client services officer.

## Opportunities: Build on current innovative Roles/Projects

- Whitehorse CHC / Box Hill TAFE Collaboration
- Bendigo CHC - Medical Receptionist/AHA including plaster cast removal
- Doutta Galla / Darebin CHC's – Regional Student Placement Coordination Project
- West Gippsland Health Service District Nurse / AHA - Podiatry

# Opportunities: Reduced costs of VET Training

<b>Cost Item</b>	<b>Government Subsidised costs to Student/CS&amp;H</b>	<b>Indicative Full Fee Cost</b>
Course Costs		
Certificate III	\$1,000	\$2,420
Certificate IV	\$1,000	\$2,990
Diploma or Advanced Diploma	\$1,500	\$3,700
Enrolment/Amenities Fees	\$100 - \$800 \$56 if healthcare card holder	\$100 - \$800 \$56 if healthcare card holder
Books	\$200	\$200
Study Leave	\$x	\$x

# Opportunities: Current Funding for VET Training

Funding Source	Amount Available
National Apprenticeship Centres	Up to \$5,750
The DHS YES Funding	\$4,500
The DHS Nurse Policy Branch	Up to \$1000 for paid study leave Up to \$300 for course costs
The DHS Nurse Policy Branch	Up to \$80,000 for enhancing the scope of practice for Division 2 Nurses

# Opportunities: DHS Initiatives to Support VET Implementation

- Supervision Project Grants
- Expanded Setting Project
- Dousta Galla/Darebin Community Health Centres Project
- Development of Web portal
- Workforce Innovation Expressions of Interest
- Best Practice Framework
- Support for Education Networks

# Next steps: Forums

Location	Venue	Time	Date
Stawell	Education Centre Stawell Regional Health	11am – 1pm Lunch to Follow	Wednesday 18th February 2009
Melbourne	Room 1.10 DHS 50 Lonsdale Street Melbourne	1pm – 3pm Afternoon Tea to Follow	Friday 20th February 2009
Benalla	Raferty's Gallery Café 55 Nun Street Benalla	11am – 1pm Lunch to Follow	Wednesday 25th February 2009
Bendigo	Bendigo Regional Office DHS (Videoconferencing to Mildura)	1pm – 3pm Following CEO Forum Lunch at 12.30	Friday 27th February 2009
Geelong	Geelong Regional Office DHS (Videoconferencing to Warrnambool)	1.30pm – 3.30pm Following CEO Forum Afternoon Tea to Follow	Thursday 5th March 2009
Traralgon	Traralgon Regional Office DHS	10am – 12pm Prior to CEO Forum Lunch to Follow	Thursday 26th March 2009

# Next steps: Workshops

- 15 Workshops
- Addressing;
  - Workforce planning
  - Training costs and funding opportunities
  - Building regional planning and positive Health Service and RTO relationships
  - Workforce planning
  - Training costs and funding opportunities
  - Building regional planning and positive Health Service and RTO relationships
- 1 Full Day
- Middle Management Focus

## To conclude

- **Blackadder**

**“Am I jumping the gun  
Baldrick or are the**



**words ‘I have a cunning plan’  
marching with ill-deserved  
confidence in the direction of this  
conversation?”**

From the BBC Blackadder Series