

Workforce Development Action Framework



Community Services & Health
Industry Training Board
Industry Leadership for Learning

Attraction and Recruitment

- Identify critical market segments and use appropriate marketing mediums to promote opportunities
- Address existing negative preconceptions of employment
- Promote diversity and equal opportunity



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Securing Jobs for Your Future
Skills for Victoria



"I've got my piece of paper!"



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Labour Supply

- Expand the use of non-traditional labour pools to meet projected workforce gaps
- Redesign existing roles and work methods to maximise potential employment pools

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Workforce Qualification Profile

Highest Level Qualification in the Health and Community Services (%)

	Bachelor Degree and Above	VET Cert or Diploma	Year 12 and Below
Health	9.8%	25.5%	24.8%
Community Services	21.0%	46.1%	32.8%
Total	38.4%	33.7%	28.0%

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The ongoing strength of the Victorian economy depends on the skills of the Victorian workforce

Projected need
Projected supply, based on current model

- If training delivery continues at the current level, Victoria is facing a projected **shortfall of over 120,000 VET graduates** at the highest skill levels – Diploma and Advanced Diploma – by 2015
- 1.64 million adult Victorians have no post-school qualification**

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Attracting Older Workers

“...85 per cent of all workforce growth will be supplied by people aged 45 and over by 2012.”

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“Skill development for a diverse older workforce” NCVET 2008

“The provision of effective skills development for older workers needs to go hand-in-hand with flexible arrangements which encourage continued working, such as semi-retirement circumstances that enable older workers to combine employment with increased leisure.”

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Workforce Development Action Framework

Agility in Employment


How do we foster this across the community services and Health sector?

Gen Y's

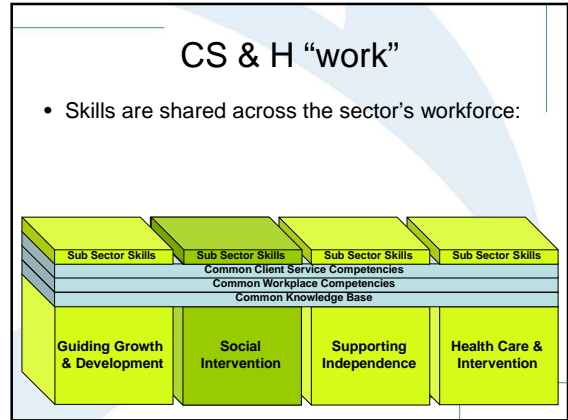
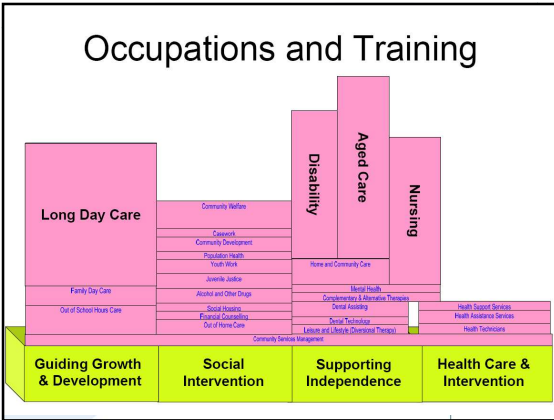
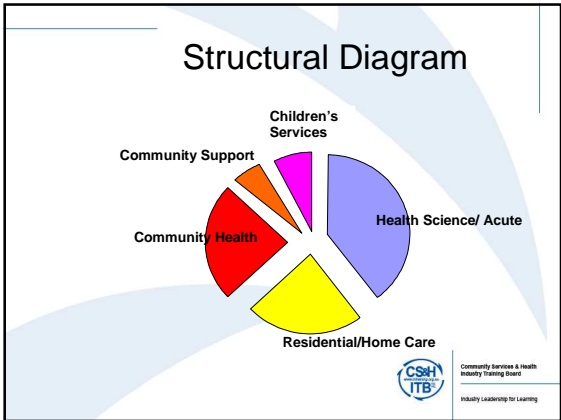
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Characteristics - Work



- >Breathtaking sense of entitlement
- >Ambitious
- >High expectations
- >Train me
- >Inspire me
- >Praise me
- >Lead me
- >Farewell me



Workforce Development Challenges



- Increasing prevalence of complex and high needs clients
- Management capacity
- Recruitment and retention issues
- Policy focus on primary, community and home based services

CSH
ITB
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Staff Development



**Community Services Training Package(2008)
Health Training Package (2007)**


- Provides the industry with strong foundations for workforce development.
- Over 150 qualifications and over 1000 competency standards as well as skill sets
- Industry messages include:
 - Need for new service models and a reconfiguration of workforce composition are needed
 - increasing complexity of clients requires higher skill levels
- Victorian Skills Reform Opportunities



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**Table 1: Qualifications According to Sector
AQF Qualification by Sector of Accreditation**

Schools Sector Accreditation	Vocational Education and Training Sector Accreditation	Higher Education Sector Accreditation
	Vocational Graduate Diploma Vocational Graduate Certificate	Doctoral Degree Masters Degree Graduate Diploma Graduate Certificate Bachelor Degree Associate Degree, Advanced Diploma Diploma
Senior Secondary Certificate of Education	Advanced Diploma Diploma Certificate IV Certificate III Certificate II Certificate I	



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Leadership/Management

Vocational Graduate Certificate/ Diploma in Health

- Plan and manage organisational change
- Provide leadership
- Plan for contingencies and manage critical incidents

Management stream

- Review and enhance knowledge management and information systems
- Manage a continuous improvement team

Clinical stream

- Develop a systematic approach to continuity of care in the health care setting
- Facilitate an effective continuum of healthcare


Workforce/professional development stream

- Design and implement innovative approaches to skill development for a responsive healthcare workforce
- Design workforce strengthening initiatives




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Skill sets



- Skill sets meet **identified industry requirements** for work in key areas
- Skill sets do not replace qualifications
- Skill sets are appropriate for people who hold a relevant qualification or commensurate industry skills as evaluated through appropriate RPL/RCC process.
- They enable a qualified worker to move **laterally** into work areas addressed by the skill set or to **broaden** their skill base in relation to the services they provide.



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Chronic disease self-management skill set

Target group This skill set has been endorsed by industry as appropriate for people who hold a community services or health qualification at Certificate IV level or higher or commensurate industry skills as evaluated through recognition of prior learning processes. It provides a set of skills required to assist clients with self-management of chronic disease.

Units [CHCICS406A Support client self-management](#)
[CHCICS407A Support positive lifestyle](#)
[CHCICS408A Provide support to people with chronic disease](#)


Pathway These units provide credit towards a range of qualifications in the community sector.

Required form of words for Statement of Attainment This skill set meets industry requirements as specified in the CHC08 Community Services Training Package (CHC08) for work with clients in the community sector to provide support for their self-management of chronic disease.



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Skill Sets





Mental Health

- Respond to risk of suicide
- Recognise individuals at risk

Alcohol and other drugs skill set

Work effectively in the alcohol and other drugs sector
Work with clients who are intoxicated
Assess needs of clients with alcohol and/or other drugs issues
Work effectively in mental health settings

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Securing Jobs for Your Future

Skills for Victoria

A Victorian Government initiative

Victoria The Place To Be

Securing Jobs for Your Future – Skills for Victoria

September 2008: Briefing to ACE

The objectives are clear

- An **increase** in the number of Victorians undertaking training in the right skill areas, and at the levels needed
- A system that **engages** more effectively and is **easier** to understand
- Responsiveness** to changing needs
- Creating a culture of **lifelong skills development**

Securing Jobs for Your Future – Skills for Victoria

The ongoing strength of the Victorian economy depends on the skills of the Victorian workforce

Projected need

Projected supply, based on current model

- If training delivery continues at the current level, Victoria is facing a projected **shortfall** of over **120,000 VET graduates** at the highest skill levels – Diploma and Advanced Diploma – by 2015
- 1.64 million** adult Victorians have no post-school qualification

Securing Jobs for Your Future – Skills for Victoria

Strengthened Role for ITABs

- Play more active role in stimulating training demand
- Promote increased enterprise engagement with training system
- Be authoritative source of information for training market on industry skill needs
- Identify and showcase good practice

Securing Jobs for Your Future – Skills for Victoria

This is the largest single package of additional investment in the training system, a total of \$316m

USER FOCUSED	Workforce Development Program	\$52 m
	Support to ITABs	\$4 m
	Apprenticeship Retention Projects	\$2 m
	Apprenticeship and Traineeship completion bonus	\$25 m
INFORMED USERS	Eligibility exemptions	\$10 m
	ACFE pre-accredited delivery	\$4 m
RESPONSIVE PROVIDERS	Redeveloped State Register, Qualifications Navigator	\$8 m
	Training on demand with contestable funding	\$139 m
STRENGTHENED CAPABILITY	Systems development and implementation support	\$39 m
	21st Century Connectivity	\$20 m
	More teachers, more skills	\$2 m
	Stronger ACE providers	\$11 m
Total over four years		\$316 m

Securing Jobs for Your Future – Skills for Victoria

Skills for Life - The Victorian Training Guarantee

- For the first time, all eligible Victorians will be guaranteed a place in training

Eligibility will be determined according to age and previous level of education	
For people aged up to 20 Victorian Training Guarantee places will be available to all Victorians, for training at any qualification level	For people aged 20+ Victorian Training Guarantee places will be available to all Victorians for <ul style="list-style-type: none"> Foundation level skills Qualifications higher than those they already hold

- \$139m** for training delivered
- \$10m** exemptions
- \$4m** for ACFE pre-accredited delivery

Securing Jobs for Your Future – Skills for Victoria




Skills for Growth – the Workforce Development Program (\$52m)

- Aims to stimulate demand for training and provide customised skills training for Victorian small businesses and medium sized businesses
- Builds on existing 'My Business My People' program
- Delivered through Office for Small Business
- Typically a five stage program



Securing Jobs for Your Future – Skills for Victoria



Implementation: 2009

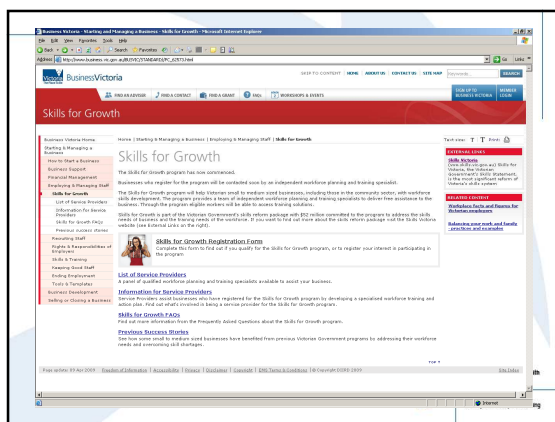
From 1 January	From 1 July
<ul style="list-style-type: none"> TAFE teaching workforce initiatives TAFE governance arrangements Building capability in ACE providers State Register & Qualifications Navigator Strengthened role of VSC and ITABs Consideration given to competitive arrangements Workforce Development Program 	<ul style="list-style-type: none"> Victorian Training Guarantee for Diplomas and Advanced Diplomas and training through Workforce Development Program Competitive delivery of Diplomas and Advanced Diplomas and training through Workforce Development Program Income-contingent loans for Diplomas and Advanced Diplomas Revised fees schedule

Securing Jobs for Your Future – Skills for Victoria




Implementation: 2010 - 2012

2010	2011 and 2012
<ul style="list-style-type: none"> Continue 2009 roll out Comprehensive review of <i>Securing Jobs for Your Future</i> implementation 	<ul style="list-style-type: none"> Delivery of the <i>Victorian Training Guarantee</i> at all levels of the training system <ul style="list-style-type: none"> new eligibility arrangements for government subsidised places at all levels funding allocated according to demand Fully contestable funding at all qualification levels between all eligible providers New fees and charges arrangements maintained Infrastructure & system development initiatives continue



The screenshot shows the Skills for Growth website interface. The main heading is "Skills for Growth" with a sub-heading "The Skills for Growth program has now commenced." Below this, there are sections for "Skills for Growth", "Skills for Growth Registration Form", "List of Service Providers", "Information for Service Providers", "Skills for Growth FAQs", and "Previous Business Strides". The website is designed with a red and white color scheme and includes navigation links like "Home", "About Us", "Contact Us", and "Help".

Securing Jobs for Your Future – Skills for Victoria



Fairer Fees

- Fees will vary depending on the level and qualification and expected benefits
- From 1 July 2009, courses will be divided into the following categories

Category	Description	Fee/student contact hour	Max. fee
Foundation skills	Literacy, numeracy & language skills	Up to \$1.08	\$500
Skills Creation	Certificates I & II	Up to \$1.37	\$875
Skills Building	Certificates III & IV	Up to \$1.41	\$1000
Skills Deepening	Diplomas and Advanced Diplomas	Up to \$2.71	\$1500
Apprenticeships & Traineeships	Fees remain the same	Up to \$1.37	\$903

- Providers will be able to offer training at fees less than the maximum set amount
- Income contingent loan available for Diplomas and Advanced Diplomas

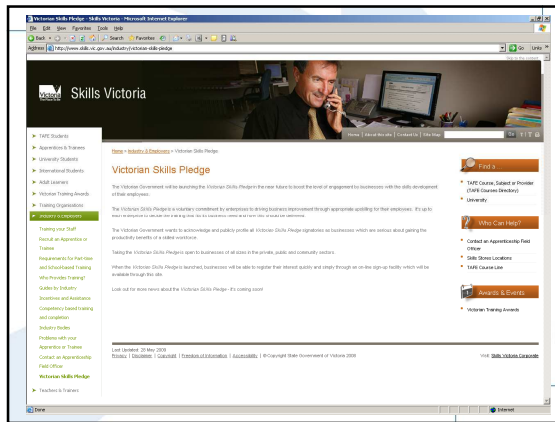
Securing Jobs for Your Future Skills for Victoria

Victorian Government's Skills Statement

- \$316 million in new funding
- create over 170,000 new training places
- deliver more flexibility for individuals, employers and training providers.




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Skills Reform Drivers!

- Industry
- Individuals
- Enterprises



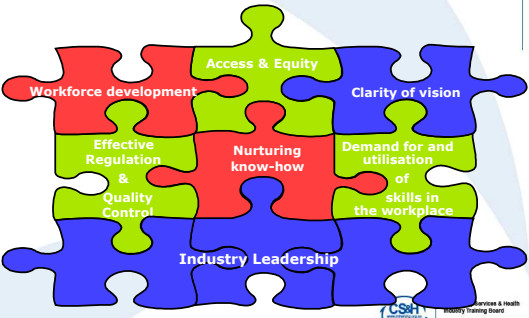

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Workforce Development Action Framework



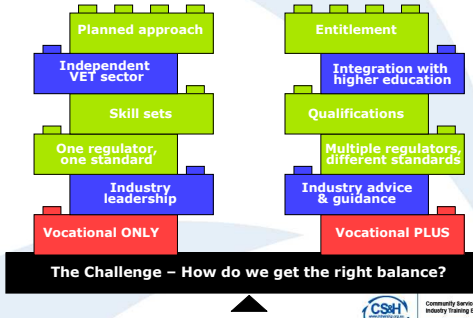
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Moving forward: What is required of the system?




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Moving forward: The big debates



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Partnerships



- Part of the solution to workforce challenges will be found in the VET skilled workforce.
- Promote increased influence in the education sector (get involved with LLEN, LCP, ITB ...)
- Support is available

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Opportunities....

“Workplace Skills Development

Building Connections”

- to increase the knowledge of the opportunities for skills development utilising the VET system
- to build and/or support local networks of CS & H skills development professionals
- to connect and broker relationships



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		Masters Degree
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	Vocational Graduate Certificate	Graduate Certificate
	Advanced Diploma	Bachelor Degree
	Diploma	Associate Degree, Advanced Diploma
Senior Secondary Certificate of Education	Certificate IV	Diploma
	Certificate III	
	Certificate II	
	Certificate I	



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Whose job is it any way?

The bottom line rests with:

- the individual
- the manager/supervisors
- the leaders of the organisation



“Live as if you were to die tomorrow;
learn as if you were to live forever.”

M. K. Gandhi



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Wizard of Id by Parker and Hart

January 06, 2009



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The Community Services and Health Industry Training Board (CS&H ITB)

2009 is the 10th Anniversary of the CS & H ITB Conference and Awards

FOR REGISTERED FOR THE AWARDS AND CONFERENCE: [Please Click Here](#)

The Tenth Year of CS&H ITB Conference and Training Awards is here.

We're going to celebrate the great milestones and make you to be there to celebrate with us! The Training Awards will be held in the Plaza Ballroom on July 15th.

The Conference will be on 15th and 17th July at the Juppie Hotel in Elizabeth St. Melbourne.

Your support is crucial to the success of both these events. We appreciate it and want to see you there!

CONFERENCE KEYNOTE SPEAKERS

Tim Costello - CEO of World Vision Australia and a leading voice on social justice issues

Crig Fry - Academic with special interests and background in Psychology, Public Health and Applied Ethics

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Where to from here?

- Be solution focussed!
- People still remain and will always remain to be an organisations most important resource.
- Invest in people development
- Utilise the opportunities that exist
- Support is available



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Contact Details

New Address:

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