

Community Services and Health Workforce Growth and Reform

Flight to the Future – Towards 2017
NCOSS

Robin Flynn, Policy Manager

Community Services and Health Industry Skills Council



Industry Skills Council

Delivering skills for tomorrow's
community services and health industries, today.

Community Services and Health 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.



Industry Skills Council

Delivering skills for tomorrow's
community services and health industries, today.

Workforce profile

	Health and community services	All industries
Employment (number)	1 069 000	10 350 400
Employment growth since 2001 (%)	17.2	12.8
% aged 45 years or older	46	37
% female	78	45
% working part-time	43	29
% of employment outside state Capital cities	37	37
Top 5 occupations		
Registered Nurses	158 000	168 300
Child Care Workers	75 800	95 500
Nurses' Aides and Personal Care Assistants	62 000	69 000
Receptionists	62 000	155 500
Carers, Aged and Disabled	59 700	76 900



Industry Skills Council

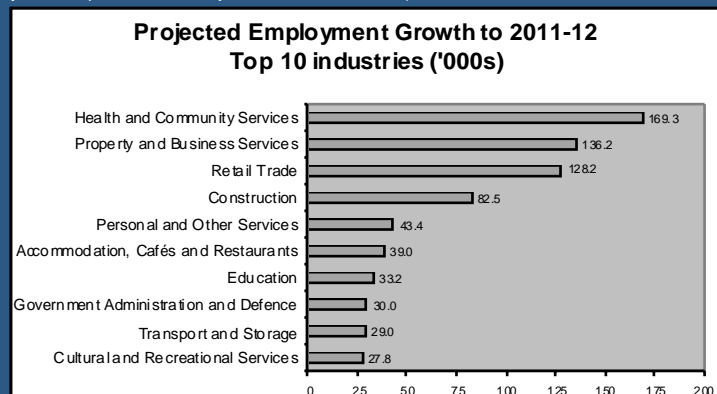
Source: Australian Jobs 2007, DEWR

Delivering skills for tomorrow's community services and health industries, today.

Workforce Growth to 2012

Projected employment growth, 5 years to 2012 – Top 10 industries ('000)

Over this period, *Health and Community Services* is expected to experience the strongest jobs growth (3% per year or more than 169 000 new jobs over the next five years – up from 150,000 jobs and 2.8% in 2006)



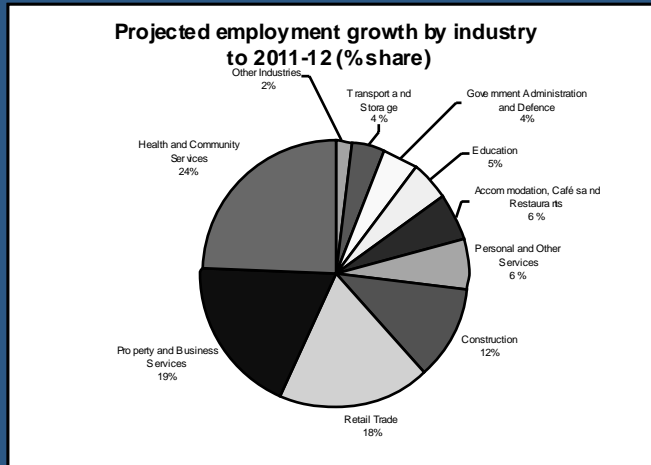
Industry Skills Council

Source: Australian Jobs 2007, DEWR

Delivering skills for tomorrow's community services and health industries, today.

Workforce Growth to 2012

Projected Employment Growth, 5 Years to 2012
Industry (% share)



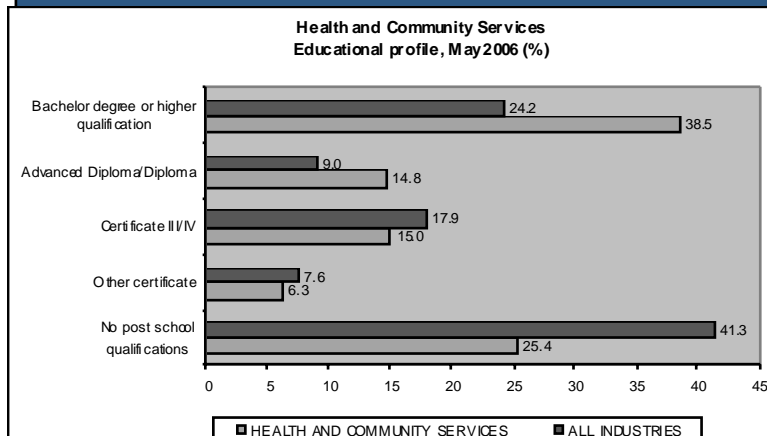
Source: Australian Jobs 2007, DEWR

Delivering skills for tomorrow's
community services and health industries, today.



Qualifications attained

Health and Community Services Educational Profile,



Source: Australian Jobs 2007, DEWR

Delivering skills for tomorrow's
community services and health industries, today.



Australian Qualifications Framework (AQF)

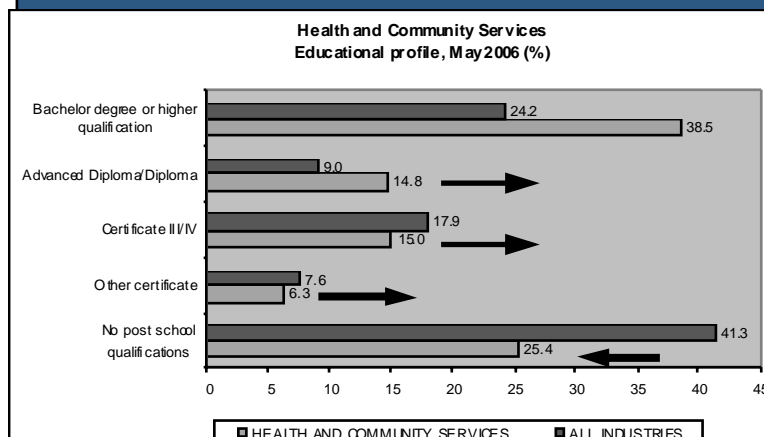
AQF Qualification by Sector of Accreditation

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



Delivering skills for tomorrow's community services and health industries, today.

Potential VET workforce growth



Source: Australian Jobs 2007, DEWR

Delivering skills for tomorrow's community services and health industries, today.

Factors affecting demand for services

Trends

- Ageing Workforce – Baby Boomer retirement
- Replacing retirees AND expanding by 3% per year
- Acute skills shortages in rural areas
- Impediments to inter-professional practice and broader careers
- Non Gender-balanced Workforce
- Increasing P/T workforce

Workforce Development

- Rapid entry to CS&H for all occupations
- Rapid and appropriate skills formation
- Creation of new and expanded roles
- Reduce functional silos
- Increase skills/role transfer
- Maximise integrated services
- Room for emerging roles
- Recruiting Generations X & Y

CHC02 Community Services Training Package Review



Delivering skills for tomorrow's community services and health industries, today.

Training Packages

ENDORSED BY INDUSTRY AND GOVT

STANDARDS

ASSESSMENT
GUIDELINES

QUALIFICATIONS



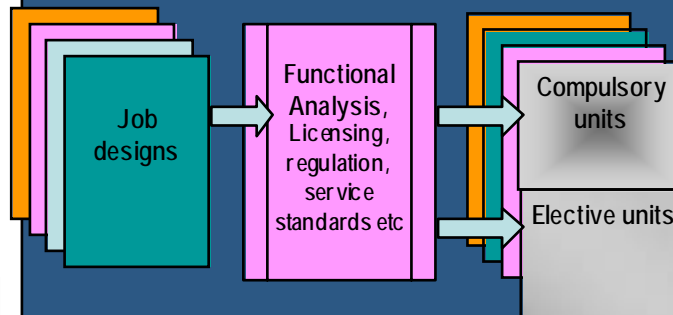
Industry Skills Council

Delivering skills for tomorrow's
community services and health industries, today.

Industry Jobs & Qualifications Not Symbolic: Direct Relationship

Industry work
organisation

VET Qualifications



Industry Skills Council

Delivering skills for tomorrow's
community services and health industries, today.

CHC02

- Endorsed in 1999 and reviewed in 2002
- 53 qualifications, 10 sectors/groups
- 99,000 enrolments in Australia in 2005
- 60% of 2005 enrolments were in Aged Care, Disability Work and Children's Services



Industry Skills Council

Delivering skills for tomorrow's
community services and health industries, today.

CHC02 Review Draft 1

- Individual support
- Client services
- Children and Youth Services
- Community Work and Community Development



Industry Skills Council

Delivering skills for tomorrow's
community services and health industries, today.

CHC02 Review Draft 1 cont'

Testing new structures:

- Commonality across areas of work e.g.:
 - Aged care, disability, home care, AOD, mental health
 - Children's services: childcare, child protection, family relationships
- Skills sets for specialist functions
- Vocational graduate qualifications
- Linkages between health and community services



Industry Skills Council

Delivering skills for tomorrow's
community services and health industries, today.

CHC02 Review Draft 1 cont'

Key documents:

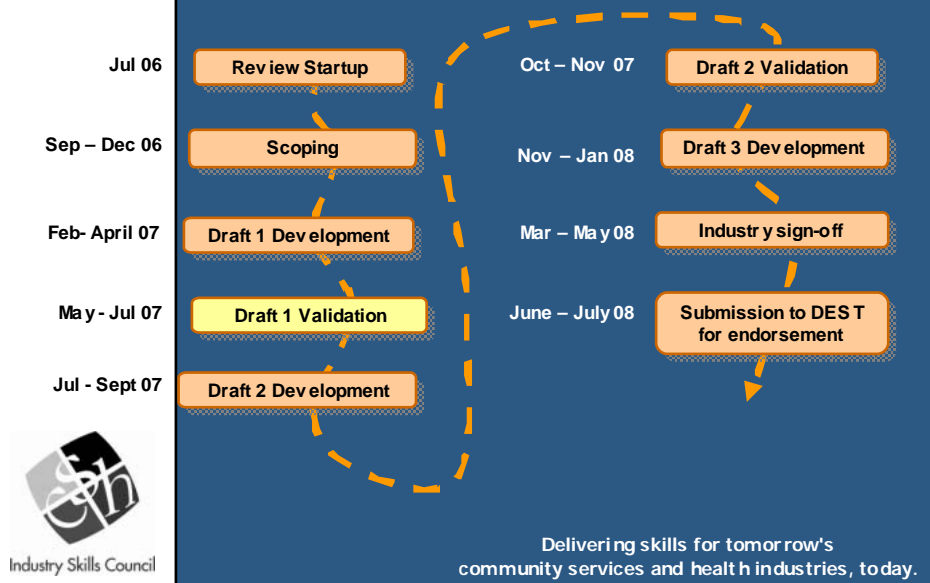
- CHC02 Review Discussion Paper
- CHC02 Review Scoping Paper
- Draft 1 Validation



Industry Skills Council

Delivering skills for tomorrow's
community services and health industries, today.

CHC02 Review Draft 1 cont'



Policy agendas and skills

- COAG decisions:
 - National regulation for health professions
 - Human Capital
 - Licensing harmonisation
- National Health Workforce Strategic Framework



Delivering skills for tomorrow's community services and health industries, today.

Thank you!

Robin Flynn, Policy Manager

**Community Services and Health
Industry Skills Council**

robin.flynn@cshisc.com.au

02 9263 3848

www.cshisc.com.au



Delivering skills for tomorrow's
community services and health industries, today.