

Community Services & Health Industry Skills Council



Workforce Development

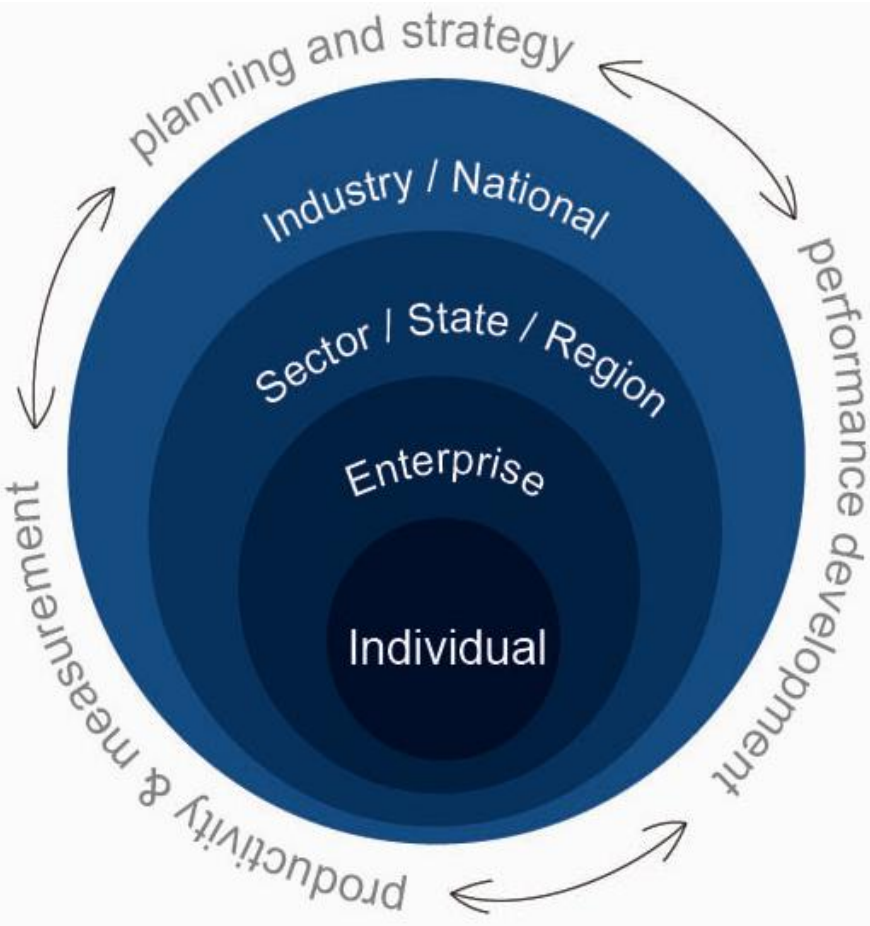


Community Services & Health
Industry Skills Council

Performance development cycle



Performance Development Activities



Regional/ Industry

- Workforce Plans, Demography, Policies
- Language, Literacy, Numeracy, Employability Skills

Enterprise

- HR Systems, Learning and Development, Management Capability
- Retention, Recruitment, Marketing

Individual

- Qualifications
- Career Development

Australian Government Programs

Skills Connect

Brokered by CS&HISC

Workplace English
Language & Literacy
(WELL) Program

National Workforce
Development Fund
(NWDF)

Other programs

Australian Apprenticeships
Mentoring Program

Investing in Experience



Innovation Project

AGED CARE

CS&HISC has brokered a \$12 million package from the Australian Government for major workforce development activities for the Aged Care sector in response to the reform agenda and sharply rising demand for services.

These activities are part of the Aged Care Innovation Project encompassing four aged care-specific projects:

1. Workforce Innovation Networks (WINs);
2. Aged Care Leadership for Change;
3. Nursing Pathways; and
4. Securing Workforce Sustainability for Successful Reform.



Aged Care Workforce Innovation Network (WIN)

The Aged Care Sector is undergoing significant reform and it's essential that providers are 'reform ready'.

The **Aged Care (WIN)** is led by aged care peak bodies in partnership with the Community Services and Health Industry Skills Council (CS&HISC) to support the sector and prepare for reform.

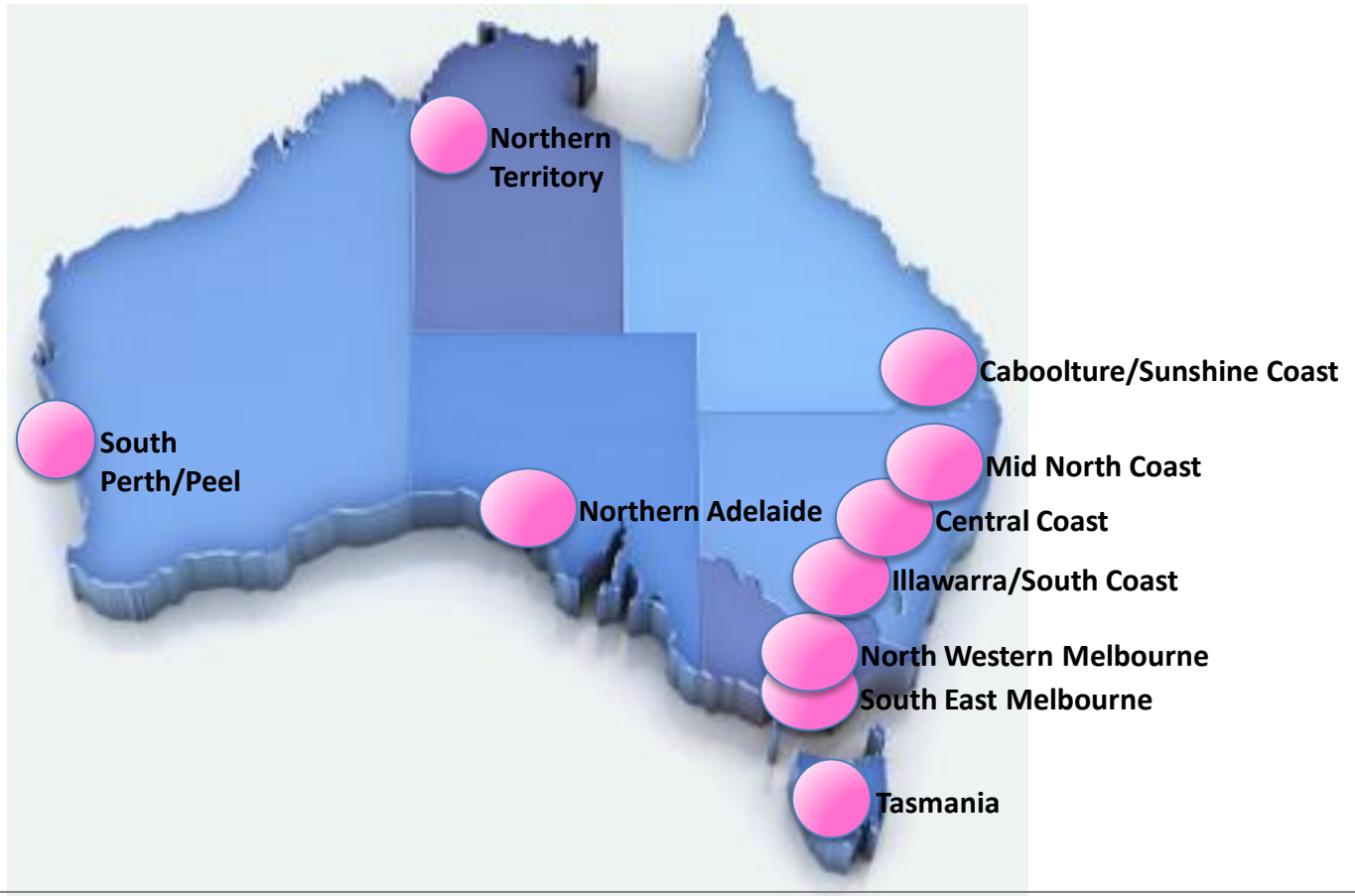


Aged Care WIN operates:

- at both the **regional and individual enterprise level** to provide aged care organisations with the opportunity to review their business models and skills mix in line to support the sector prepare for reform.
- In **regions** selected on the basis of demographics (rapidly ageing and diverse client base), employment profile and the presence of existing networks, initiatives and relevant local projects and, the capacity to implement education, skills and jobs solutions.



To date **10 Aged Care WIN** regions have been selected;





Aged Care WIN includes:

- *Appointed Business Partner in each region* to co-ordinate regional activities, and deliver a Reform Ready Review to individual enterprises at no charge.
- Providers can also apply for a **WIN Tailored Grant** (up to \$15,000) to implement Reform Ready Review recommendations.



Aged Care WIN includes:

- *Establishment of* WIN Industry Reference Group to inform regional WIN initiatives and priorities. Bringing together a range of stakeholders at the **regional level**, working closely with industry.
- WIN Regional Grants for up to \$50,000 are also available to support initiatives.



Aged Care Leadership Development Project

- Primary goal is to determine leadership development requirements for the aged care sector through engagement and consultation with relevant stakeholders.
- Sponsored by aged care peak bodies **Aged Care Services Australia (ACSA)** and **Leading Aged Services Australia (LASA)** in partnership with the **Community Services and Health Industry Skills Council (CS&HISC)**.



The Aged Care Leadership Development Project will;

- define 'leadership' for the sector including; levels of leadership, leadership capabilities, leadership audiences
- Identify priority needs for leadership development
- develop Design Briefs to guide appropriate selection/design of program activities.
- determine benchmarks and measures of success
- design an evaluation strategy to assess return on investment



Innovation Project

AGED CARE

Combined the **Aged Care WIN** and the **Aged Care Leadership Development Project** collaboratively addresses strategic workforce development needs at the enterprise, regional and national level.

For more information,

Please email us at:

workforcedevelopment@cshisc.com.au



This project has been produced with the assistance of funding provided by the Commonwealth Government through the Department of Industry, Innovation, Science, Research and Tertiary Education