

Community Services & Health Industry Skills Council



Workforce Development



Community Services & Health
Industry Skills Council

Hello

Isabel Osuna-Gatty



Community
Services &
Health
Spanish Literacy
English as a
Second Language

4 years at
the CS&H
ISC

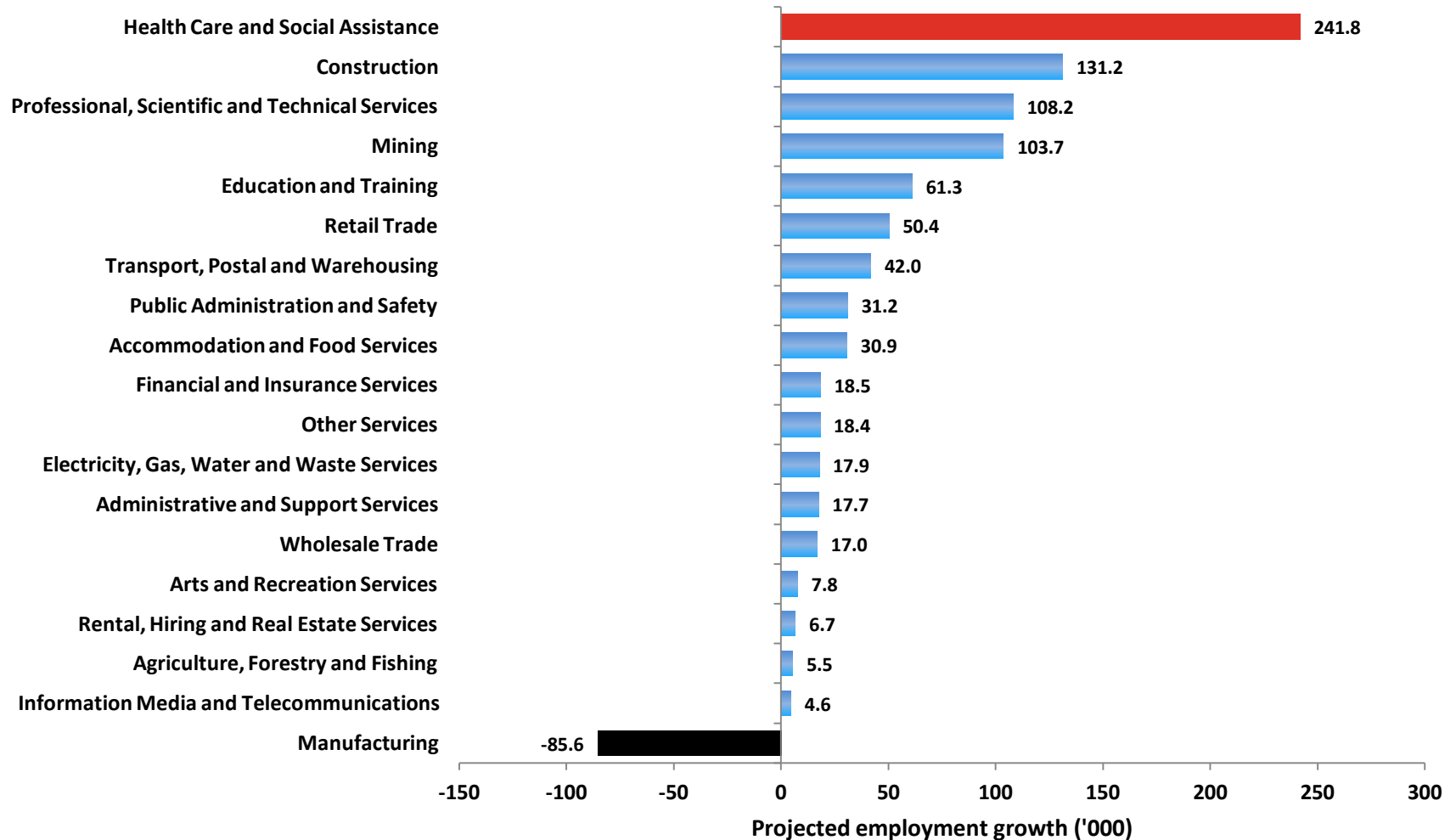


Community
Services
Psychologist
Career
Counsellor

Workforce
Development
Coordinator
WELL Broker
Careers



Projected Employment Growth to 2016-17, Top 10 Industries ('000)



Source: DEEWR Projected Employment Growth to 2016-17, Top 10 Industries ('000)

Workforce Development – E-Scan 2012

Need for generalist skills

Flexible training delivery

Recruitment/retention

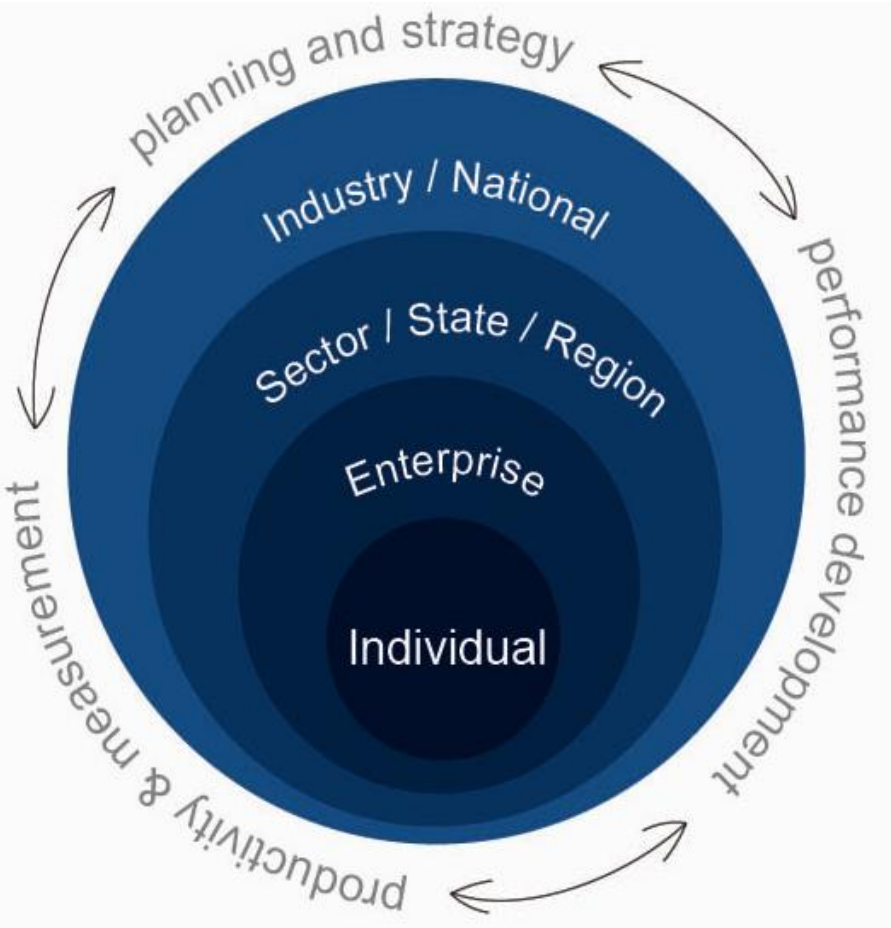
Clear career pathways



CS&HISC: Developing skills for tomorrow's community services and health industries, today



CS&HISC Workforce Development Model



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



National Workforce Development Fund

Description	Who can apply?	Eligibility	Contribution
<p>The program provides Australian workers to increase their skills through formal training: Either a qualification or a Skill Set.</p> <p>For new workers: Certificate II up to Vocational Graduate Diploma. For existing workers: Same as above, plus Vocational Graduate Certificate and Vocational Graduate Diploma.</p>	<p>Organisations eligible to apply for funding include the following:</p> <ul style="list-style-type: none"> • Enterprises • Professional associations, industry bodies and other lead agents representing a consortia of enterprises • Employment Service Providers 	<p>Existing workers and new workers, including currently unemployed job seekers who will be employed after completing the training.</p> <p>Volunteers and those employed in the general government sector in Australian, State and Territory Government Departments are not eligible for funding.</p>	<p>Participating businesses will contribute to the cost of training, based on the size of the business:</p> <p>Small (1 -99) 33% Medium (100 – 199) 50% Large (200 and above) 66%</p>

Case Studies

- **(QLD) Aboriginal Council: 21 / 10 New Workers**
 - Certificate III in Aged Care, Business, Carpentry and Plumbing.
- **(NT) Health Aboriginal Corporation: 20 Workers**
 - Certificate III, IV and Diploma in Business, Business Governance and Accounting.
- **(ACT) National Aboriginal Health Organisation: 542 Workers**
 - Certificate IV & Advanced Diploma Community Sector Management, Training & Assessment, Primary Health Care Practice, Community Care, Ear and Hearing Skill Set.



Workplace English Language and Literacy Program

Description	Who can apply?	Eligibility	Contribution
<p>WELL assists organisations to provide existing employees with English language, literacy and numeracy training embedded in vocational training and tailored to the needs of both workplace and workers.</p>	<p>Employers or groups representing employers such as:</p> <ul style="list-style-type: none"> • Industry bodies, • Group Training Organisations, • Registered Training Organisations and • Unions. <p>Projects with less than 10 participants are not normally considered viable.</p>	<p>Australian citizens, permanent residents, NZ residents in Australia for 6 months, plus:</p> <ul style="list-style-type: none"> • Employed on a full-time, part-time, casual or temporary basis; or under a contract of training (Australian Apprenticeship). <p>Volunteers, and international students are not eligible.</p>	<p>Participating businesses will contribute to the cost of training, programs are encouraged to run on a yearly basis:</p> <p>First year- 25%</p> <p>Second and third year – 50%</p>

Workplace English Language and Literacy Case Study

- The Yorta Yorta Nation Aboriginal Corporation (YYNAC) has been funded to improve job retention, career progression, and client/customer satisfaction.
- This project has a strong focus on a number of innovative components to support Aboriginal directors and rangers.
- The Yorta Yorta Elders strongly support the importance of literacy for young people to complete accredited training. This community not only values their own culture and language obviously, but also understands the importance of foundations skills as a key component of their economic development.



Mt Theo – Yuendumu WELL Program

- **Using workplace software, manage emails. Writing a resume using a computer.**
- **Learning strategies – collecting evidence, recording workplace activities, timetables, report back at meetings.**
- **Organisational skills for the workplace.**
- **Creating a resource for very low levels using pictures and simple text.**
- **Annual reports and power point presentations.**
- **Getting a driver's license.**



Investing in Experience

Description	Who can apply?	Eligibility	Contribution
<p>Grants of up to \$4,400 are available to employers to assist with the costs of employees completing a skills assessment or Recognition of Prior Learning by a Registered Training Organisation to complete a qualification (Certificate III to Advanced Diploma) or an approved Skill Set.</p>	<ul style="list-style-type: none"> • Employers from all employment sectors, including local, State and Territory Governments. • Small business owners, including sole traders, operating in Australia who are themselves mature age workers. <p>All industry sectors are eligible.</p>	<ul style="list-style-type: none"> • Mature age worker 50 years of age or older • Employed for financial remuneration for 14 hours or, in the case of small businesses, self employed • Australian citizen (or permanent resident or humanitarian refugee) • wishing to obtain formal qualifications and wanting to have experience recognised. 	<p>Funds are paid to employers in two instalments:</p> <ul style="list-style-type: none"> • \$3,300 (includes GST) is paid to the employer upon completion of a skills assessment or Recognition of Prior Learning process conducted by a Registered Training Organisation • \$1,100 (includes GST) is paid to the employer upon completion of any identified gap training.

Australian Apprenticeships Mentoring Program (AAMP)

Description	Who can apply?	Eligibility	Contribution
<p>Funding to support targeted mentoring to help Australian Apprentices. Mentoring may also involve support to the Apprentices' employers or supervisors to encourage a positive employment relationship and better support.</p>	<ul style="list-style-type: none">• Professional associations, industry bodies and Lead Organisations representing a consortium• Employers• Employment-related service providers such as Australian Apprenticeships Centres. <p>Partnership arrangements are encouraged.</p>	<p>Apprentices:</p> <ul style="list-style-type: none">• in industries or occupations with current or emerging skills need, employed in small to medium sized businesses• facing additional barriers to participation, those living in regional and remote locations, the long-term unemployed,	<p>Co-contribution of funding from applicants is encouraged to deliver projects but is not compulsory.</p>

**National Workforce Development Fund
2013 Aboriginal WD Project**
in partnership with Jobs Australia Indigenous Network

- **National Workforce Development Fund:**
 - Building Language, Literacy and Numeracy capacity within Aboriginal RTOs
 - Training, including mentoring and leadership skill sets.
 - Workforce Planning

- **Workplace English Language and Literacy Program:**
 - Building Language, Literacy and Numeracy capacity within Aboriginal organisations.
 - Delivering programs in community for communities by community.

- **Workforce Development:**
 - Assisting Aboriginal corporations to plan and grow their workforce.



Contact Us

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Funding enquiries

Training Package questions/feedback

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