

Community Services & Health Industry Skills Council



Environmental Scan 2012

Rhoni Stokes, Communications Manager

CS&HISC

Provide the direction for workforce development for Australia's Community Services and Health industries

We drive this development by:

- Providing **advice** and **intelligence**
- Developing **skills**
- Supporting **growth**
- Working in **collaboration**

CS&HISC is one of 11 nationally recognised industry skills councils funded by the Australian Government. We are a not-for-profit company limited by guarantee, and governed by an independent, industry-led Board of Directors.



Australia's Care landscape



Demographic drivers

General Health

- Living longer
- Highest impacts on care system:
 - Cancer 19%
 - Cardiovascular disease 16%
 - Mental health disorders 13%
- Type 2 diabetes will be the leading Burden of Disease by 2023



National cost

\$257.8 billion per year pa (20% GDP)

Community Services

\$136.4 billion

direct services

(\$42 billion)

direct cash payments

(\$94.4 billion) *unemployment benefits and disability support pension*

Health

\$121.4 billion 9.4% of GDP

close to OECD average

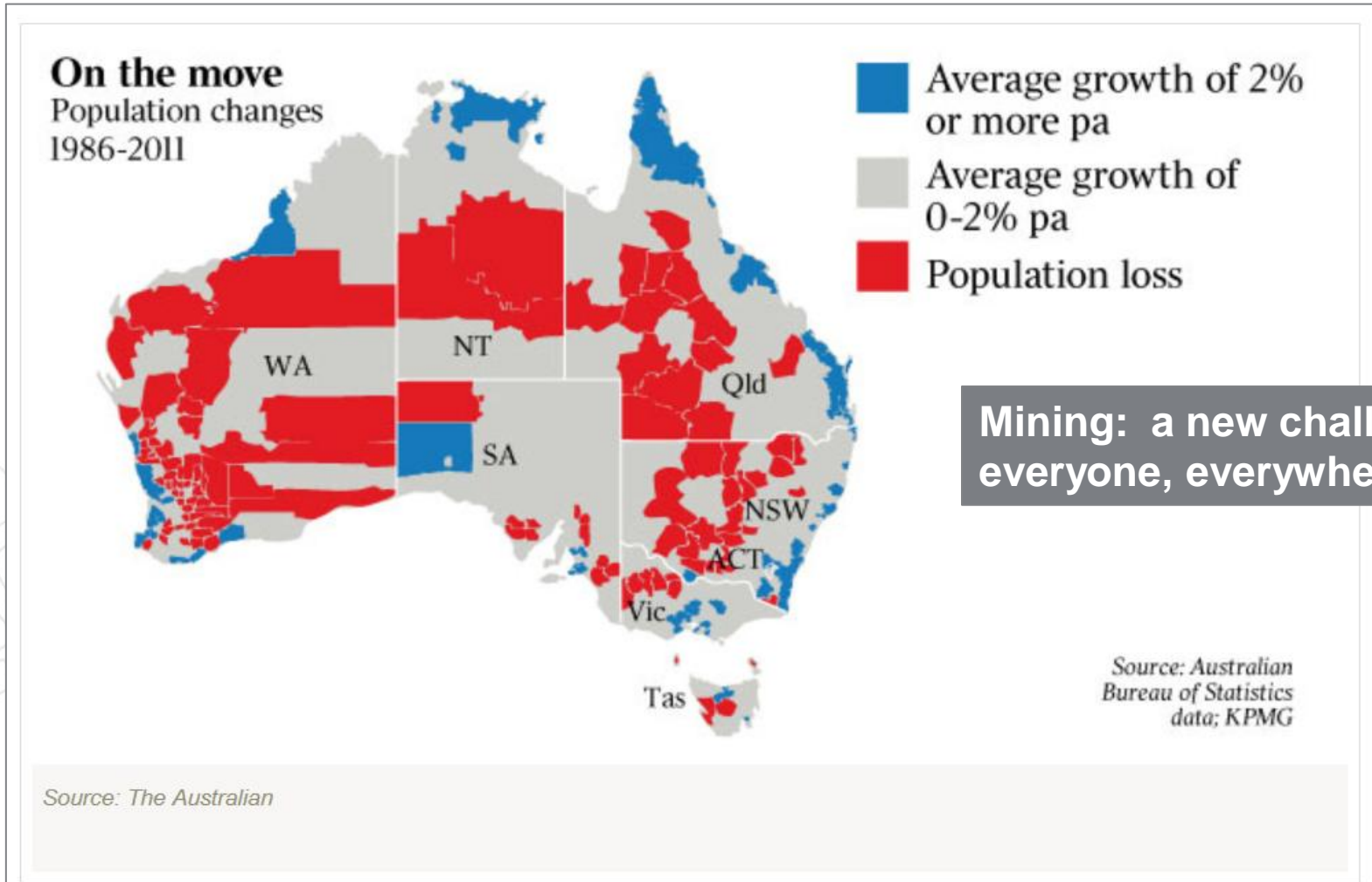
Free care

provided by volunteers
and families (equivalent)

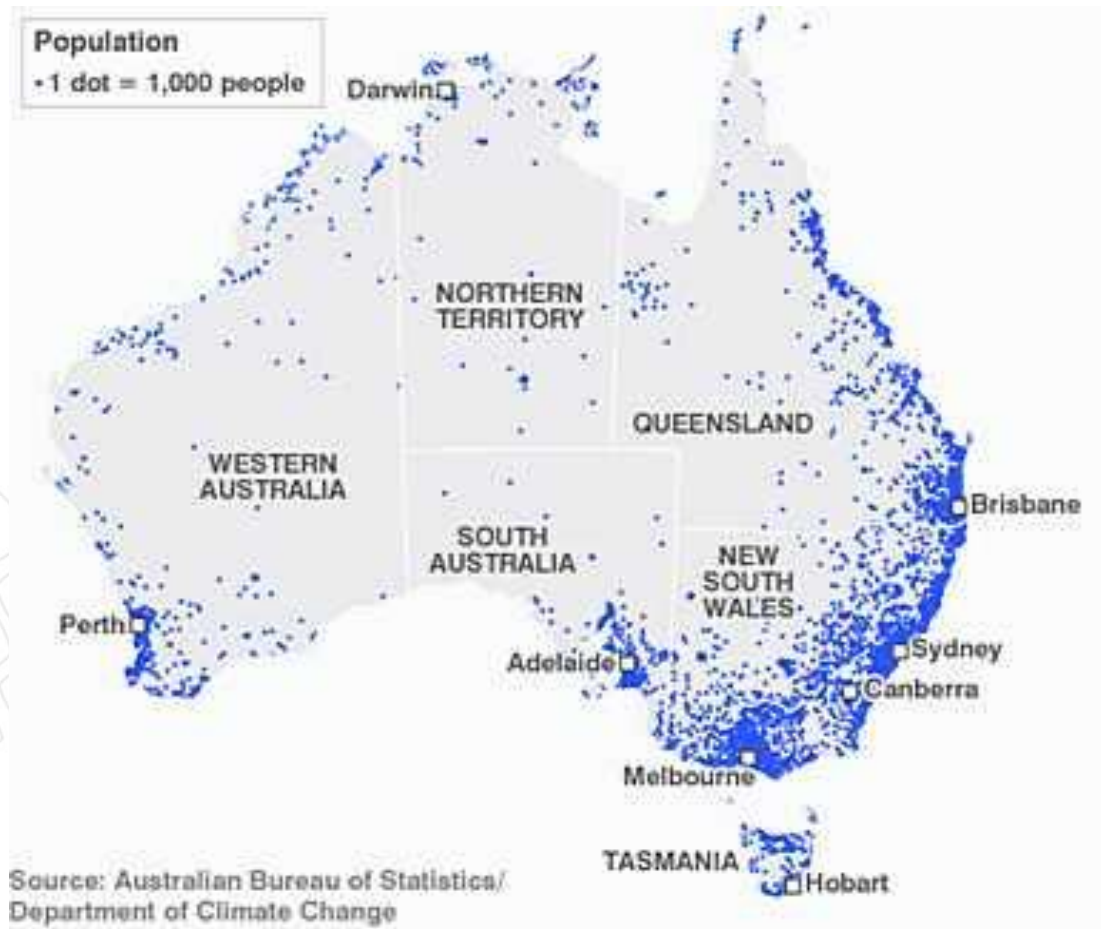
\$94.4 billion



Where is everybody?



city vs country



Care distribution:

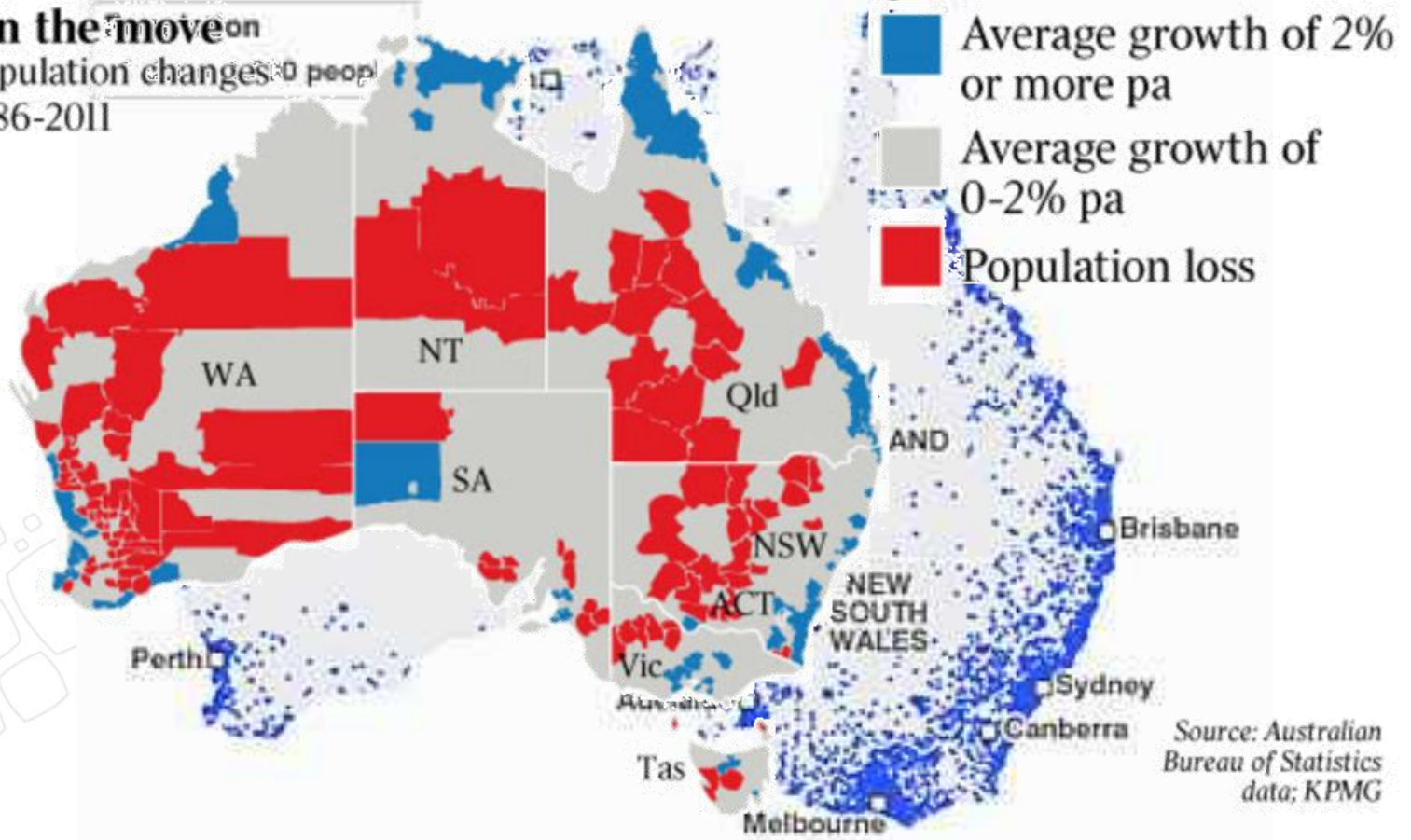
Metropolitan areas =
60-100 care workers per
km²

Rural/Remote areas =
1 care worker per 60-
100 km²



On the move

Population changes 1986-2011



Source: Australian Bureau of Statistics data; KPMG

Source: The Australian



Workforce Implications



Disability

1 in 5 people (18.5%) have a disability

- 1 in 5 people 1 in 2 people aged over 65 have disability
- Depression is a common secondary condition
- 1 in 8 people are informal carers



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EXCLUSIVE: Prime Minister Julia Gillard speaks on commitment to Parramatta

LOCAL NEWS 4 APR 12 @ 12:01AM | BY DI BARTOK

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Parramatta Advertiser on Facebook Like 271

IN an exclusive interview with the *Parramatta Advertiser* yesterday, Prime Minister Julia Gillard spoke of her continued commitment to the Parramatta to Epping rail link and the need to have local government recognised in the Australian constitution.

But, despite MP Julie Owens holding Parramatta by a mere 4.4 per cent, Ms Gillard did not seem worried Parramatta could be the government's downfall at next year's federal election.

Parramatta is believed to be one of 30 marginal electorates which will determine the outcome of the election.

"I don't believe those adages about electorates," Ms Gillard told *The Advertiser*.

"Parramatta is very well-represented by Julie Owens, who is very attuned to the needs of her community and is very feisty in putting those needs forward."

On the rail link, Ms Gillard said her \$2 billion offer to Premier Barry O'Farrell to build it ahead of other rail projects was "still on the table".

At the *Advertiser's* suggestion the \$2 billion be given to the state government to help it build its priorities of the northwest and southwest rail links, freeing up funds to push the Parramatta project forward, Ms Gillard said Mr O'Farrell needed to put forward his plans to Infrastructure Australia.

"He has not stepped forward to tell us what he needed, he has to get in there and do some work to put forward his



Children's Services

6% of the population is under 5 years of age

- 76% meeting early childhood development index
- 24% are vulnerable
- 12% at risk
- 317,526 child protection reports



NEWS

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HAVE YOUR SAY: Laverton childcare forced into social work for family crises

EDUCATION 20 MAR 12 @ 12:28PM | BY FIONA O'DOHERTY

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Michael Pernar and Michelle Pagel. Picture: DAVID SMITH

EMPLOYEES at a Laverton childcare centre claim they are being forced to act as social workers to help desperate families due to a lack of crisis counselling.

And the situation could soon worsen as Hobsons Bay councillors vote tonight whether to continue funding Laverton's only remaining crisis counsellor.

>> Should the council fund crisis care in Laverton? Tell us below.

Laverton Community Childcare Centre kindergarten teacher Michelle Pagel said centre childcare workers were seeing more and more families in crisis, battling drug, alcohol and substance abuse, domestic violence, unemployment, poverty and homelessness.

She said that previously the centre's early childhood educators could refer people to a crisis counsellor at the nearby community centre, but that was being redeveloped as a community hub.



Aged Care

We are old and getting older

- Life expectancy for women 84 years
- For men 79 years
- Type of care is changing:
 - Home-based supported care
 - Later entry to facility care, and likely to be older and in quite poor health



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News → Local News → News → General → Warrnambool's dementia rate tipped to triple in next 40 years

Warrnambool's dementia rate tipped to triple in next 40 years

CLARE QUIRK
12 Apr, 2012 04:00 AM

RATES of dementia in Warrnambool are set to triple by 2050, according to a report released by Alzheimer's Australia.

Figures released by Alzheimer's Australia show that in the prevalence of dementia would increase from 424 cases in 2010 to 1272 cases in 2050.

In the Colac Otway Shire rates will rise from 337 in 2010 to 1011 in 2050. In the Corangamite Shire the increase is expected to be from 276 to 828.

The Moyness Shire will need to brace for an increase of 213 cases from 100 in 2010 to 313 in 2050. Rates in the Glenelg Shire will increase from 305 in 2010 to 915 in 2050.

The predicted increases comes after the Minister for Mental Health released the Alzheimer's Australia report, Consumer Care Reform Process.

NEWS

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A change to Meals on Wheels service is on the menu

BUSINESS | 11 APR 12 @ 09:05AM | BY ZILKA GROGAN

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Wentworth Courier on Facebook | Like | 791

Sylvia Hall packs food for volunteers Terry O'Brien and Bill Mrow. JOHN APPELYARD

FOR 50 years Woollahra's Meals on Wheels volunteers have provided meals for the elderly, but now the traditional food delivery service is being overhauled in favour of a new model.

From July 1, Holdsworth Community Centre and Services will take over the management of both the meal services and the Woollahra Seniors and Community Centre.

Woollahra Council will provide \$200,000 to upgrade the centre six months ago to develop the new model. He said deliveries would continue for house-bound clients who are unable to visit the cafe.

will operate a community cafe for the elderly providing fresh meals and social activities.

Woollahra Voluntary Community Service, the incorporated association which has run Meals on Wheels for 50 years, will continue to operate for the next year but will be wound up once the cafe opens.

The association's chair Liz Wolfe said factors like the growth of private meal delivery companies had led to a fall in demand.

"Our 80 volunteers will be absorbed into the new model," she said.

"It will run the same as it always has, just under new management."



Mental Health

1 in 2 adults (45%) - a mental disorder in their lifetime

- 1 in 5 adults (20%) will experience symptoms in any given year
- Mental illnesses are the highest occurring non-fatal disease (24%)
- Schizophrenia represents 33% of conditions cared for through community services
- Depression, anxiety and sleep disorders are most commonly treated by GPs (account for 60% of all mental health care)



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News » Local News » News » General » Hills mental health interagency rallies support

Hills mental health interagency rallies support

10 Apr, 2012 12:12 PM

HEALTH-care professionals are rallying behind The Hills Mental Health Inter-agency.

Earlier this year, local health providers and community leaders established the inter-agency to provide a united platform of health-care professionals and information source for sufferers.

Psychiatrist Padmini Howpage said support for the inter-agency had been "overwhelming".

Dr Howpage said mental illness was a debilitating disease that often diminished quality of life.

"It's important for people to know mental illness is treatable," she said.

"Like any other disease people need to come in as early as possible, get help and then get on with their life."

Mental illness interferes with an individual's cognitive, emotional or social abilities, and includes psychotic disorders and major depression.

The Hills deputy mayor Michelle Byrne, one of the inter-agency's driving forces, said sufferers shouldn't feel alone.

"It is important that the community is educated on mental illnesses and knows where to find help if it's required," Cr Byrne said.

"It's important to get the word out that there is no shame in having a mental illness particularly as it can strike any one of us."



Filling the void: The Hills deputy mayor Michelle Byrne pictured with Dr Padmini Howpage. The next inter-agency meeting will be held at The Hills Council, April 26 at 9.30am. Details: 0446268140. Picture: Natalie Roberts



Aboriginals and Torres Strait Islanders

All trends are reversed

- Median age 20 years (non-Indigenous 37 years)
- Fertility rates are higher
- Mortality rates are higher
- Age at death are lower



Plenty of living going on in popular Redfern

DIANA PLATER, The West Australian
March 30, 2012, 9:51 am

Recommend 1 Tweet Email Print



Redfern mural. Picture: Diana Plater

You're as likely to run into a famous opera singer as a boxer in Redfern - Sydney's answer to Harlem - these days. The inner-city suburb that lies on either side of the main railway line heading west from Central is becoming trendy.

Everybody knew gentrification was just a matter of time. It moved up in neighbouring Chippendale, and in Redfern it's now climbing.

But for many years this was one of the last bastions for those who had been a centre for more than 100 years, despite the changes, it still has many indigenous organisations.

Side by side with these organisations are bars, furnishings shops and restaurants. The whole area is vibrant and, combined with a fascinating history, it's a great place to visit when in Sydney.

As we're wandering down Redfern Street on a Sunday afternoon, we stop to take a plaque at the Aboriginal Medical Service, next to St Vincent's Catholic Church.

"That's Mum Shirl," a young Aboriginal man says as he passes, his voice full of pride.

The plaque says she was "the black saint of Redfern who gave aid and comfort to all who were in need of help, and was the first welfare officer at the AMS, set up in July 1971 to provide free medical support for Aboriginal people and other disadvantaged people in the area."

Power Joins Celebrations

2:42 PM Wed 21 Mar, 2012

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The Port Adelaide Football Club is celebrating diversity and inclusiveness as it helps to celebrate two significant days on the Australian calendar.

The Power's newly-appointed AFL Multicultural Ambassador David Rodan warmed up for **Harmony Day** (Wednesday 21 March) by attending a Come and Try event on Tuesday giving newly arrived and Aboriginal students an opportunity to experience various sports.

On Thursday, the club will mark **Close The Gap Day** with the launch of a partnership at Alberton Oval in support of efforts to achieve health equality between Aboriginal and Torres Strait Islander people and other Australians by 2030.

Rodan joined South Adelaide footballer and SANFL Indigenous Program trainee Emmanuel Iru at Fawk Reserve, Athol Park, for Tuesday's Come and Try event organised by Charles Sturt Council and supported by Opal, a community-based healthy lifestyle program for children and families.

More than 150 students from five schools got to experience seven sports, including football, soccer, lacrosse, hockey, netball and rugby.

Council diversity officer Judith Robertson says that one-in-four four Charles Sturt residents speak a language other than English at home, making it the most culturally diverse local government area in South Australia.

*Sport is very effective in the way it can break down some of the



David Rodan celebrates 2012 Harmony Day

Today's headlines

- Behind Enemy Lines: The Swans Thu, Apr 12, 12
- PTV: My First Season - Ep1 Wed, Apr 11, 12
- Crunch: Reloading For Home Battles Wed, Apr 11, 12



Policies and Reforms

Aged Care

- Productivity Commission's *Caring for older Australians* key workforce implications
- Australian Government response pending 2012-13 Federal budget
- Health Workforce Australia's aged care projects
- CS&HISC proposes new focus on workplace, RTO, VET regulator roles in quality and strengthened workplace assessment
- CS&HISC proposes increased efforts in workforce strategy development

Mental Health

- National Mental Health Workforce Strategy and Plan (2011):
 - collaboration
 - continuity of care
 - early intervention
 - recovery-oriented
- Increased investment in 2011-12
- Growing role for community managed mental health sector
- Scope for increased use of VET roles; expanded community sector capacity.

Disability

- Productivity Commission's *Disability Care and Support Report* (2011) recommended establishing a National Disability Insurance Scheme (NDIS)
- *National Carer Strategy* (FaHCSIA 2011)

Indigenous

- Closing the Gap still the overarching policy framework
- Aboriginal and Torres Strait Islander health practitioner registration pending:
 - Certificate IV in Aboriginal and Torres Strait Islander primary health care (Practice)
 - Impact of VET regulatory framework under AHPRA
- Aboriginal and Torres Strait Islander Health Worker content in HLT07 currently being reviewed

Children's Services

- *National Early Childhood Development Strategy* (2009)
- COAG endorsed the *Early Years Learning Framework* (2009)
- Australian Children's Education and Care Quality Authority (ACEQA) National Quality Framework for Early Childhood Education and Care commencing in 2012
- Productivity Commission's *Early Childhood Development Workforce* report (2011) leading to the January 2014 deadline for: all early childhood education and care (ECEC) staff must have, or be working towards, a relevant Certificate III qualification
- at least 50% of staff in preschools and long day care (LDC) centres must have, or be working towards, a relevant diploma or higher qualification



Future



Workforce size

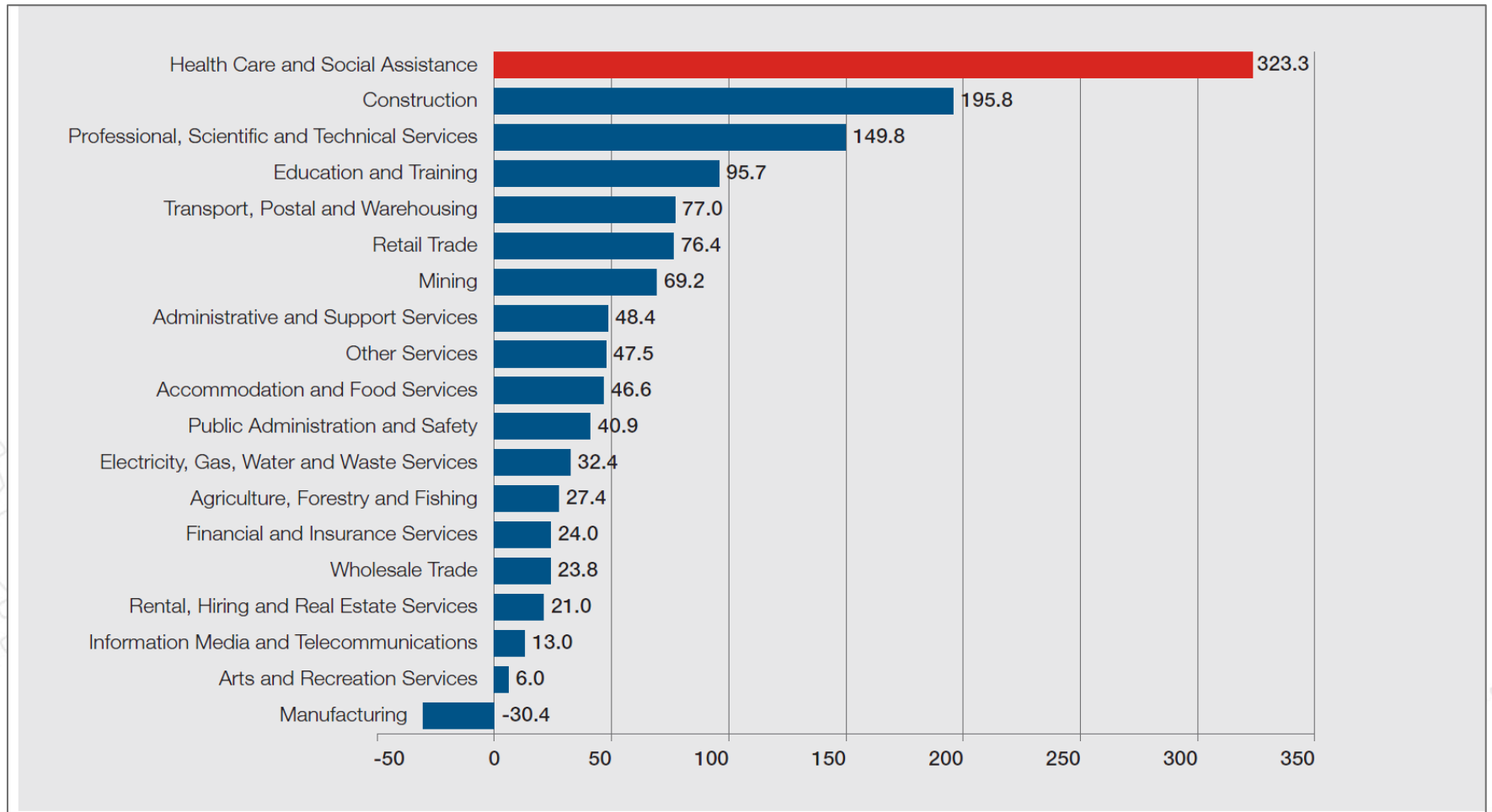
- 1.356 million workers – up 4.6% against zero workforce growth across all industries in 2011
- Almost all growth in Qld and WA (negative growth in SA and Tas)

State/territory – number of people employed	ACT	NSW	NT	Qld	SA	Tas	Vic	WA
Nov 2011 ('000)	19.4	430.4	14.4	284.8	104.8	30.0	333.2	139.0
Increase from Nov 2010 to Nov 2011 (%)	6.0	1.7	1.3	10.6	-4.0	-3.5	3.1	15.2
Nov 2010('000)	18.3	423.4	12.8	257.4	109.2	31.1	323.3	120.7
Increase from Nov 2009 to Nov 2010 (%)	20.0	12.1	5.8	9.6	3.7	17	5.4	4.9

Workforce growth by state and territory in 2010 and 2011



Workforce growth across Australian industries



Workforce growth in the 5 years from 2010-11 to 2015-16 across all Australian industries



Top 5 occupations expected to grow

Occupation	% pa to 2015-16	Number needed
Registered Nurses	4.5	52,700
Aged and Disabled Carers	6.3	46,700
Child Carers	4.8	30,600
Nursing Support and Personal Care Workers	4.7	22,000
Welfare Support Workers	5.5	16,300

Top 5 growth occupations by education sector in 5 years from 2010-11 to 2015-16

Source: Retrieved from www.skillsinfo.gov.au/skills/IndustryReportsCharts



New and re-developed work roles

Mental Health: mental health peer worker, health assistant, care consultant and consumer consultant

” ”
Disability: consumer facilitators

” ”
Children’s Services: new ratios according to the National Quality Standard

” ”
Aged Care: roles focusing on wellness and rehabilitation

” ”
Indigenous Services: Certificate IV (practice stream) and higher Health Care workers and community service workers

” ”
Community Services: homelessness support and volunteer support

2012 EScan

Key Messages

- Workforce growth
- Services designed to keep people well and out of facility care
- Consumer-directed and person-centred service models
- Integration across community service and health sectors
- Quality and consistency in delivery VET
- Combining the tertiary sector
- Progression of the workforce development-productivity agenda

Challenges

CS&H industries

- Leadership and management continue to be key issues for enabling changes and workforce retention
- Quality in training
- Workforce is soon to become our client base
- Flexibility in work roles
- Impacts of policies and reforms

Local Government

- Skills shortages and scarce management expertise
- Revenue options decrease with population size, yet costs continue to increase
- Workforce size finite, service demand expanding
- Flexibility in work roles
- Impacts of policies and reforms



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