NEWTON’S THIRD LAW APPLIED TO THE CARE INDUSTRY

Rod Cooke | August 2014
THE NEWTON RESPONSE TO CHANGE

Changes in **demand** for health, care & support services
Must be met by changes in **service delivery** & **workforce**
## RESPONDING TO CHANGE

<table>
<thead>
<tr>
<th>Key changes</th>
<th>Required industry response</th>
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<tbody>
<tr>
<td><strong>Demographic factors &amp; key policy drivers</strong></td>
<td>Meet <em>increased demand</em> for services</td>
</tr>
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<td><strong>Reduced growth &amp; funding constrictions</strong></td>
<td>Maximise &amp; assess workforce <em>productivity</em></td>
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<td><strong>Shifting policy landscape (service &amp; VET)</strong></td>
<td>Plan for an uncertain future</td>
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<tr>
<td><strong>Changing service &amp; client context</strong></td>
<td>Ensure staff have <em>appropriate skills</em></td>
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AS A NATION
WE ARE GETTING OLDER

More older people

Increased demand
for care and support services

People aged 85+ years

1984 120,862
Today 455,390
2044 1,655,997
IMPACT OF POLICY ON WORKFORCE

Changes in service policy are impacting on the size and shape of the workforce required.

Changes in VET policy can impact our capacity to train and develop that workforce.

There is uncertainty about the full impact of these changes on the H&CS workforce.
AS DEMAND FOR SERVICES INCREASES,
The number of workers required is also increasing:

200,000 joined our industry in 2006 - 2011

1 IN 4 new jobs created will be in our industry in 2013 - 2018

ESTIMATED 229,400 workers will join our industry in 2013 - 2018
To meet future demand for Aged Care workers we need an estimated 29,200 new workers each year.

Total aged care workforce required:

<table>
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<tr>
<th></th>
<th>2010</th>
<th>2020</th>
<th>2030</th>
<th>2040</th>
<th>2050</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers in Aged Care</td>
<td>212,000</td>
<td>317,000</td>
<td>459,000</td>
<td>721,000</td>
<td>979,000</td>
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</table>
ARE WE TRAINING ENOUGH WORKERS?
Aged Care scenario based on available data and assumptions

29,200 New workers needed each year
- 12,300 Graduate each year = We need another 16,900 workers each year
VET SYSTEM: CAPACITY TO TRAIN

- Competing workforce & training priorities
- No financial incentives for VET work placements
- Disconnect between education & training sub-systems
- Pace & scale of industry change
SKILLS TO MEET CHANGING NEEDS

Service delivery context

- **Emphasis** on client focused & consumer-directed models of care & support
- Organisational, cultural & financial **implications** of consumer-directed services
- Increasingly **diverse** client-base, with different needs

Skills development need

- Workers with broader base of skills & training should support **flexibility**
- Strong leadership & management skills
- Workers with the required **cultural competencies**
RESPONDING TO CHANGE
REVIEWS TRAINING PACKAGES

As part of the current review of training package content, key changes are:

- units and qualifications aligned to New Standards for Training Packages
- pre-requisites and entry requirements have been removed
- cultural diversity and inclusion are core in all qualifications
- new requirements to support quality assessment
TRAINING PACKAGE
CONSULTATION

Drafts of selected units and qualifications are available for review:

- between 18 August to 12 September 2014
- drafts can be downloaded, and comments on the new public consultation portal accessed via: www.cshisc.com.au
BEST PRACTICE
WORKFORCE DEVELOPMENT

Holistic
Strategic
Employer led
Engages employees
Business development
Sector-wide
Local / regional planning
Industry-driven training

Collaborative
Strong leadership
HOLISTIC APPROACH

Potential productivity improvements

Worker

Enterprise

Systems & sectors
STRONG LEADERSHIP

Think creatively & strategically

Drive innovation

Adapt organisations to changing demands

Engage & collaborate with stakeholders & staff
STRATEGIC WORKFORCE PLANNING

Effective RTO: Enterprise partnerships, where RTO acts as a business partner

Support for Regional collaborations and innovation

National oversight of health and community services workforce planning with greater inter-agency collaboration
EFFECTIVE RTO: EMPLOYER PARTNERSHIPS

Effective RTO: Employer partnerships are supported by:

- RTO acting as a business partner to employers
- Ensuring that training is led by employers to respond to service needs
REGIONAL COLLABORATIONS

Local & regional collaborations that take a holistic, strategic approach to workforce development:

- 10 regional networks on workforce development in Aged Care
- 8 regional networks on workforce planning in Disability
NATIONAL STRATEGIC OVERSIGHT

The additional workers required by industry could be sourced from new areas:

- Overseas workers
- Long term unemployed
- Informal carers
- Unemployed youth
Changes in demand for health, care & support services
Must be met by changes in service delivery & workforce
Community Services & Health
Industry Skills Council
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