

ACSA Regional Workforce Forum



**THE
BEGINNING**

A 1 NEXT EXIT



As a peak...

“ACSA’s role is to be an enabler, not to ‘do for’ but to support organisations to do for themselves”

A key part of this approach is to create an environment that supports and encourages Aged Services Organisations, and other relevant stakeholders, to take the initiative and think about how they can work together to achieve common workforce goals.

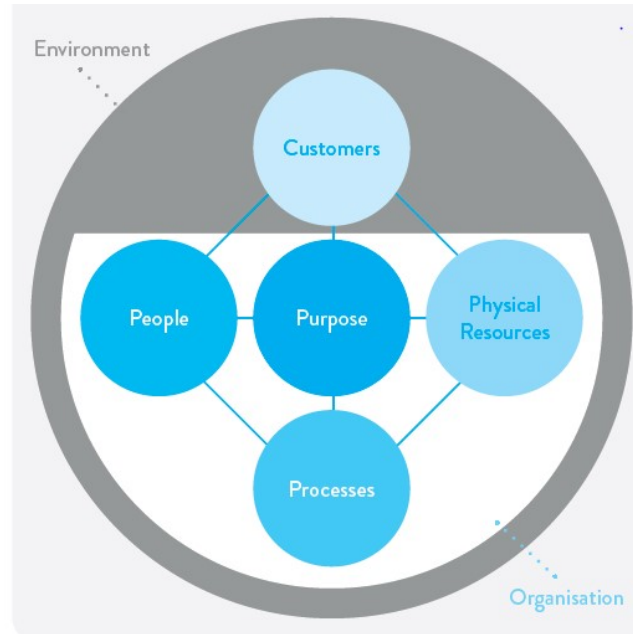
Why should 'Workforce' be an Industry Priority?

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Kahoot.it

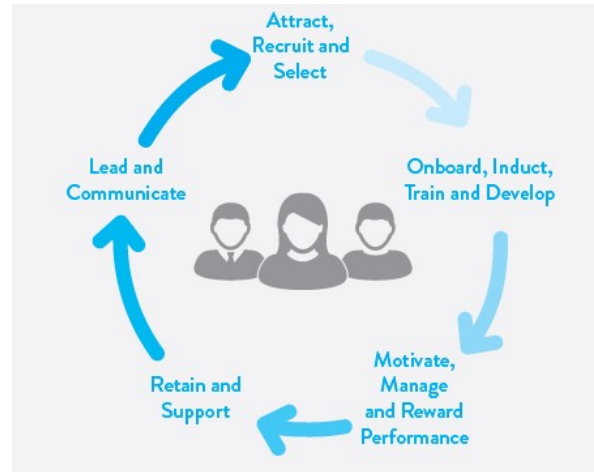
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What is Workforce Planning?

Workforce planning is a holistic process that integrates workforce analysis, organisational planning and HRM to align your workforce to current and future service demands.

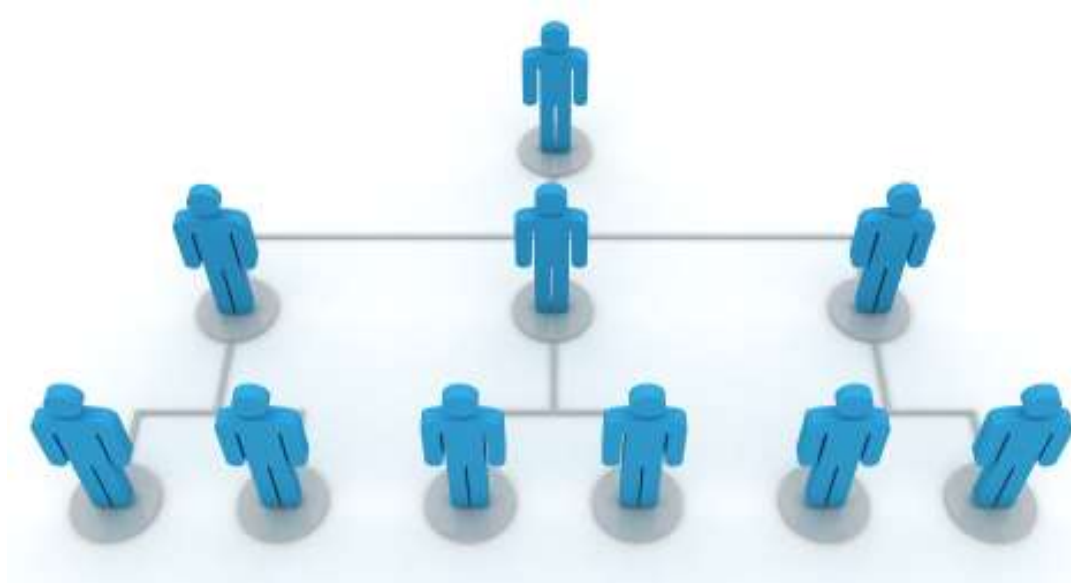


What is Workforce Development?

Workforce development is achieving strategic priorities through developing the skills and experience of your workforce.

Good workforce development involves targeted activities not only to enhance the individual skills of workers but importantly, to underpin the effective application of those skills.

This can be through ensuring good operating systems and enabling a positive, productive organisational culture.



Who is the Workforce?

Your workforce includes any person who is involved in the delivery of the services of your organisation. This includes members of management committees, boards and volunteers as well as direct workers 'back office' staff, senior executives and CEOs.

What does a workforce plan look like???

Strategic priority 1:

To become a leader in person-centred care and service we will

1.1 Drive improvement in the quality of our services and use external or internal benchmarking evidence to demonstrate that

- people who receive our services are safe
- our services make a positive difference in peoples lives, and
- people have a positive experience when receiving our services

1.2 Continue our commitment to living our values

1.3 Ensure that our research and evaluation activities drive service improvement

What is the benchmark we are aspiring to and do we have an idea of where we are now as opposed to where we want to be?

What is of concern at the moment?

Have there been increases in incidents?

Are the staff trained adequately to meet

The care and support needs of staff?

How is this being measured?

Are client goals / outcomes are being achieved?

Are we collecting feedback from clients and their loved ones?

Are the values of compassion, respect, justice, working together and leading through learning integrated into our HRM processes – particularly recruitment and annual reviews

What are your
current workforce
issues?



Exploring Possible Solution...

- Department of Jobs & Small Business
- Aged Care Industry Reference Council
- What could this look like in action
 - Possible initiatives
 - Possible Funding



Key questions....

- *What are we trying to achieve and why?*
- *Who benefits? What are the stakeholder benefits?*
- *Does the proposed activity/initiative align with the Industry & Regional Action Plans?*
- *Is the project, or how can we make the project, sustainable on an ongoing basis?*
- *Don't reinvent the wheel*
- *Are there other Sector initiatives/activities related to this program that we could get leverage off, combine with or link to?*

What can we do?

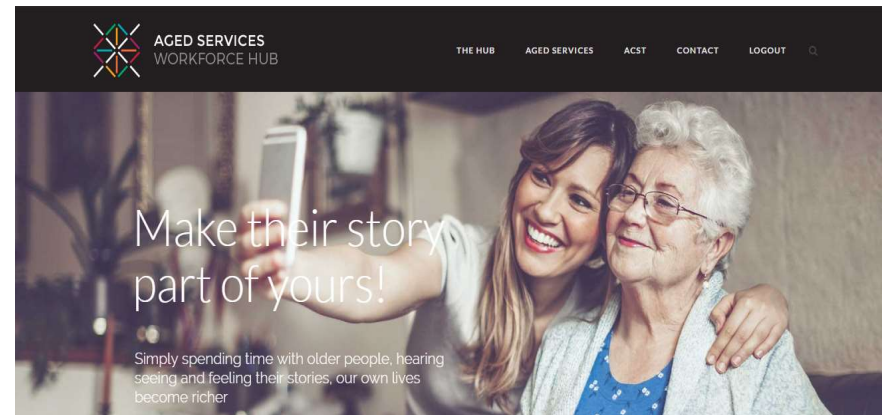


- Sector Employment Information Sessions
- Employment Register
- Career Awareness
- Hospitality Services Program
- New Directions
- Workforce Hub
- Youth Engagement
 - Career Discovery Days
 - Young Leaders Network
 - SBT Program
- New & Emerging Leaders Program
- Leisure & Health
- Physio Assistant
- Workplace Coaching & Mentoring
- Graduate Nurse Transition to Practice
- Buddy Learning Collective
- LLN.....not an afterthought'
- Career Pathways and Job Roles
- TAE – Grow our Own





AGED SERVICES SECTOR



CENTRE OF EXCELLENCE



AGED SERVICES SECTOR

workforce

Who we are and what we do.

www.agedservicestas.com.au



attributes

The Aged Services Sector offers a range of jobs and careers to support older Tasmanians

values

Collaborative
Passionate
Contemporary
Courageous

vision

To be an industry that people aspire to work in

personality

A forward thinking, highly skilled, flexible, innovative and contemporary workforce who make a significant difference in the lives of older Tasmanians





BE THE
REASON
SOMEONE
SMILES
TODAY



Thank you !!
Questions?

