

Boosting the Local Care Workforce Program

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Supports NDIS National Workforce plan 21-25

The Boosting the Local Care Workforce (BLCW) Program has been established to support providers to realise opportunities and establish an effective market for Aged Care, Disability Services and Veteran Affairs, nationally.

Boosting awareness of care sector careers and local job opportunities in regional, rural and outer metropolitan areas across Australia.



Getting all the Answers!

- Overview of Workforce Planning, Recruitment & retention Best Practices (BLCW)
- **culturalQ** Your gateway to becoming culturally competent (MCCSA)
- You will hear from Industry Leaders providing best practice and what works! (Panels x 2)
- Have an opportunity to discuss and workshop and develop solutions to your workforce challenges! (Table Discussion)

Getting all the Answers!

- **Panel 1: Where are the people and why are they not applying.**

Panel members:

Ros Ward (Local Jobs Program)

Faye Gardiner (APM)

Ethel Osazuwa (Possible Consulting)

- **Panel 2: Creating Employment Pathways**

Panel members:

Beth Mildenhall (ResiCare SA)

Janice Shiner (Uniting Communities)

Bryanne Smith (Calvery)

Antje Richter (German Speaking Aged Services Association)

Getting all the Answers!

Table discussions: Solution focused approach to resolving your retention and attraction challenges.

- Table leads:
- Table 1: Hilary Ashworth (MEGT)
- Table 2: Faye Gardiner (APM)
- Table 3: Adrian Phillips (Dpt of Education)
- Table 4: Hayley Letzepis (Apprenticeship Careers Australia)
- Table 5: Ros Ward (Local Jobs Program)
- Table 6: Darren Gibbins (BLCW Program)

Your table number is located on your name badge 😊

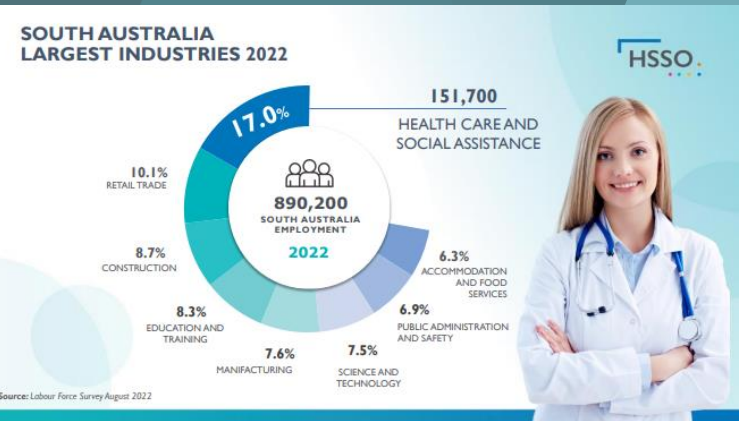
How did we get here today?



Employment Projections to 2026 – Health Care and Social Assistance



Health Care and Social Assistance | Labour Market Insights



301,000

Health Care and Social Assistance



Human Services Skills Organisation: Growing the human services workforce

Projecting employment to 2026 | Jobs and Skills Australia



Workforce Planning, Retention and Attraction: How do we manage it?

- Workforce Planning – know your current workforce and future demand!
- Workforce Retention – know your team!
- Workforce Attraction – what is your strategy & approach?

Workforce Planning

What is it?

Why should I do it?

How do I get started?

Workforce Planning...

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

Workforce Development...

... is achieving strategic priorities through developing the skills & experience of your workforce.

A Workforce Plan...

.....sets out your future workforce needs to meet your business objectives as identified in your business plan.



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Why do workforce planning?

Effective workforce planning ensures that you have a workforce of the right size, with the right attitudes, attributes, values and skills organised in the right way within the available budget.

Underpins the delivery of quality, personalised and safe services meeting the needs and aspirations of the people you support.

Benefits?

Improve workforce retention

Anticipate & plan for change

Match skills to current & future needs/goals

Supports organisations:

- grow
- restructure
- reform their workforce

More sustainable recruitment processes

Recruitment today



Social media

LinkedIn

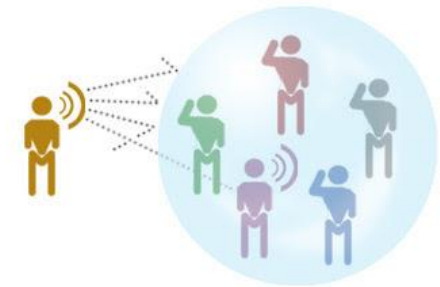
Facebook

Seek/Ethical Jobs

Instagram

Referrals and word of mouth

Recruitment agency



EthicalJobs



Linkedin

Local Jobs Program - Department of Employment and Workplace Relations (DEWR)

- BLCW program supports the Local Jobs Program and works closely with Employment Facilitators across the SA to create job opportunities, provide care sector updates and connect stakeholders to address workforce issues in the region
- Overview of this Program is provided by Rosslyn Ward, Employment Facilitator, Employment Region Adelaide North, Department of Employment and Workplace Relations

Employee Retention

What are the 4 pillars of employee retention?

By building an engagement strategy on the four pillars:

1. Wellbeing
2. Company Culture
3. Training and Development
4. Recognition

Empowering it with modern technology, employers can improve their recruitment and retention rates.



Talentmgt.com

Attraction starts the with existing team!

Culture eats strategy every time!! We have all heard this!

Existing staff play a key role: Staff referral initiatives!

Existing team know the culture of the organisation and how you work, they will share and promote your culture and values!

No-one knows you better then your team, they are the key to your business!

They are unlikely to refer someone they don't like, minimising the risk of the wrong fit for your organisation!

Employee Well Being – Fatigue and Burnout is Present in the care Sector!

While ensuring employees have appropriate workloads, clear lines of communication with management, and a positive corporate culture are the most important tools for fighting burnout, employers can also consider taking additional measures to support their employees' physical and mental health.

Do not be afraid to have the “Hard Conversations” with your team!

Identify concerns and address them before they become a concern. Achieve this by getting to know your team and identifying behaviors as they present to support the Well Being of our team.

Regular formal and informal catch ups with team members play a big role with achieving this!

Recognition of the smallest achievement can go a long way too!

Summary (retention and attraction)

Talent acquisition goes beyond recruiting. It is about having a long-term employee retention strategy in place.

To achieve this, you need to constantly evaluate and revamp your talent attraction strategies to include innovative methods. This way you can find not just some of the industry's best talent but lower your employee turnover rate as well.

Workforce Planning in the first instance plays a big role in understanding your workforce and your workforce needs moving into the future.

Building an engagement strategy on the four pillars:

1. Wellbeing
2. Company Culture
3. Training and Development
4. Recognition

Empowering it with modern technology, employers can improve their recruitment and retention rates.

QUESTIONS

Table Discussion – Solution Focused

- Based on today's event, what, if any, programs and/or initiatives could be effective in improving the recruitment/retention of staff within your organisation? (list)
- After today's event do you/does your organisation intend to increase collaboration and communication with other industry stakeholders to positively improve the recruitment and retention of staff in the industry? (list)
- After today's event, do you feel like you learned some new strategies that you intend to implement within your organisation to improve/increase staff recruitment and retention? If so, what are these? (List)
- What's are the next steps?

Table leads to present your solutions!