



Exploring Careers in the Care and Support Sector

South Australia





Boosting the Local Care Workforce Program



Exploring Careers in the Care and Support Sector Darren Gibbins – Lead Regional Coordinator- SA

National

National Skills Commission: Health Care and Social Assistance industry largest contributor to employment growth 2020 to 2026.

Forecast 15.8% increase (301,000 jobs) which is double that of any other industry.

Aged care requires an increase of 3600 Registered Nurses and 34,200 personal care workers in next two years.

NDIS has approx. 3750 unfilled vacancies (June 2021) with an additional 83,000 staff expected to be required by 2024.



Human Services Skills Organisation: Growing the human services workforce

SCIENCE AND TECHNOLOGY

8.3% EDUCATION AND TRAINING

arce: Lobour Force Survey August 2022

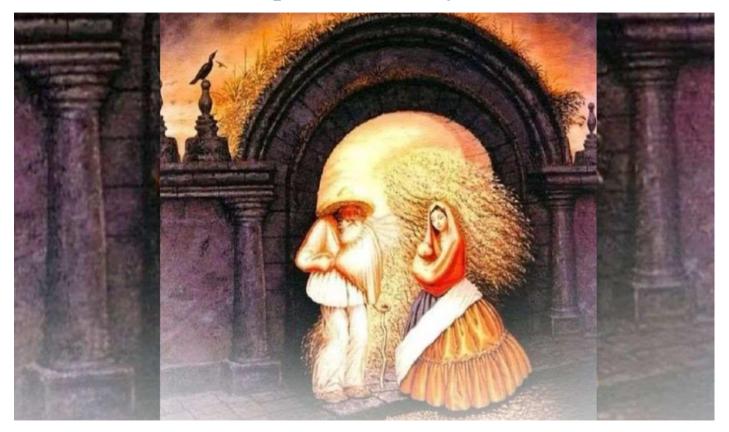
7.6% MANIFACTURING 6.9%

PUBLIC ADMINISTRATION AND SAFETY 7.5% Employment Projections to 2026 – Health Care and Social Assistance

		Snapshot			
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		EMPLOYED	PAST GROWTH	FUTURE GROWTH	
Ž		2,062,200	24.6%	15.8%	
	Healt	th Care and Social Assistance	Labour Market Insights		
			301,000 Health Care and Social Assistance		
ce		ecting employment to 2026 Jol			



Perceptions and Projections



Language of Influence

1: Framing

"What change would you like to focus on today ?" We are framing up what we want them to think about and presupposing that "change" will play a part.

2: Pre-Framing

"How soon would you like to start work?" The presupposition is that they will work. Pre Framing is preparing the listener for the idea you are suggesting by presupposing what it is you want them to think about.

3: Re Framing

Client: "But I don't want to work" Coach: "I understand that you don't want to work, but if you did, what work would you want to do?"

We are influencing their mind to consider working . We are taking a negative perception or experience and moving it into a positive light and conversation.

What does it take to work in the Sector?

	Interpersonal Skills	Communication, Emotional Intelligence, Cultural competency, empathy, adaptability, integrity, flexibility.
Skills	Contemporary Values	Right relationships, human rights belief, empowerment, respect.
N		
LIFE S	Life Interest	Passions, interests, hobbies, life experience, energy enthusiasm.
80		
T]	Development	Interest in supporting people to do life. Ongoing learning and development.
	Suitability	Working with Vulnerable people checks, Working with Children check, First Aid CPR, NDIS Modules, Criminal history check, Drug & Alcohol Testing, Language, Literacy & Numeracy Skills

Qualities and Attributes employers are looking for.

- Do you like working with people?
- Does helping other people make you feel good?
- Do you like variety and can you adapt to change?
- Do you want to be surrounded by people who share your values?
- Are you compassionate?
- Are you patient?
- Do you like taking initiative and having ownership of your role?
- Are you ok helping people with daily tasks and hygiene?
- Can you be responsible for things like cleanliness and confidentiality?
- Are you keen to learn new things?

What Qualities and Attributes is the Sector Looking For?





Industry Career Opportunities

Career options are diverse Roles across care and support services

Administration & General Roles

- Administration Officers
- Marketing Officers
- Human Resources Officers
- Rostering / Scheduling Officers
- Finance Officers
- IT Officers
- Domestic Assistants
- Gardeners
- Cooks & Kitchenhands
- Home Modification Workers
- Assistive Technology Developers
- Drivers...

Frontline roles

- Assessors
- Support Workers
- Residential Support Workers
- Activities Officers
- Supported Travel Tour leaders
- Allied Health Assistants
- Occupational Therapists
- Exercise Physiologist
- Speech Pathologists
- Art & Music Therapists
- Dieticians
- Registered Nurses ...

Industry Career Opportunities ... Career options are diverse Roles across care and support services

Management roles	Other supporting roles
 Team Leaders / Supervisors Activity Centre Coordinators Volunteer Coordinators Catering Manager Business Development Managers Customer Service Managers Service Unit General Managers Training Managers Facility Managers Regional Managers State Managers General Managers Executive and CEOs 	 Advocacy and legal services Peak bodies Employment services Access consultants Architects Government services Website designers Researchers

The **benefits** of a working within the care and support sector are as **diverse** as the roles and employers within the sectors.

Screening - Eligibility

Suitability – Self Selection:

- Have you ever been warned, reprimanded or disciplined in a situation that involved a vulnerable person.
- Have you ever abused or molested a vulnerable person. (Vulnerable person is under 18 or over 18 with a disability or frail from age).
- Is there anything that would stop or impact on a positive result from a worker compliance screening. NDIS screening check or Police Check.
- Willingness to be vaccinated

Facts

- Range of careers available across multiple fields.
- Entry Level roles and Values Based Recruitment
- Casual/Part Time/Full Time
- Rostering Flexibility is available Weekend options available
- Average Hours per week 27 hours per week, 23-25 hours per week.
- Providers report workers can work as many hours as they want or need
- Average age of a worker is 47
- Opportunity for Sole Traders Establish own business, Work for self
- Training is heavily subsidised under Government subsidies Cert IV in Disability/Mental Health/Individual Support

Relevant websites

Careers Hub – Government of SA https://careers.sa.gov.au/explore-industries/disability-care

Aged Care Services Workforce Hub: Career Pathways Career Pathways and Job Roles - Aged Care Services Workforce Hub (agedservicesworkforce.com.au)

Care Careers: Your gateway to a career in the care sector <u>https://www.carecareers.com.au/</u>

The *A Life Changing Life* advertising will run until Friday 30 June 2023 <u>careandsupportjobs.gov.au/campaign</u>

Jobs Hub – Discover care and support sector jobs and careers <u>https://www.dewr.gov.au/jobs-hub/care</u> Skills and qualifications pathways into the sector



For more information or to chat further:

Darren Gibbins

Lead Regional Coordinator SA Mobile: 0429 291 410 Email: <u>darren.gibbins@blcwprogram.com.au</u>



Lets Talk with an Employer



Tanya Cole, CEO





Fee free courses for jobseekers

Adrian Phillips Skills Advisor Skills SA



Government of South Australia Department for Education

Fee free short courses

- Individual Support Ageing skill set reflects the skills for providing person centred support to older people in various settings.
- Training providers deliver fee free are:
 - Auctus Training and Education
 - TAFE SA
 - Institute of Training and Further Education (ITFE)
- Individual Support Disability skill set gives the skills for providing person centred support to people with disability in various settings.
- Training providers deliver fee free are:
 - Auctus Training and Education
 - TAFE SA
 - Limestone Coast Training
 - Sureway Skills Training

Certificate III in Individual Support

- Gain the practical skills and knowledge needed to provide individual support in aged care as well as home and community settings.
- Training providers deliver fee free are:
 - Australian Employment and Training Services
 - Career Employment Group
 - TAFE SA
 - Limestone Coast Training

For more information

Visit skills.sa.gov.au or Speak to the Infoline on 1800 673 097



Our job is to help in-home aged care providers employ more staff.

For more information contact Hayley 0482 166 715

MILLING

Darren Gibbins, Boosting the Local Care Workforce Tanya Cole, Hessel Group Adrian Phillips, Skills SA

Daniel Forbes, Home Care Workforce Support

Panel





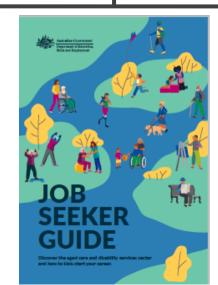








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