

Schedule 1 – Priority Action Plan

Aged Services Industry Skills Compact Priority Action Plan		
Category	Action	Key Party
Introduction	Ageing Australia is the national association and largest Tasmanian Peak for providers of residential aged care, home and community care, retirement living, and related services. Ageing Australia combines extensive knowledge and experience in delivering programs and activities which improve service delivery for older Australians. This includes significant experience in successfully delivering grant-funded agreements at both state and national levels.	
Professional & Activated Workforce (Advocacy)	Work towards changing the narrative and raising the profile of the aged and community services sector includes: • Focus on current and emerging sector specific issues and provide dedicated industry representation for support and advocacy. • Developing an awareness of the aged services sector in Australia, including available career opportunities. • Understanding behavioural attributes and role expectations of individual support workers so the potential workforce is able to identify whether they might be the 'right fit'. • Promotion of good news stories through digital media and our <i>Humans of Aged Care</i> Campaign. Continued engagement in labour mobility scheme discussions to support the future pipeline of workers for the sector and provide practical advice and supports to providers and their workers. This includes PALM, the Aged Care Industry Labour Agreement, and discussions with other bodies such as AusTrade.	Ageing Australia State Engagement Team Relevant Sector Stakeholders DECYP
Collaboration	Work collaboratively with registered care and educational providers to co-design and engage a range of program partners to deliver quality workforce outcomes that will assist and support employers to rethink their employment practices and grow a more diverse, localised workforce. Engage and collaborate with providers and local stakeholders, relevant industry and government experts who provide workforce knowledge of care settings in each region. Apply understanding that each region is unique and requires a bespoke engagement approach that is non formulaic but may include some of the following connection strategies: • A Tasmanian wide engagement strategy which is replicable and will consider specific regional requirements.	Ageing Australia State Engagement Team Relevant Sector Stakeholders Other Government Agencies

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	- Targeted outreach via meetings undertaken with care providers to understand their workforce needs, preferences and challenges. - State and regional stakeholder groups - Continue to utilise Ageing Australia's Workforce Innovation Network, which provides a collaborative approach for stakeholders to explore opportunities for building the capacity and capability of the sector's workforce in their region. Progress other key workforce topics with the support of Ageing Australia's extensive partnership base. Ageing Australia is working with a variety of researchers, consumer advocates, providers and partners to develop strong frameworks for leadership (including emerging leaders), governance and support for diverse workers.	
Ageing Australia Website (HUB)	Maintain the Ageing Australia Workforce Hub as a valuable resource for the aged care and support sector, offering a comprehensive range of services to support recruitment, retention, and ongoing development of the workforce. This "one-stop-shop" provides access to a variety of complimentary programs, including up-to-date information, resources, a comprehensive list of workforce programs, career resources, and training opportunities. The Hub also offers helpful connections for both job seekers and employers to make informed career decisions and promote inclusive work environments. The Workforce Hub consists of: - Marketing campaigns designed to raise awareness of the significant and varied opportunities which are available in aged, disability and community care settings. i.e., provision of a comprehensive orientation to the aged care environment, campaigns to promote aged and community care careers and highlight the opportunities for varied careers and rapid career escalation. - A resource directory (workforce programs, career resources, training opportunities, toolkits, factsheets, attraction campaign). - Ageing Australia to source funds for the HUB to support connections to others (Community of Practice, mentoring program, consultancy services, training etc).	Stakeholders include: Aged care providers Individuals currently working in the sector. Individuals interested in working in the sector. Registered Training Organisations (RTOs) Government at all levels Employment Services Providers

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Training & Assessment	Support and advocate for training through the resource library on Ageing Australia's HUB which includes a repository for training opportunities available and where potential candidates can access more resources about working in aged care. Activities include: • Engage with Providers to obtain support for new traineeships. • Provide support to RTOs, employment services agencies and other related services to influence streamlined processing of job seekers into the sector. • Support RTO's, to enable new potential recruits and existing workers complete either Nationally Accredited Micro Credentials or Certificate III or IV qualifications. • Actively engage with boosting the local care workforce and local jobs program to provide a pathway for jobseekers. • Assist the understanding of what a Centre of Excellence model may require aligning training offerings with the needs of the Tasmanian community. Projects include: <u>Home Care Workforce Support Program:</u> The Home Care Workforce Support Program (HCWSP) is an Australian Government initiative with a focus on strengthening the home care workforce, ultimately helping older people live at home for longer. Funded by the Australian Government, the Home Care Workforce Support Program will provide targeted support in Victoria and Tasmania to assist the aged care sector to increase the size of the personal care workforce by 13,000 people. <u>Aged Care Transition to Practice Nursing Program:</u> Recognising the importance of investing in the future of the industry and the need to develop first-class clinicians and leaders, the Ageing Australia Transition to Practice Programs provide Organisations with 3 cohorts of nurse applicants: Graduate Registered Nurse (<2 years, first year of practice) Graduate Enrolled Nurse (<2 years, first year of practice) Transitioning Registered Nurses (>2 years, first year of practice in Aged and Community)	HumanAbility Educational Providers & RTO's Employers Skills Tasmania Other Government Agencies

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Workforce recruitment and retention (Pipelines & Pathways)	Supports member and non-member providers to implement locally focused and led workforce planning and initiatives. Partner with business and Government to implement new approaches to attract and retain workers. Promote resources for employees and employers: providing resources within Ageing Australia's existing Workforce Hub i.e., a 'Right fit' tool kit for employers; orientation modules and more. 1. Employment register platform Source funding for further development of an online employment register platform which will provide and support the employee pipeline for the sector. This will include features like candidate attraction, registration of candidates, pre-screening, and onboarding preparation. These platforms will leverage Ageing Australia's existing Workforce Hub and will further develop a purpose-built Tasmanian recruitment solution that consists of a hybrid place-based and online platform. 2. Learning and Development Training Products, Resources and Tools i.e.: Promote uptake of customised tools and resources for Migrant Non-English-Speaking Background workforce, Aboriginal Engagement, Recruitment and Retention Toolkit Induction and Onboarding Resource/package for new entrants. Put forward a proposal to access support/funds for ongoing planned initiatives which includes: • Workforce competency training plan • Aged Care Provider Business Health Checks - Skills Audit • Mentoring and Peer support mechanisms • Training guides or related educational material and associated workshops developed ready for providers to access.	Aged Care Providers Job seekers Jobs Hubs DECYP Relevant Sector Stakeholders Multicultural Council of Tasmania Volunteering Tasmania Other Government Agencies