





Health and Community Services Workforce Council Inc

A Queensland perspective on child care workforce development issues:

☺ this discussion circle will present workforce development issues that have emerged through consultation in the child care skills formation strategy and provide opportunity for Aboriginal and Torres Strait Islander child care workers to discuss and provide input.

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Underpinning a susta

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The structure of the project

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- ▣ Strategies & opportunities
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Introduction



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Industry Reference Group

Board of Management

Skills Formation Strategies:

Child Care
Child Protection
Aged Care
Health

Skills Development projects:

Professional Support Coordinator Queensland (PSCQ)
Integrated Skills Development Strategy
Disability Sector Training Fund
HACC Workforce Skills Development strategy

Skills Alliance:

Advice to government on sector learning needs

Strengthening NGO projects:

Minister's Awards for Excellence in Workforce Development
Communities/VET Partnership project (RPL)

Child Care Skills Formation Strategy

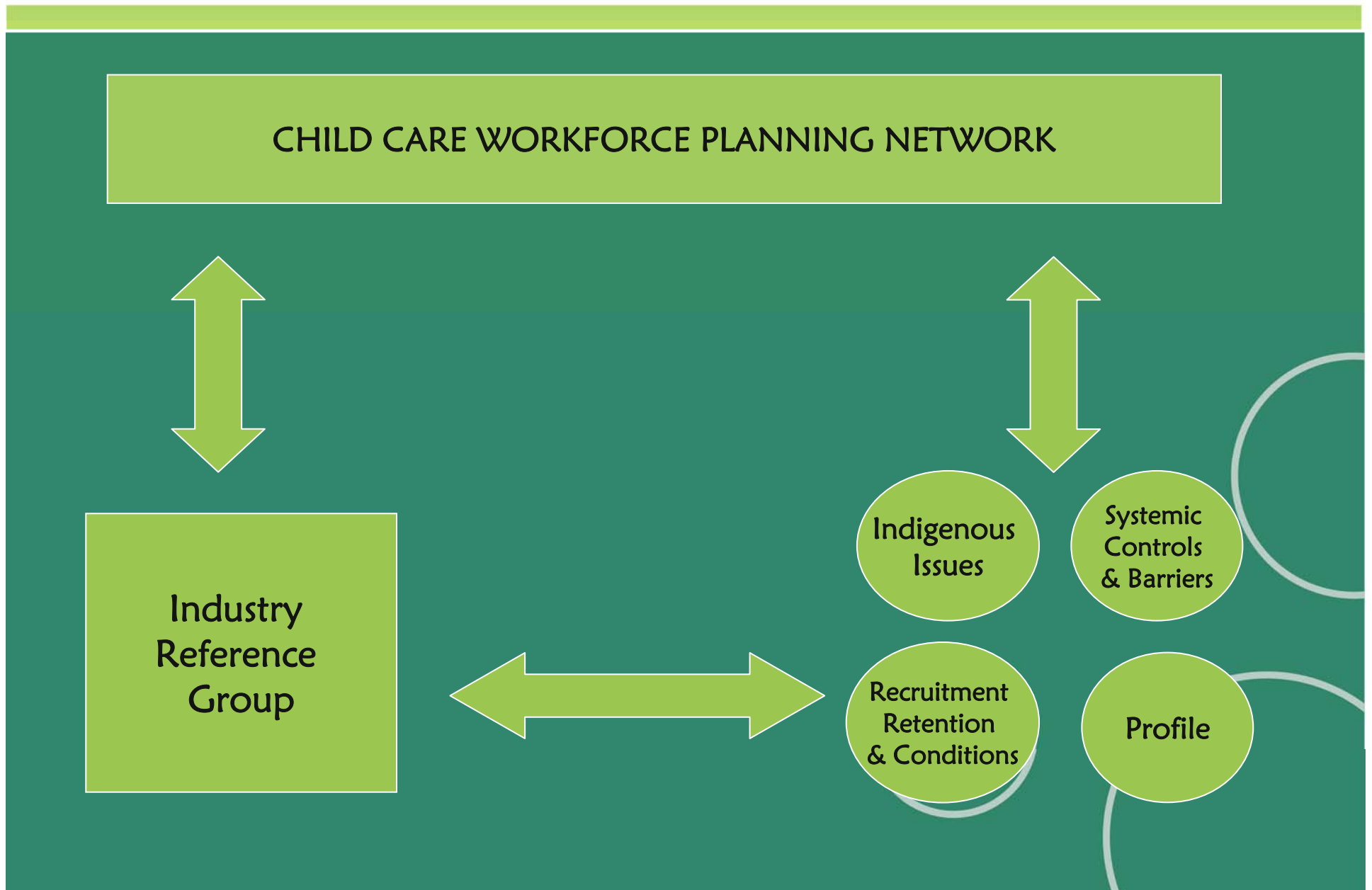


A “supported change process” project funded by Department of Communities and Department of Education Training & the Arts

- ▣ Enables industry to address issues around “skills shortages” – supply of labour.
- ▣ Industry and state/ federal government stakeholders collaborate to analyse skill shortages
- ▣ Align skills formation to workforce development and business strategy
- ▣ VET providers to support industry business - training is not necessarily the solution
 - Wise investment of public training dollars.
- ▣ Build partnerships with others to address issues



The Structure of the strategy



Methodology

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- ▣ Indigenous representatives within all areas of the structure
- ▣ Consultation with the sector
- ▣ Sharing perspectives within all areas of structure within the project
- ▣ Identification of specific issues
- ▣ Forming steering committee
- ▣ Consultation with Indigenous Remote Area Students (Tropical North Queensland TAFE)
- ▣ Aboriginal & Torres Strait Islander Workforce Development Forum
- ▣ Child Care Skills Formation Strategy Strategic Planning day
- ▣ SNAICC Conference
- ▣ Feedback information to the sector
- ▣ Opportunity for Strategic Planning Day in Cairns/Far North Queensland

February 2008

Issues Identified

The Children's Services Workforce Planning Network (CSWPN) identified the key workforce issues currently impacting on children's services in Queensland. This group then classified the issues into six clusters.

- ☐ Collective identity
- ☐ External Recognition of the Profession
- ☐ Individual professional identity
- ☐ Workforce Conditions
- ☐ Recruitment and Retention
- ☐ Systemic Controls and Barriers

The Working Parties



- Profile (Collective identity, External Recognition of the Profession, Individual professional identity)
- Recruitment, Retention and Conditions
- Systemic Controls and Barriers
- Indigenous Issues

The Working Parties

Profile

(Collective identity, External Recognition of the Profession, Individual professional identity)

Previously identified issues:

- ☐ Poor public perception of sector – second rate career
- ☐ Lack of community recognition of high level of training
- ☐ Low value of roles & expectations within community and employers
- ☐ Poor professionalism in sector

Issues from Aboriginal & Torres Strait Islander Forum:

- ☐ Lack of recognition of strengths of Indigenous workers (which varies if all Indigenous staff caring for Indigenous chn or for Indigenous staff working in mainstream)
- ☐ Lack of cultural understanding by mainstream service providers and or staff
- ☐ Indigenous staff expected to wear many hats during workings hours and after

The Working Parties

Systemic Controls & Barriers

Previously identified issues:

- ▣ Many govt/dept priorities and expected outcomes
- ▣ Complexity of Legislative requirements & accreditation and other standards e.g. Current child:staff ratio difficult to optimise children's development
- ▣ A range of funding sources, types, even though similar outcomes for children are expected

Issues from Aboriginal & Torres Strait Islander Forum:

- ▣ Working in different systems within the community, QA, Licensees, different regulations and controls
- ▣ Lack of cultural understanding from government departments & officers – this impacts on consultation processes relating to regulations and licensing Advocacy for Indigenous validators (QA)
- ▣ Needs for more govt strategies – linking to Aust govt policy to improve outcomes for Indigenous child care services

The Working Parties



Recruitment, Retention & Conditions

Previously identified issues:

- ☐ Workers move on to the other employment for better wages & conditions
- ☐ Concern about graduates ability to fit into and manage in the workforce
- ☐ Inconsistency of qualification remuneration across sectors – hours, pay, holidays, & conditions
- ☐ Attracting men into child care

Issues from Aboriginal & Torres Strait Islander Workforce development Forum:

- ☐ accommodation – places for workers to live
- ☐ blue card impacts greatly, cost of blue cards and a long process police records so they don't get a blue card – through a lack of understanding of the culture of the community for example domestic violence
- ☐ mainstream people coming from outside the community to work – people in the community aren't interested in the work – because the study is putting people off.
- ☐ Strategies to attract Indigenous people in child care services.

The Working Parties

Indigenous Issues

Training and Qualifications

- ☐ Wages Backfilling
- ☐ Local Mentoring (Choose someone who lives in the community and mentor them to become qualified)
- ☐ Recognition of Prior Learning (RPL)
- ☐ Incentives for Study

Cultural Understanding:

- ☐ Services not truly reflecting family and children's needs making assumptions
- ☐ Staff sharing cultural values in order to identify attitudes and bias's – reflecting on themselves
- ☐ Services that provide culturally respected programs are in flux with indigenous children - community

Strategies & Opportunities

- ▣ Department of Employment & Workplace Relations
 - Indigenous Employment Policy
- ▣ Continuing research
- ▣ “Big Picture Series”- Access Grid Technology
- ▣ Community Services Training Package Review
- ▣ Facilitating social partnerships
- ▣ Griffith University/ Bremer TAFE - Career pathways
- ▣ Circles of Change

The Main Objective of the IEP (Indigenous Employment Policy)

To improve the employment prospects of Indigenous Australians by:

- ▣ increasing the level of Indigenous Australians' participation in the private sector
- ▣ improving outcomes for Indigenous job seekers through Job Network
- ▣ supporting the development and expansion of Indigenous small business.

IEP comprises a number of initiatives such as:

- ▣ Wage Assistance (W/A)
- ▣ Corporate Leaders for Indigenous Employment (CLIEP)
- ▣ National Indigenous Cadetship Program (NICP)
- ▣ Indigenous Small Business Fund (ISBF)
- ▣ Structured Training and Employment Project (STEP)

Discussion

- ✿ Any surprises? Or anything new?
- ✿ Anything significant for you in your workplace?
- ✿ Do you know of any similar projects within your states and territories?
- ✿ Any further issues you would like to highlight that are relevant to Indigenous workforce development?

Any ideas/strategies/solutions to addressing these workforce development issues?

Moving forward.....maintaining momentum



What would you like to happen with the information you have shared today?

Aspirations.....

Building collaborative partnerships

- ▣ Professional Support Coordinator Queensland
- ▣ TAFE Queensland
- ▣ Department of Communities
- ▣ Department of Employment & Workplace Relations
- ▣ Indigenous Professional Support Unit
- ▣ Inclusion Support Agencies

Contacts for Child Care Skills Formation Strategy



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Child Care Skills Formation Strategy

Individual Professional Identity	External Recognition of the Profession
<p>A series of focus questions were distributed to the child care sector throughout 13 regions to collect information about professional identity.</p> <p>Circles for change – taking an opportunity to participate in learning circles around specific topics.</p>	<p>Facilitating social partnerships</p> <p>Career pathways</p> <ul style="list-style-type: none"> ➤ Mainstream & Indigenous ➤ 2007 Child care event
<ul style="list-style-type: none"> • Continual research • Professional membership i.e. ARACY • “Big Picture Series” • Grid Access Facilities • Statewide summit/forum • CSTP Review • Profile of child care/worker 	
Recruitment, Retention & Conditions	Systemic Controls & Barriers
<p>Comparing wages/ awards/ conditions nationally</p> <p>Acknowledgement of remote/rural issues</p> <p>Focus questions/survey</p> <p>Themes identified:</p> <p>Income, family/income, lifestyle, previous experience, growth & development</p>	<p>New members for the working party to gain a new perspective around the systemic issues. i.e. DEWR, Education Qld</p> <p>Identifying legislative requirements and standards</p>