



Community Services, Health and Education Training Council

‘ENHANCING WORKFORCE CAPACITIES’

The Community Services, Health and Education Training Council is pleased to announce its new project designed to provide community services and health agencies with opportunities to create their own workforce development plans and strategies.

About the Training Council

The Community Services, Health and Education Training Council is a community based not for profit organisation managed by representatives from the Community Services, Health and Education industries.

The Training Council is committed to excellence in training to achieve skilled, recognised and valued workforces for our three industries.

The project is funded through the generosity of the national Community Services and Health Industry Skills Council (CS&H ISC).

Prior to its closure in December 2016, the ISC created a national workforce development planning project called the Workforce Innovations Network (WIN).

The WIN documentation has been adapted and updated by the Training Council for use in this project now being launched in WA in 2017.



Community Services, Health & Education Training Council

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BACKGROUND TO THE PROJECT

The need for workforce planning

Workforce development challenges are increasing due to shrinking service delivery funding, changing funding patterns, and the introduction of new national programs such as the NDIS.

Small Not for Profit (NfP) organisations within the community services and health industries have limited access to stable and secure funding for service delivery. They face stiff competition to attract and retain quality staff. Workforce planning and the application of workforce development strategies can help such agencies to better manage their staff and their skill requirements in order to support quality service delivery to meet their clients' needs.

The aim of this project

The project's aim is to provide services, advice and information designed to enhance the workforce planning capabilities of Not for Profit (NfP) organisations within the WA community services and health industries. These enhanced capabilities will enable agencies to:

- improve the integration of the skill development with their business goals
- exploit the benefits of nationally recognised training
- identify sources of public funding available for training delivery
- develop their own workforce development strategies to fight attrition and improve retention of staff
- reduce costs associated with recruitment
- stimulate the interest of their workforce in addressing workforce strategies
- develop audits of the skills and capabilities required by each role / occupation in the agency
- identify sources of data and information that will help the creation of your

Workforce challenges facing agencies in the community services & health industries

As the state's population ages and increases the community services and health industries are facing several linked challenges including:

- increasing need for and demand for services
- shift towards service delivery within community settings, including prevention, early intervention and recovery based services
- shift towards consumer directed and person centred funding, planning and service delivery
- the need to attract, recruit and retain skilled staff
- increased use of assistants to support professionals and deliver services to clients
- increased use of technology in service delivery
- the need for accurate and timely information on opportunities for training and access to funding for training delivery.

For further information

Agencies interested in making use of the Training Council's project's services will be invited to introductory information sessions. Thereafter, if they wish to make use of the project's services members of the Project team will arrange follow up sessions separately with each agency.

If you would like your agency to benefit from the project and from developing workforce planning and development strategies, please contact the Training Council on:

**Phone: (08) 9445 1511 or
email: Admin@csheitc.org.au**