

# Snapshot of the workforce discussion paper: Planning for growth and change in home support and community care in Melbourne's vibrant west

The **home support and community care sector** has undergone state-wide reforms and is moving towards a person centred and consumer driven model of care.

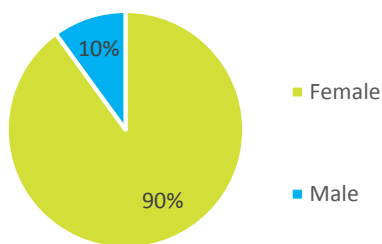


**Workforce development** is much more than professional development, it now extends to include a wide range of activities, programs and policies. Workforce development is crucial in ensuring services meet consumer demands and needs.

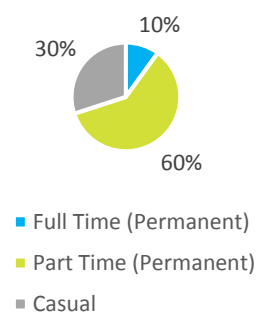


## Who are the home support and community care sector workforce?

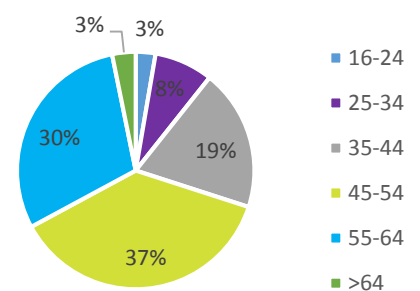
Gender



Employment



Age Distribution



Health and community services is **Australia's largest industry grouping** employing 9% of the workforce

The industry is projected to **grow by at least 35%** over the next 10 years

**Direct care workers make up 81.2%** of the community care workforce

**50% of direct care workers are 40 years or older** when they first start working in the community aged care sector

More than **80% of the workforce has at least one post-school qualification**

The average hours worked are **16-34 hours per week**



## What are the current & emerging challenges?

Workforce skill shortages due to **population growth**

Responding to a **diverse** community

Aligning with new **models of care**

Change in **complexity of needs**

Supporting an **ageing workforce**

Growth in **leadership** roles

Introduction of new **technology**

Increasing **scope of practice**

**Recruiting** quality staff to the sector

Quality of current **training & development**



## What can we do?

### System

- Develop & revise policy
- Support projects & research workforce development
- Raise awareness through strategic communication
- Provide workforce development grants

### Organisational

- Redesign job roles
- Enable staff to work to their full scope of practice
- Provide professional development strategies
- Build the workforce development capacity of managers

### Team/Individual

- Develop a mentoring & supervision plan
- Implement shared care planning
- Develop professional networks & alliances
- Be open to change & innovation in work practices



## Recommendations for the home support and community care sector in the west

Profile the home support and community care workforce across the region to enable more informed regional workforce development planning and evaluation.

Coordinate a regional workforce recruitment strategy in partnership with the tertiary education sector, with a focus on the direct care workforce and its diversity.

Partner with consumers to ensure planning activities align with the communities changing needs and expectations.

For the full report: [www.healthwest.org.au](http://www.healthwest.org.au)

