

Place-based trialling of the Entry into Care Roles Skill Set with young people



Brotherhood
of St Laurence



National Youth
Employment Body

The Human Services Skills Organisation Pilot

The Human Services Skills Organisation (HSSO) is one of three industry-led pilots established by the Australian Government to 'trial innovative approaches to vocational education and training (VET) to ensure the national training system is responsive, respected and flexible to the needs for industry now and into the future'.¹

There is increasing demand for care-related services in Australia with an ageing population and the introduction of the National Disability Insurance Scheme. The design of the four-year HSSO pilot includes activities to identify and assess skills needs, develop competencies and training packages in consultation with stakeholders such as Registered Training Organisations (RTOs), strengthen links between schools and industry, and improve the quality of training delivery and assessment.

Other initial Skills Organisation being piloted by the Australian Government focus on the priority industries of digital technologies and mining.² Skills Organisations were a key recommendation of the *Expert Review of Australia's Vocational Education and Training System* (the Joyce Review) whereby 'employers and other industry stakeholders (such as unions and licencing bodies) lead the development of qualifications and the training of a skilled workforce for that industry'.³

Membership of the HSSO Steering Group includes CEO representation from peak aged care, disability and community service providers deeply connected to communities across the country; and an Advisory Observer from the Department of Education, Skills and Employment. Inaugural Steering Group members are:

- John Murray (Chair), Royal Australian Airforce Association WA
- Russell Bricknell, BaptistCare
- Kasy Chambers, Anglicare Australia
- Benjamin Keast, ARC Disability Services
- Liz Cohen, Cara

Development of the Entry into Care Roles Skill Set

The HSSO has developed a new Entry into Care Roles Skill Set in consultation with industry to rapidly upskill a 'surge' workforce to meet the 'unprecedented strain on the aged care and disability support' sector during the COVID-19 pandemic.⁴

The Skill Set equips learners with basic knowledge 'to provide entry level support for basic client care for a range of roles and purposes required within the aged care and disability support sectors'.⁵ The Skill Set was designed for career transition, with an expectation that learners will be building on existing skills. The trial will explore the utility of the Skills Set for young learners entering with different levels of existing skills and employment experience, and additional requirements in preparing young people for work.

Many RTOs now have the Skill Set on scope after developing pathways to deliver and assess each of the three units of competency and work assessment during the unique conditions of a pandemic⁶.

- 1 Department of Education, Skills and Employment 2020, *Human Services Care Skills Organisation Pilot Steering Group and Working Group Terms of Reference*, Australian Government, Canberra, p.1. Accessed 28 July 2020 at <https://docs.employment.gov.au/documents/human-services-care-skills-organisation-pilot-terms-reference>
- 2 See the Australian Government's 'Skills Organisations' webpage at <https://www.employment.gov.au/SO>
- 3 Joyce, S 2019, *Strengthening Skills: Expert Review of Australia's Vocational Education and Training System*, Department of the Prime Minister and Cabinet, Commonwealth of Australia, Canberra, p.116.
- 4 Australian Government Department of Education, Skills and Employment 2020, *Companion Volume Implementation Guide: RTO Factsheet CHCSS00114 Entry into Care Roles Skill Set*, Australian Government, Canberra, p.2. Accessed 28 July 2020 at <https://www.aisc.net.au/content/communiques-and-training-package-updates>
- 5 Australian Government 2020, 'Skill set details: CHCSS00114 - Entry into Care Roles Skill Set (Release 1)', training.gov.au [website], Australian Government, Canberra. Accessed 28 July 2020 at <https://training.gov.au/Training/Details/CHCSS00114>
- 6 Registered Training Organisations offering the course are listed on the [myskills.gov.au](https://www.myskills.gov.au) website at <https://www.myskills.gov.au/courses/details?Code=CHCSS00114>

A community-led skills pathway for young people into the care sector

The Brotherhood of St Laurence aims to utilise this Skill Set to create and implement clear and rapid skills pathways for young people to enter the aged care and disability workforce. It is carrying out a trial of the Skill Set as part of a co-designed training pathway in selected regions across Australia.

The trials will be led and delivered through local National Youth Employment Body (NYEB) Community Investment Committees, which harness local expertise and investments to drive place-based solutions to address youth unemployment. Each locally led Committee has identified the care sector as a local growth industry with employment opportunities and demand for a younger workforce.

The Skill Set was designed to enable career transition, with an expectation that learners will be building on existing skills. The trial will explore the utility of the Skill Set for young learners entering with different levels of existing skills and employment experience, and any additional requirements in preparing young people for work.

Building the capabilities of young people and the VET system

The trial contributes to the NYEB's wider ambition for system and practice change that will improve employment outcomes for young people, business and communities, by demonstrating a training pathway that:

- Aligns key stakeholders (employment service providers, government, VET and industry) to drive employment opportunities for young people in local labour markets.
- Supports the young person to engage in training and work, and supports the employer to build a motivated and skilled entry-level workforce of young people.
- Utilises a stackable approach to skill acquisition that enables young people to move along diverse career pathways, while building confidence and success in the world of work.
- Provides young people with skills and capabilities to make an informed choice about their next career step, rather than locking them into a longer term and narrow training pathway.
- Advocates diverse employment opportunities of the growing care sector to young people.

The NYEB trial provides the opportunity to inform the continuing work of the HSSO to:



Champion the Skill Set with industry and employers.



Design an evaluation with employers to understand the utility of the Skill Set for the sector and learners.



Utilise learnings to design further Skill Sets to meet industry workforce and skills needs and create a pathway to more advanced qualifications.
