

# Workforce Strategy: Improving supports for people with a disability



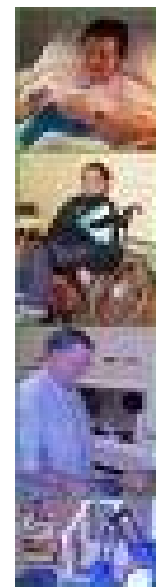
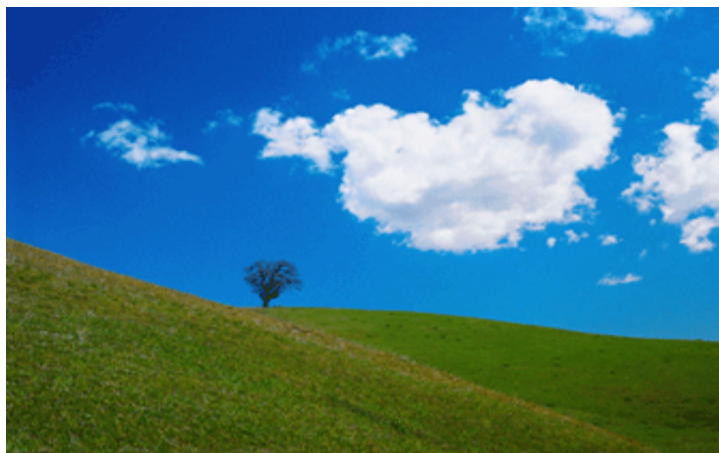
Wednesday 8 April 2009

Kathryn Lamb

# The Workforce Strategy



The journey



# Purpose

- The Workforce Strategy aims to position the industry well into the future by ensuring that the industry develops and maintains a skilled workforce ..... to support the personal outcomes and lifestyle aspirations of people with a disability.

# Vision

## **People with a disability**

People with a disability to have the support that enables them to participate in the community and to play an important role in influencing and strengthening the workforce

## **Staff**

A skilled workforce of managers and workers with the 'right values' and with structured and well developed career paths

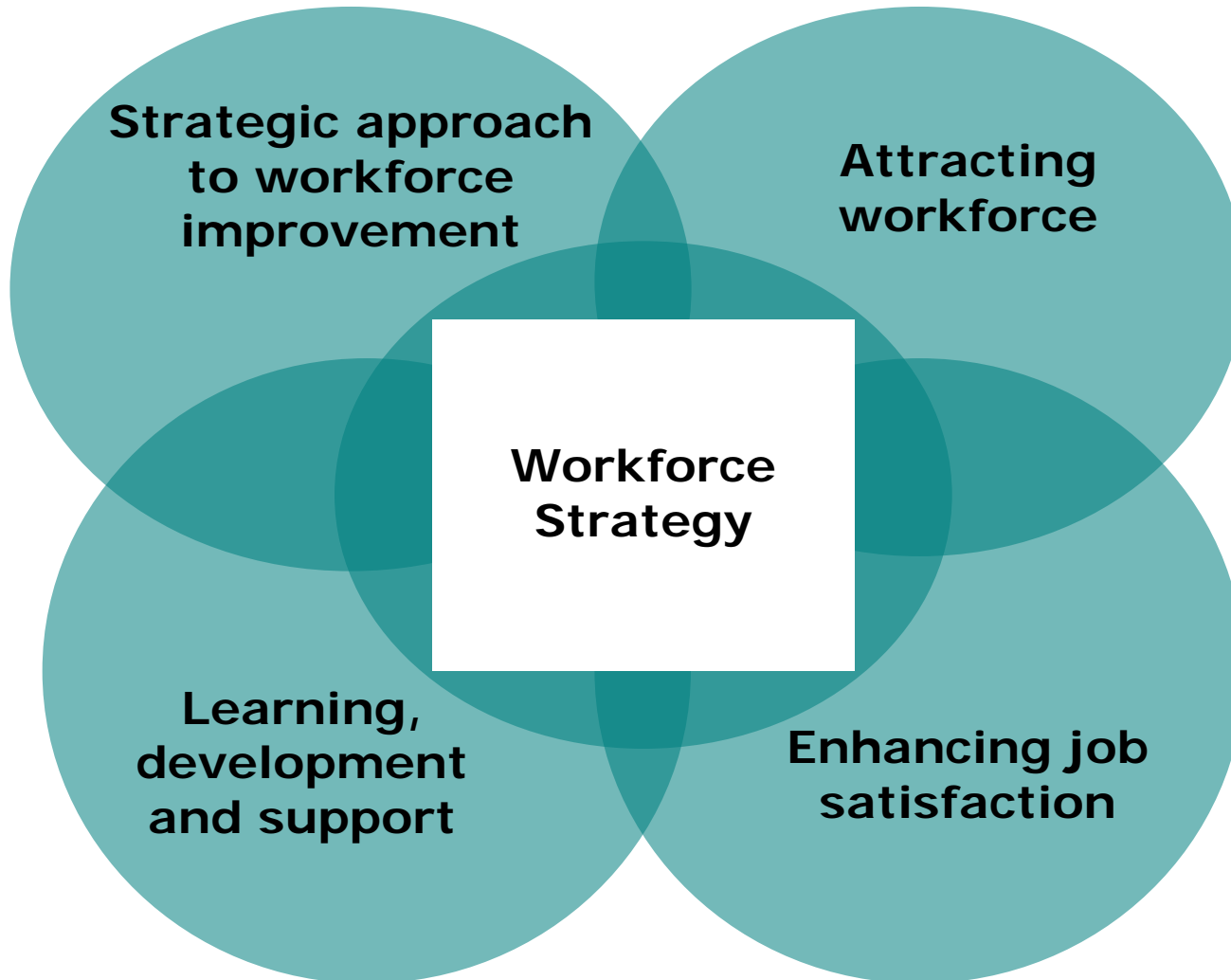
## **Organisation**

Evolving service providers that deliver and support quality services and value and support all staff in their changing roles and work environments

## **Industry**

A flexible and dynamic service-delivery system, which provides tailored support to enable people with a disability to experience the outcomes valued by all Victorians

# Priority Areas



# Priority 1 – Strategic approach to workforce improvement

- To address workforce planning and development and raise the profile and focus of the workforce by using strategic data.
- This data will inform recruitment, retention and learning and development strategies.

## Priority 2 - Attracting workforce

- To increase recruitment, which is essential to address attrition and meet increasing service demand in the sector.
- It is necessary to build a quality service for people with a disability and attract people who possess the right values who want to be apart of this industry.

## Priority 3 – Enhancing job satisfaction

- To enhance retention.
- Requirement for flexibility to meet changing expectations of the next generation of employees.
- Critical need to align workers expectations with reality to reduce turnover.

## Priority 4 – Learning, development & support

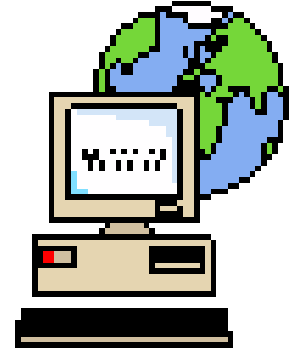
- To enhance capacity of the industry to:
  - increase recruitment/retention skilled staff
  - achieve higher productivity
  - enhance client outcomes and satisfaction
  - develop meaningful career paths.
- In the future staff will work with more autonomy and it is important to have flexible staff support models.

# Moving forward...

- An agreed understanding of direction
- Implementation plan
- Project activity aligned to key priority areas

# Moving forward...

- Available on the internet:



[www.dhs.vic.gov.au/disability](http://www.dhs.vic.gov.au/disability)