



LATROBE VALLEY
AUTHORITY

Gippsland's Health and Community Services Workforce Project

Working toward a skilled and sustainable health and community services workforce in Gippsland

THEME and Report Recommendations	Existing or Complementary Projects / Work	Suggested work	Gaps/Proposed Action
<p>PROMOTION OF THE SECTOR AND GIPPSLAND</p> <ul style="list-style-type: none"> • Creation and expansion of partnerships to promote Gippsland 	<ul style="list-style-type: none"> • RDV Invest Gippsland website • VicGov Living in Regional Vic website • Individual organisational websites, e.g. LCHS (Living and Working in Gippsland) • Gippsland Jobs Hub • Local Government websites, e.g. Live, Work and Invest East Gippsland (under construction) • Hi-Tech Precinct Gippsland website 	<ol style="list-style-type: none"> 1. Promoting the Sector <ul style="list-style-type: none"> • Inspiring people to want to work in it • Outlining Organisations; opportunities and roles • Education Options 2. Outline the liveability features of the Region <ul style="list-style-type: none"> • Housing • Schools • Social activities • Partner and family considerations • Geographical focus 	<ol style="list-style-type: none"> 1. Specific sector promotion strategy for residents of Gippsland (aligned with Grow our Own Strategy) - potential working group requiring consideration of membership and scope of work. 2. Scoping the capability to develop a collaborative and consistent product which promotes Gippsland as a great place to live and work – invest/co-opt interested people to participate in exploring further.
<p>SUPPORT FOR EXISTING WORKERS AND PROVIDERS</p>	<ul style="list-style-type: none"> • DHHS CoP – does this still operate? • Monash School Rural Health/Cath Cosgrave 'Whole of Person' Workshops • Youth and Area Partnerships Research • Fed Uni Centre of Excellence 	<ol style="list-style-type: none"> 1. Establish Community of Practice (may be more than one) for allied health professionals 2. Explore opportunities for partnering and collaboration: <ul style="list-style-type: none"> • Resourcing • Professional development • Joined up employment options • Personal/professional/peer support • Infrastructure support 	<ol style="list-style-type: none"> 1. Seek lead and participants for a working group to address these opportunities

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<p>EDUCATIONAL DEVELOPMENT AND PROVISION</p> <ul style="list-style-type: none"> • Delivery of programs in social work and allied health • Key programs in place (like nursing and aged care) are maintained • Review of management and administration courses in sector • Inclusion of 'enterprise' skills sets in existing qualifications 	<ul style="list-style-type: none"> • Articulation arrangements between Fed Uni and TAFE Gippsland • Federation University Scope Development • LHAss – Up-skilling Dental Assistants/Pharmaceutical traineeships • Free TAFE • LVA Micro-credentialing project • LVA Access New Industries Program • Providers' 'in-house' training • Private providers • Learn Local provision • FYA/SW TAFE Enterprise Skills Project 	<ol style="list-style-type: none"> 1. Social Work qualifications working group (investigate DHHS support of social work delivery in Ballarat) 2. Future development of Fed Uni and TAFE Gippsland Scopes, pathways and articulation arrangements. 3. Current LVA Micro-credentialing work to look at targeted opportunities within the sector and options for inclusion of enterprise skills in existing qualifications. 	<ol style="list-style-type: none"> 1. Social Work qualifications Working Group (Annette Jackson to convene), seek members. 2. Current Fed Uni/TAFE Gippsland work to continue with regular reporting to group. 3. Current LVA work to continue with opportunities identified to engage with this sector more broadly, links with placement, and regular reporting to group.

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<p>EDUCATION SUPPORT AND RETENTION</p> <ul style="list-style-type: none"> • School age children made aware of opportunities • Career Counsellors provided with ongoing professional development 	<ul style="list-style-type: none"> • Industry / Education partnerships work (LVA/DET) • Aspiration Research (LVA/Fed Uni) • DET Career Education Strategy • Educational Providers' student support systems 	<ol style="list-style-type: none"> 1. Education Support Working Group: <ul style="list-style-type: none"> • Placement co-ordination including confirmation of numbers, promotion, innovative models, and student experience • Industry based research and partnerships • Articulation and pathways mapping including multi entry and exit points, multi career thread, reverse pathways • Careers counselling • Provision of post-grad education locally • Professional development • Sector champions • Online platform • Student recruitment and support • Linking in to the promotion of the sector work 	<ol style="list-style-type: none"> 1. Seek lead and participants for the Education Support Working Group
<p>WORKFORCE PLANNING AND DEVELOPMENT</p> <ul style="list-style-type: none"> • Continued use of regional skills audits 	<ul style="list-style-type: none"> • LRH Workforce Plan • Gippsland PHN/DHHS Mental Health Workforce Plan 	<ol style="list-style-type: none"> 1. Mapping life-long learning/work journey in Health and Community Services 2. Longer term opportunities: <ul style="list-style-type: none"> • Mapping organisations' existing strategies and policy • Support for Stage 3 LRH Workforce needs • Influencing Policy Change - to address restriction of GP recruitment into particular areas 	<ol style="list-style-type: none"> 1. LVA to seek active engagement with interested parties in developing an Education/Sector Career Journey Map incorporating: <ul style="list-style-type: none"> • Technical Skills • Transferable Skills • Career opportunities, organisations and jobs available • Entry and Exit Points • Marketing products • Phase 1 to be the Career map with Phase 2 including the education/skills overlay