

Developing the Tasmanian early years and school age care sectors workforce

A collective impact approach?

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ECA Tasmania Branch

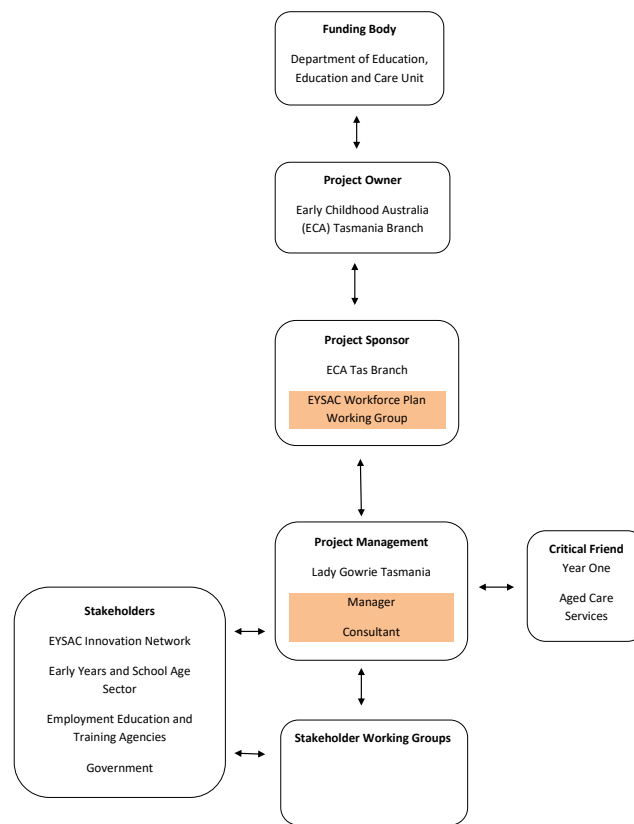


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Why a workforce plan for
Tasmania?
Why now?
Why collective impact?



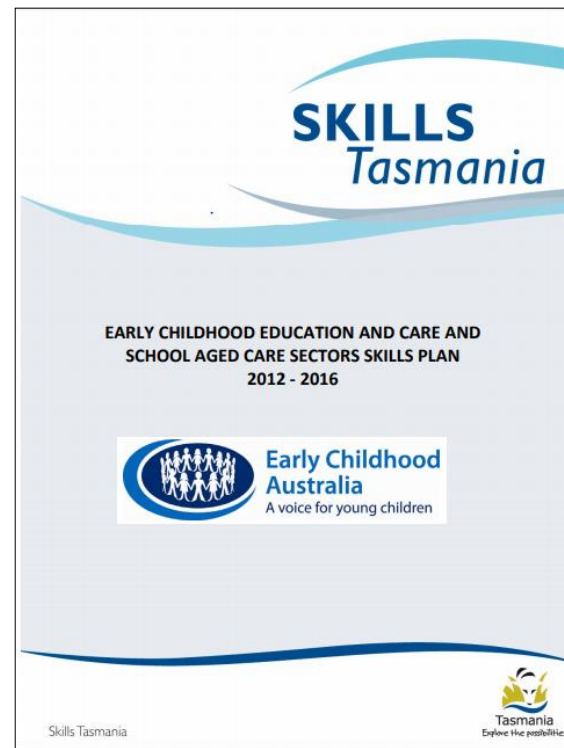
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‘The Early Childhood Education and Care and School Age Care Skills Plan 2012 - 2016 will provide an overarching strategic framework between the ECEC and SAC sectors, the state government, and other relevant stakeholders, to promote and facilitate skill development in the ECEC and SAC sectors in the period 2012 – 2016, following the implementation of the NQF in January 2012.’



Achievements: Projects and Initiatives

- *Communicating with Families* – a workplace literacy project
- Career Forums across the state
- Development of a Career Guide (Education and Care Services) – distributed to all colleagues and at Career expos
- Development of a state resource – Qualification Guide which was distributed free of charge to all education and care services including Family Day Care Schemes
- An agreement on the Diploma and Certificate III electives to be delivered was endorsed by the sector
- Skills Plan Webpage
- Participation in the Mentoring Australia's Apprentices project (MAAP) and
- *Careers in Future Workforce* initiative – 25 school based traineeships
- Family Day Care context forum for RTO's - objective to increase trainers and assessors understanding of the FDC complexities and context
- 4 RTO's including TasTAFE involved in a collaborative project to map from the old to the new training package
- Collaboration with the Tasmanian Aboriginal Centre Inc. in the delivery and assessment of the HLT HIR404D Work effectively with Aboriginal and/or Torres Strait Islander people (state-wide)
- Monthly Newsletter



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Challenges.....and Opportunities

Vocational Training

- Delivery and assessment
- Workplace obligations
- Workplace assessment
- Suitability
- Trainees

Attracting and retaining a professional workforce



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Q. How could we more effectively influence the skills profile of the sector and help to develop a strong professional identity into the future?

- A. Develop and initiate a *new* workforce plan for the Tasmanian early years and school age care workforce! or
- B. Facilitate a review and update project to build on the achievements and understandings of the 2012-2016 plan.

Review & Update: Information. Data. Consultation.

- Growing demand
- Qualifications (spread)
- Qualifications (completion)
- Experience
- Utilization

Q5: PATHWAYS TO EMPLOYMENT - Rank from 1-4 in order of importance, with 1 being most important

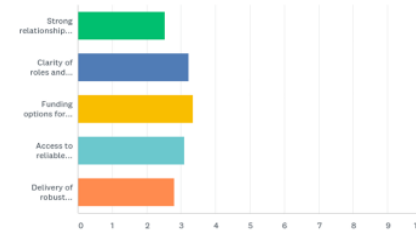
Answered: 127 Skipped: 0

	1	2	3	4	TOTAL	WEIGHTED AVERAGE
Information about career pathways	18.11% 23	18.90% 24	25.96% 33	37.01% 47	127	2.82
Effective Screening processes	39.37% 50	26.77% 34	17.32% 22	16.54% 21	127	2.11
Programs to attract a diverse workforce	10.24% 13	26.77% 34	40.16% 51	22.83% 29	127	2.82
Information to support retain new workers						

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Q6: ACCREDITED TRAINING - Rank from 1-5 in order of importance, with 1 being the most important.

Answered: 127 Skipped: 0



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Review & Update: A workforce to meet future needs

- Achieving the 'right fit'
- Workforce planning
- Responding to the local context



According to IBISWorld figures, Australia's birth rate is set to increase by 6.4% over the five years to 2019-2020 to reach 332,901 births annually. When compared with the 2.9% growth over the past five years, this upward trend presents a compelling picture and projects a significant transformation for this industry [sector] in the coming years. Meeting this growing demand is a challenge, even with the expansion of ECEC services. The projected employment growth to 2020 is expected to grow very strongly, with the number of job openings expected to be high (greater than 50,000). (Skills IQ, 2017. p.21)



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Review & Update: Recommendations

- Attention to determining suitability for study, training and the profession and in achieving the 'right fit' between job seekers and employers, will result in retention and professional lift across the Tasmanian EY and SAC sectors. This will be enhanced through the promotion of work in EY and SAC as a career of choice.
- Development of sector-wide understanding of the enormous value of suitable, accredited and non-accredited professional learning experiences (including the development of leadership capability, workplace mentoring skills and communities of practice) will drive a culture where educators and employers take shared responsibility for ongoing professional growth
- Demand for a qualified and skilled EY & SAC workforce in Tasmania continues to grow and will benefit from a collaboratively organised approach to mapping career pathways and to supporting workforce planning (including recruitment, onboarding and retention practices).

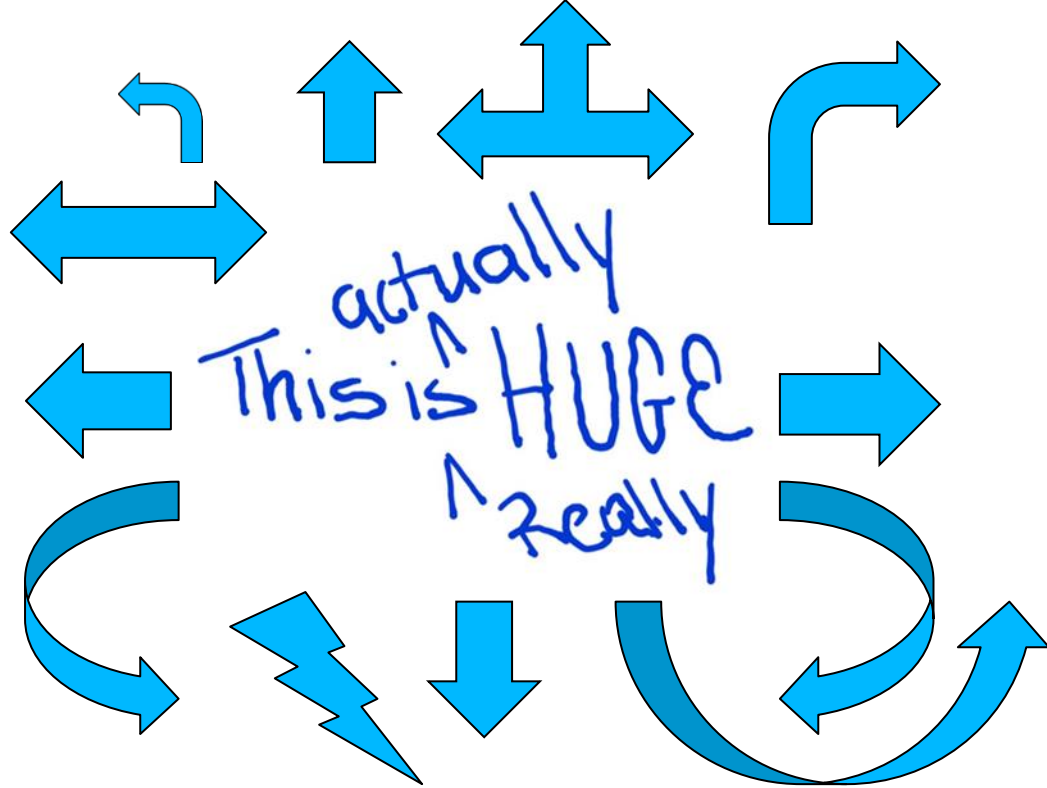


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THINK
DIFFERENTLY



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organ...



Creating a climate
for change

2. Build guiding teams

3. Get the vision...

4.

...quick-wins.
...ment and recognise
...reward employees
...ved





Common Agenda

- Keeps all parties moving towards the same goal

Common Progress Measures

- Measures that get to the TRUE outcome

Mutually Reinforcing Activities

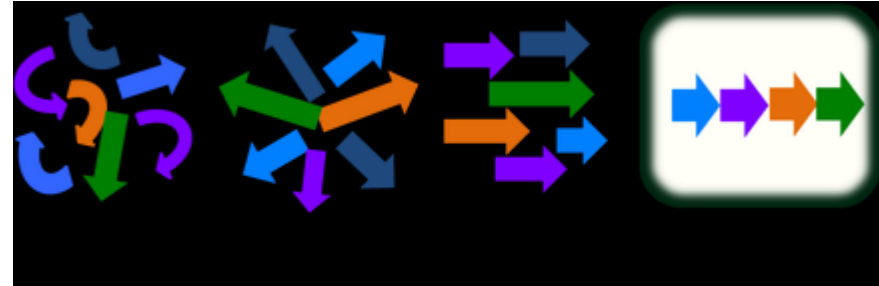
- Each expertise is leveraged as part of the overall

Communications

- This allows a culture of collaboration

Backbone Organization

- Takes on the role of managing collaboration

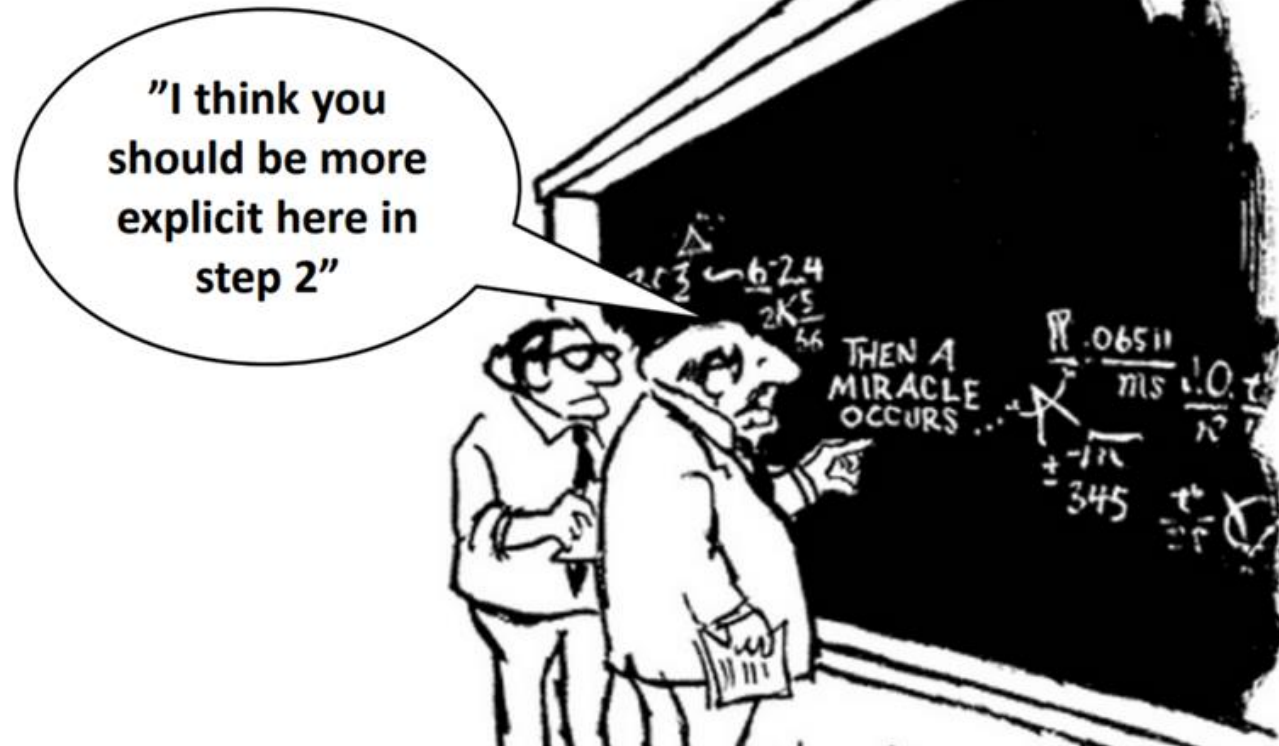


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Governance & Management	Online Hub	Building broader network and fundraising	Building sector urgency	Building the collective
Project Plan	Scoping	Government; Local, State, Federal	Regional Forums	Innovation Network Meetings
Communication & Engagement Plan	Look and Feel	Education & Training Institutions	Existing groups	Working Groups
Reports	Populating	Job & Employment Programs	Individual Consults	
Action Plan	Testing	Agencies and Projects		
Newsletters				



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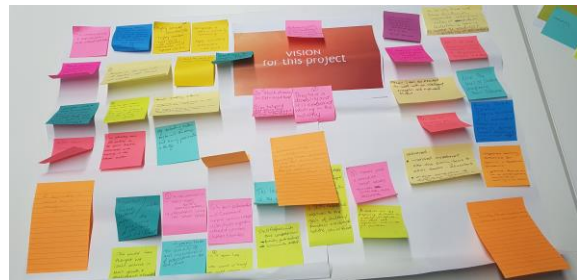
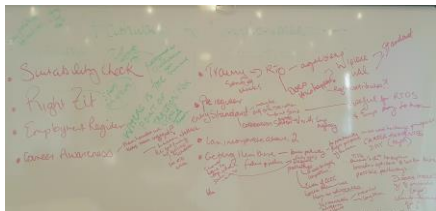
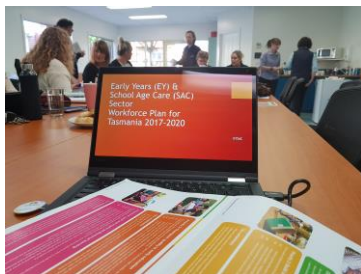
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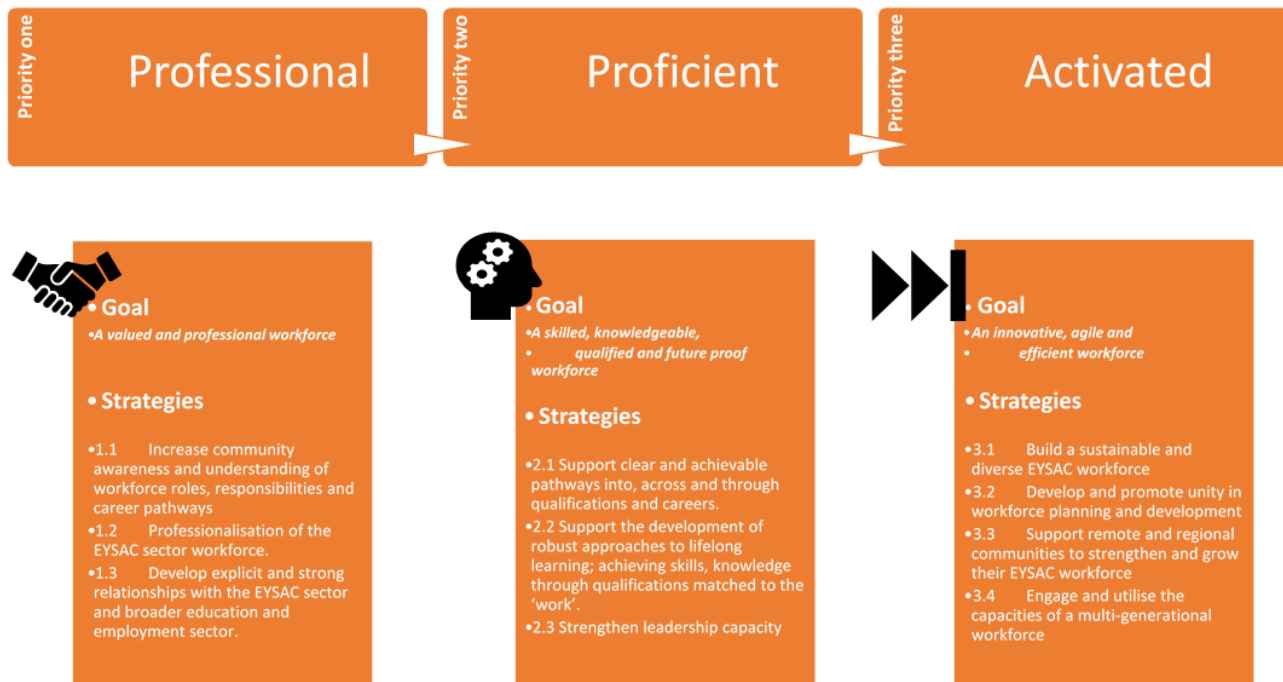
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EYSAC
Workforce







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Skills Plan 2012 – 2016

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This website has been designed to support the programs and initiatives being implemented as part of the Early Childhood Education and Care & School Aged Care (ECEC & SAC) Skills Plan 2012 – 2016.

The Skills Plan gives all services a fantastic opportunity to collaborate and work together to ensure that the current and future Education and Care workforce is highly skilled and meeting the outcomes of the NQF and community expectations.

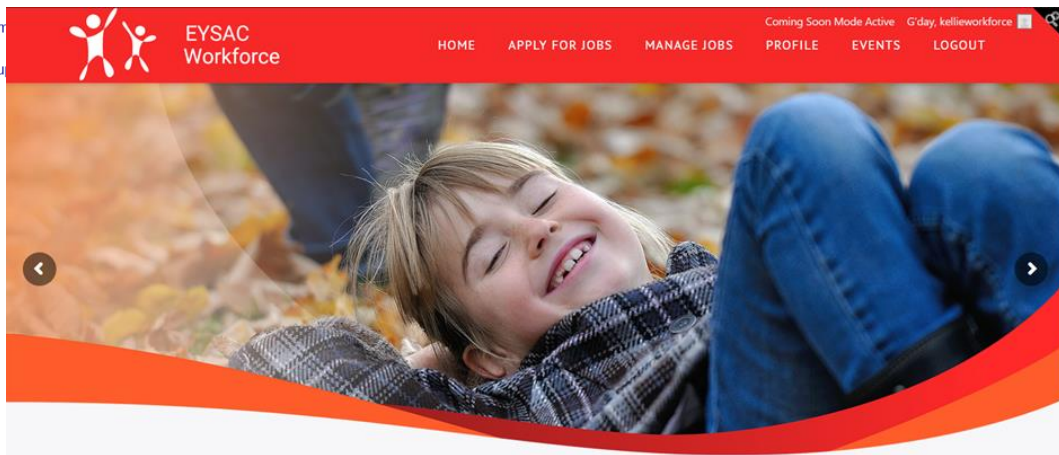
Please use these resources and share them with your colleagues.

If you wish to contribute to the website or have suggestions about its future development, please email roger.skillsplantas@earlychildhood.org.au

ECA Tasmania Branch acknowledges Skills Tasmania for their generous funding support of the Skills Plan project.

Download a copy of the [Skills Plan](#)

www.eyesac.com.au

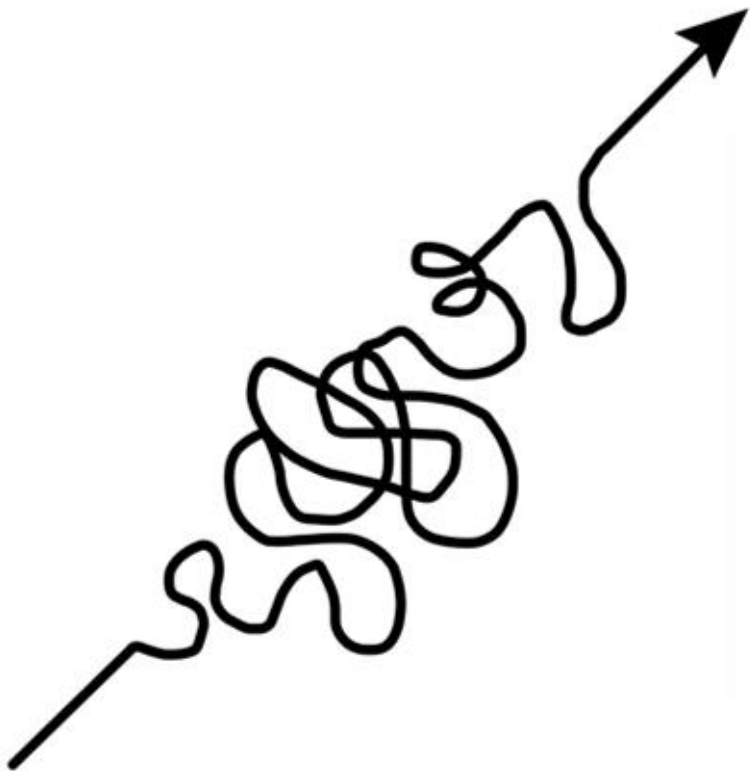


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And will you succeed?
Yes! You will indeed!
(98 and 3/4 percent
guaranteed)

Dr. Seuss



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Some questions you may have...

- Where do we start?
- How do we determine priorities?
- How do we build partnerships?
- Where do we secure funding?



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OUR VISION: EVERY
YOUNG CHILD IS
THRIVING AND
LEARNING

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