

Mental Health Skills Articulation between Vocational Education and Training (VET) and Higher Education

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Community Services and Health
Industry Skills Council

Outside In: Community Responses to Complex
and Diverse Needs Conference

7 May 2009



Community Services and Health Industry Skills Council

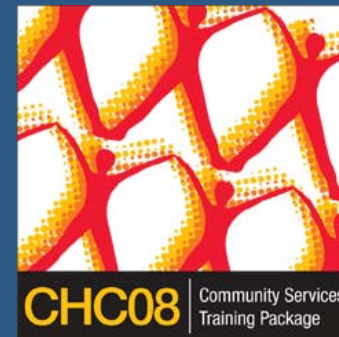
Our Mission:

Australia will have a community services and health workforce with sufficient competence such that, if deployed and managed well, it will always respond appropriately to the needs of the Australian population so that their health and wellbeing is promoted, maintained, and where necessary restored.



Training Packages

- Maintain the national qualifications and competency standards for the industries in the Community Services and Health Training Packages



Workforce Profile

	Health and community services	All industries
Employment (number)	1 108 800	10 559 800
% Employment growth in last 5 years	17.3	12.7
% aged 45 years or older	42	28
% female	79	45
% working part-time	46	37
% of employment outside state Capital cities	37	37
Top 5 occupations		
Registered Nurses	162 000	168 300
Child Care Workers	74 300	97 500
Nurses' Aides and Personal Care Assistants	66 500	68 200
Carers, Aged and Disabled	66 100	72 100
Receptionists	59 200	170 100



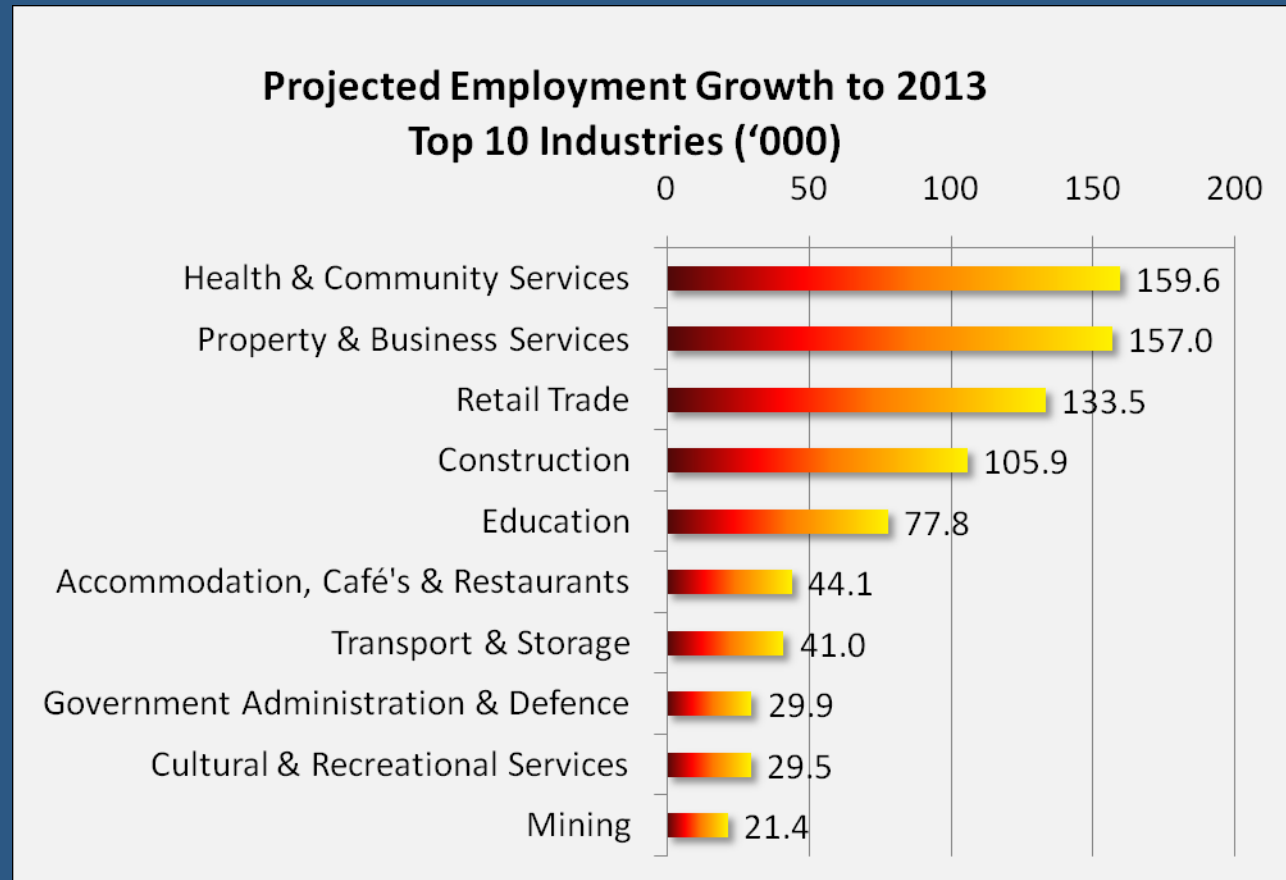
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Source: Australian Jobs 2008, DEWR

Workforce Growth to 2013

Projected employment growth, 5 years to 2013, Top 10 Industries ('000)

Over this period, **Health and Community Services** is expected to experience the strongest jobs growth (2% per year or more than 77 800 new jobs to 2013)

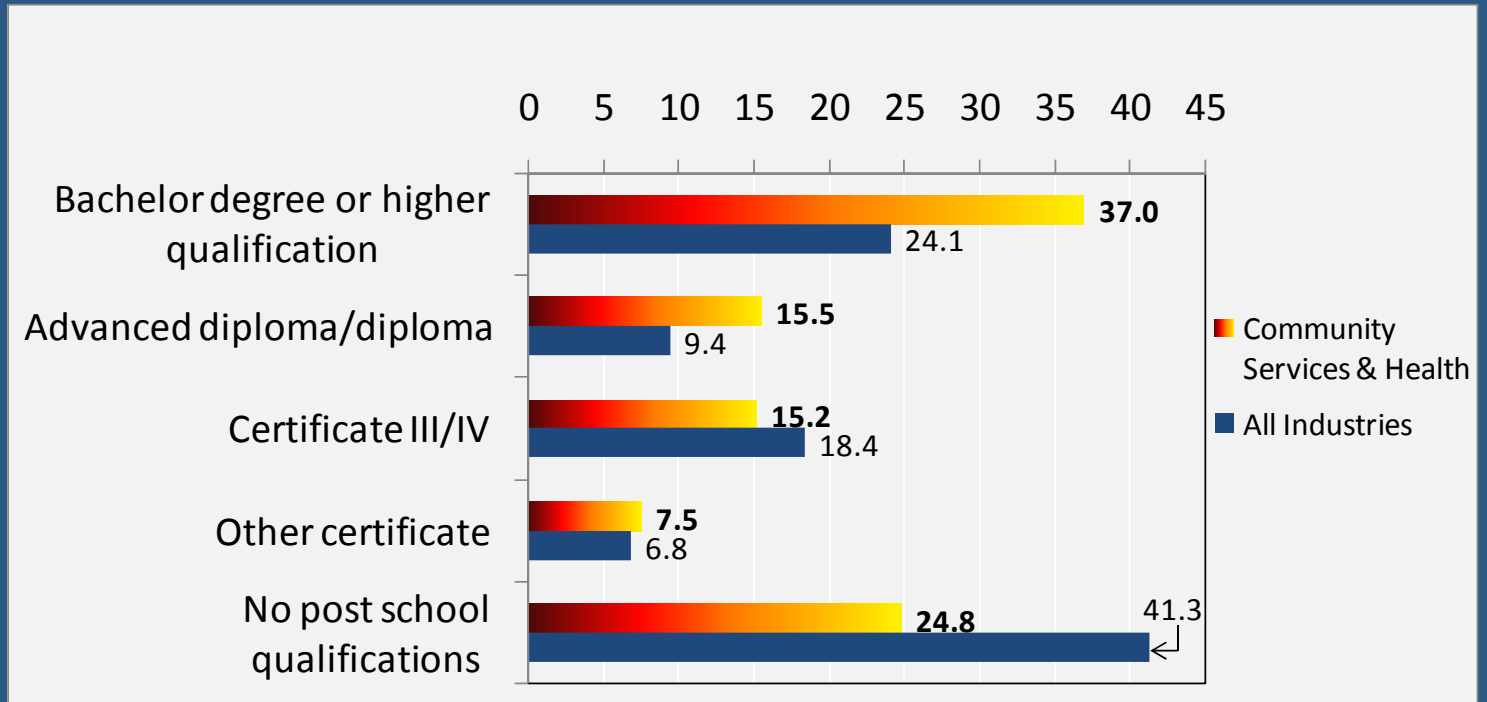


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Source: Australian Jobs 2008, DEWR

Qualifications Attained

Health & Community Services Educational Profile %



Australian Qualifications Framework (AQF)

AQF Qualification by Sector of Accreditation

<i>Schools Sector Accreditation</i>	<i>Vocational Education and Training Sector Accreditation</i>	<i>Higher Education Sector Accreditation</i>
		<u>Doctoral Degree</u>
		<u>Masters Degree</u>
	<u>Vocational Graduate Diploma</u>	<u>Graduate Diploma</u>
	<u>Vocational Graduate Certificate</u>	<u>Graduate Certificate</u>
	<u>Advanced Diploma</u>	<u>Bachelor Degree</u>
	<u>Diploma</u>	<u>Associate Degree, Advanced Diploma</u>
<u>Senior Secondary Certificate of Education</u>	<u>Certificate IV</u>	<u>Diploma</u>
	<u>Certificate III</u>	
	<u>Certificate II</u>	
	<u>Certificate I</u>	



Workforce Development Needs

Highest Level Qualification in the Health and Community Services (%)

	Bachelor Degree and Above	VET Cert or Diploma	Year 12 and Below
Health	49.8%	25.5%	24.8%
Community Services	21.0%	46.1%	32.8%
TOTAL	38.4%	33.7%	28.0%

Articulation – VET-HE

VET sector

- Aboriginal Health Worker and Torres Strait Islander Health Worker
- Enrolled Nurse
- Allied Health Assistant
- Medical Practice Assistant
- Community mental health worker

Higher education

- General Practice/medical
- Nursing
- Allied Health
 - Psychology
 - Social work
 - Occupational therapy

**Training Packages/
competency
standards**

**University
courses**



Mental Health Articulation project questions

1. What can be done to improve workforce development in the community mental health sector to meet demands for qualified/skilled labour?
2. How can structures for articulation between vocational education and training (VET) and higher education be improved to best service the community mental health sector skill requirements?

Project outcomes

- A detailed examination of mental health policy and services including through three fieldwork studies of community mental health services and workers
- An analysis of the existing VET to higher education articulation and credit transfer arrangements including the mapping of mental health competencies in training packages to university curricula

Project process

- National industry reference group: employers (NGO & government), unions, professional associations)
- Key research partner: Workplace Research Centre University of Sydney
- Stage 1 scoping report
- Education sector study – VET qualifications (HLT07-CHC08) articulating to Registered Nursing, Psychology, Occupational Therapy and Social Work
- Fieldwork research: SA, ACT and Qld (facilitated through government employers and Community Mental Health Australia affiliates); 76 interviews with staff and managers
- Final report production



State/Territory case study focus

South Australia

- Challenge of delivering services for people with chronic mental health needs in regional areas and the associated labour market limitations.

ACT

- Metropolitan area with a relatively high proportion of funding going to both government and non-government community-based services; exploring emerging and specialist community mental health service models.

Qld

- North Queensland region in order to gain a particular understanding of issues related to the provision of mental health services to the Indigenous population

Findings overall

Articulation is broader than just the education sector

Dominant Model	Community Services	↔	Health
Service Type	Non-government	↔	Government
Education Sector/AQF	Vocational Education and Training	↔	Higher Education
Work roles/job design	VET-trained & no quals “non-clinical”		Degree/Professional “clinical”

Findings: education sector study

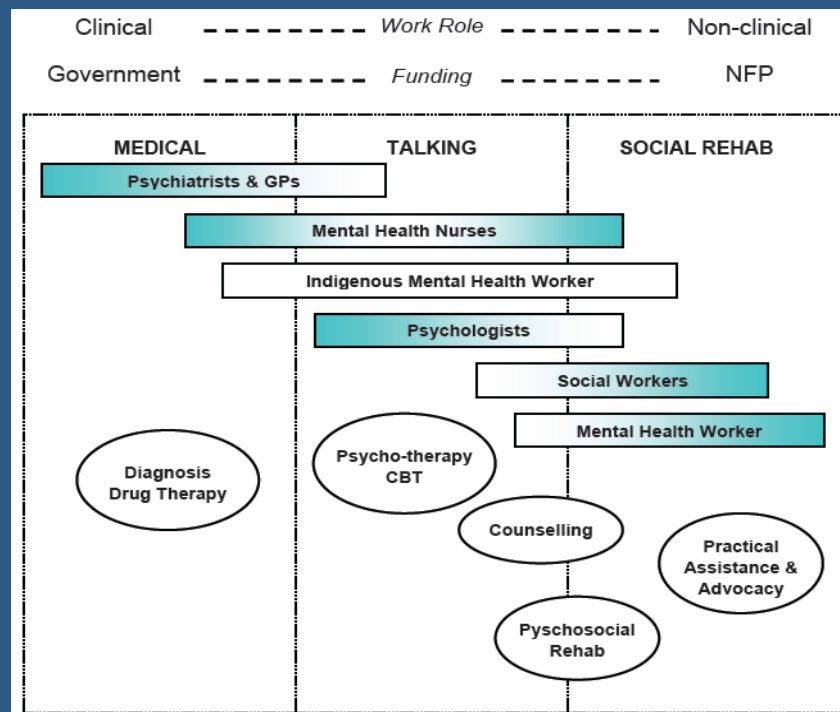
- Education sector study
 - Recognition of VET in higher education courses is sporadic
 - Based on individual university policy and/or individual faculty staff
 - More prevalent in regional areas where strategies are needed to recruit and retain people in community services and health

Findings: Services and Policy study

- Workforce development to be better integrated in service agreements through funding for training, backfilling positions and better recognition of qualifications and skills in pay. This is essential feature of optimally funded services.
- Inequalities in pay and development opportunities across government and NGO to be addressed for articulation to work
- Cross sector workforce development strategy in government and NGO sectors

Findings: Services and Policy study cont'

- Address gaps in key skill and knowledge*: PSR, mental health and medications knowledge (NGO and Government), recognition of under-valued skills



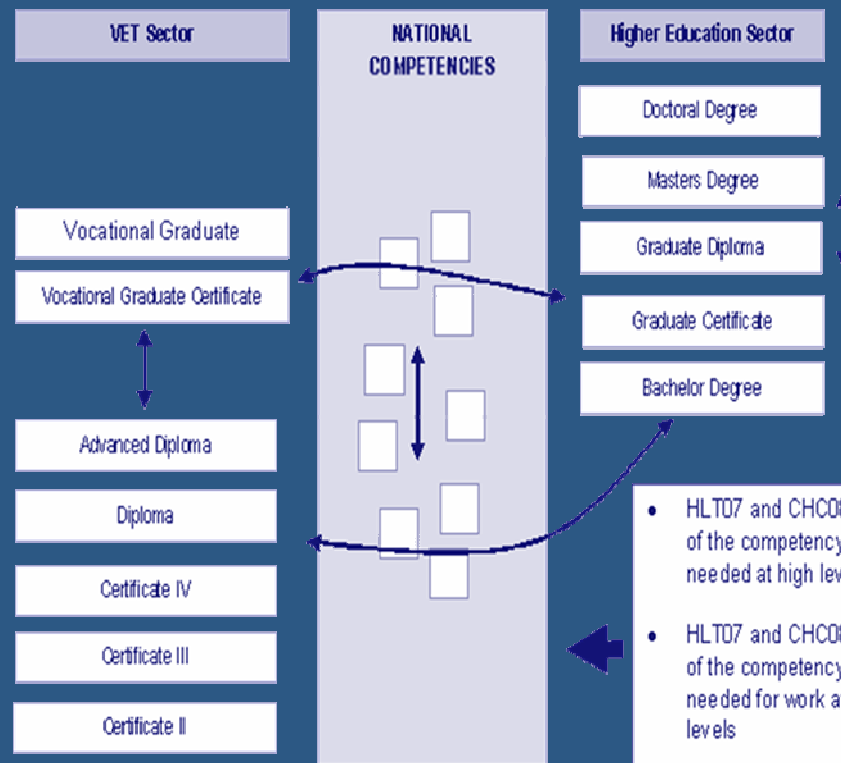
* This finding applied to workers with university, VET and no qualifications

Findings: Services and Policy study cont'

- Potential for entry level qualifications e.g. Certificate IV in Mental Health
- Strategies to address gaps in key skill and knowledge:
 - Broader implementation of the CHC08 Community Services Training Package qualifications Certificate IV and Diploma of Mental Health
 - Development of new vocational graduate level competency standards and/or qualifications; creating a new higher skill pathway

Findings: Services and Policy study cont'

The role of national competencies

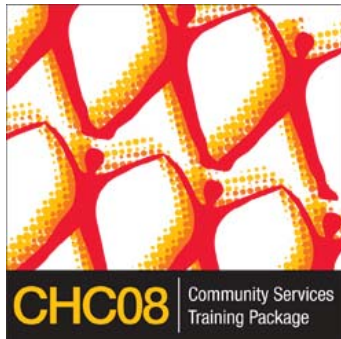


- HLT07 and CHC08 include some of the competency standards needed at high levels
- HLT07 and CHC08 include *most* of the competency standard needed for work at low and mid levels

Future directions for Training Packages to address competency gaps at all levels.

Vocational Graduate Qualifications

New Vocational Graduate level qualifications provide high-skill outcomes for workers and learners, and enhance articulation between VET and higher education



- Vocational Graduate Certificate in Community Services Practice (Statutory child protection)
- Vocational Graduate Certificate in Community Services Practice (Client assessment and case management)
- Vocational Graduate Certificate in Career Development Practice
- Vocational Graduate Diploma of Community Sector Management
- Vocational Graduate Diploma of Relationship Counselling
- Vocational Graduate Diploma of Family Dispute Resolution



Project report due for release in late May/June 09

- Overview report
- Services and Workforce Study*
- Mental Health Articulation Between VET Providers and Universities Research Report
- Exemplar mapping process comparing mental health coverage in VET and higher education

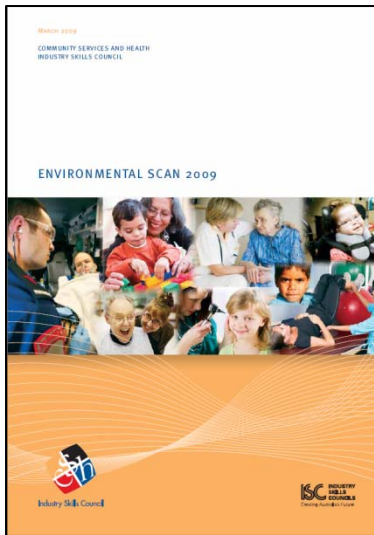
* research focused on community mental health services but findings impact across the sector

Download the **Mental Health Articulation Report** at www.cshisc.com.au in late May/early June

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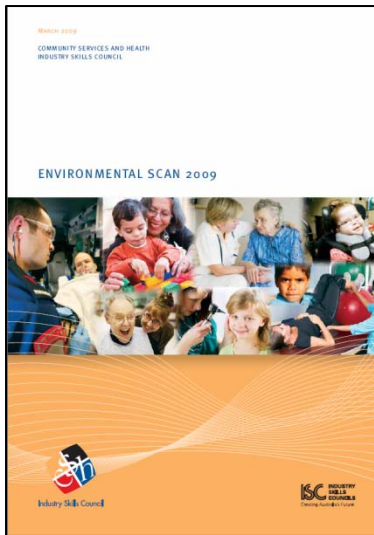


Download the
**Environmental
Scan 2009** at
www.cshisc.com.au



Environmental Scan 2009 – Key messages:

- Pressure for workforce growth in already expanding sectors through increased demand and capacity building
- New service models and a reconfiguration of workforce composition are needed:
 - Health –reduced supply of professionals, focus on primary and preventative care – Larger assistant workforce and improved utilisation of skills required
 - Community services – Clients becoming more complex. Continued need to grow the skilled workforce.
- Support for flexible job design and career pathways via various revised structures in CHC08 and HLT07



Environmental Scan 2009 – Key messages (continued...)

- Continuous improvement of Training Packages is required to ensure a firm foundation for workforce
- Low pay, affordability of training and other factors outside the control of the VET sector prevent many organisations from expanding and up-skilling
- Entrenched occupational silos and the disconnect between VET and Higher Education, and between the two workforces and sectors, is slowing the pace of workforce reform.



Thank you

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