



Southern Adelaide Disability Workforce Hub E-News

Welcome to our May 2019 E-News

This E-News shares information on the Southern Disability Workforce Hub activity, NDIS updates, sector training and/or events, resources and good news stories with disability sector stakeholders. The Southern Disability Workforce Hub is hosted by Career Partners Plus

Ph: 7231 5067 www.southerndisabilityhub.com.au

It's been a busy period for the Hub with events being hosted across Southern and Western Adelaide (in conjunction with Northern Hub). In particular a **Quality and Safeguards Commission, NDIS and Office of the Public Advocate** presentation with the **NDS** was held with large numbers attending. The **NDS** also held a public consultation on VET Practitioner Currency (with service providers, NDIS recipients and other stakeholders).

We had the pleasure of attending a Kangaroo Island forum for job seekers called **All Things Employment** and although it was a quick trip, it was a welcome day away from the usual office agenda.

Interview Express & Expo – Jobs in the Disability & Aged Care Sectors

Much of our time has been spent in working on a large project with **Flinders University and industry** to help attract a new cohort of worker, namely under-graduates interested in the sector and gaining casual employment while studying. Many students see this as adding value to acquiring skills and knowledge to benefit their post-grad career direction. Over 100 students attended; asking questions and interviewing with 12 employers from disability and aged care organisations. This was a magnificent turn-out and one that shows that this is an industry which is growing its profile rapidly.

“Was such a useful experience; helped me feel more confident in my skills and experience, and the training helped me to promote myself to the employers”.

Hayley – Grad. Cert. in Disability Studies



The Disability Workforce Hubs were established by the State Government in response to the anticipated increase and growth in the sector as a result of the NDIS introduction to South Australia. This anticipation was spot on and there has been a dynamic shift in the sector, with a spike in jobs and many providers addressing their business models, service delivery and subsequently workforce planning needs.

Funding through the State Government for the Hub was for establishment and delivery to 30 June 2019, however CPP will continue to field enquiries and act as a conduit for information for the foreseeable future, particularly for jobseeker enquiries, sector workforce planning assistance and recruitment and training needs.

As a 'for purpose' incorporated organisation, Career Partners Plus (CPP) have a long history in aiding the connections between business and potential employees, and this will continue for the short term while we seek feedback from organisations which will guide our services in the longer term.

To this end CPP will be requesting feedback from organisations on any ongoing requirements they have, which will be used to shape our business and the Hub going forward.

Linda Symons, Executive Officer, Career Partners Plus

Considering training for your staff?

Any organisation delivering services to NDIS consumers are invited to contact the Hub to discuss training needs / workforce requirements. Half-day sessions can be delivered and tailored to your individual business:

- Customer Service for Workers
- Professional Boundaries and Zero Tolerance
- Health, Wellbeing and Resilience

“Our employees enjoyed the inclusive, interactive environment to discuss professional boundaries and the trainer was great at facilitating discussion around the grey areas. Employees found the scenarios and group activities useful in reflection on their own practices and shared their experiences”.

Tracey Jaffer – Training Development Coordinator, Community Living Australia

You are welcome to contact either Hilary/Greg at the Hub (P: 7231 5067) to discuss the content in more detail and obtain course topics, however the success of this program is understanding the organisation and conveying this in the presentation – therefore each program will vary. These training programs have been developed by Career Partners Plus for delivery through the Hub.

What’s Happening . . .

Information Session - Jobs in the Disability & Aged Care Sectors, Fleurieu Peninsula

The Hub in conjunction with the **Local Area Coordinator**, will be holding an Information Session for job seekers and the general public, with local employers speaking about careers and jobs roles available now and in the future across the region.

This will be held at Victor Harbor TAFESA on Friday 31 May from 3 – 5pm, Bookings required.

Community Living Options, Estia Health, Programmed Health, Community Living Australia and Hendercare will be among others attending. Information from these organisations will provide a really good insight to those considering careers in the sector, and for those who are looking for work with relevant qualifications.

It’s an ideal opportunity to ask questions and have one to one conversations with recruiters about specific needs and expectations of each organisation. **Bookings: Ph 7321 5067**



Not just another expo – this will have employers with real jobs available for people living in the South.

The Hub is calling all **Health, Disability and Aged Care organisations** operating within the inner/outer south to be present at this broad-based Jobs Expo, which is being coordinated by the Anglicare Investment Committee, to be held at **Noarlunga TAFESA on Friday 21 June, from 3 – 7pm.**

JobSouth will bring employers and young job seekers together, with **real employment and/or pathway opportunities in the southern region.** The Expo will attract jobseekers and organisers are focused on inviting exhibitors able to provide jobs or training opportunities to members of the community (jobseekers).

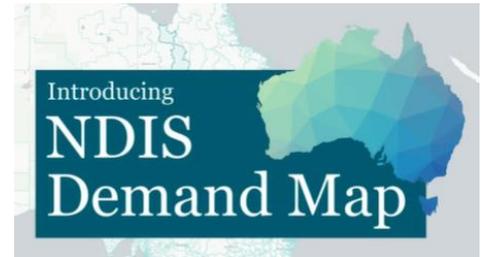
Consider having a representative at the Expo to promote your business and the sector at large. If you are unable to participate, please speak with Hilary at the Hub, who may be able to arrange display and distribution of your information and contact details. **Call Hilary for all further details: 7231 5067 or 0447 194 350.**

NDIS Demand Map

The NDIS Demand Map is a new data analytics tool that provides information to help providers to grow in the NDIS. It can be used to help understand the services and locations NDIS participants may choose by 2023. The Demand Map provides an up to date forecast of the NDIS demand by postcode across Australia.

Use the map to find out:

- How many NDIS participants are expected to live in a postcode.
- How much participants are expected to spend, and on what types of support.
- How many workers may be required to meet participant needs and preferences.



Given the investment by the Department of Social Services on the development of the NDIS Demand Map, it is important that it is valuable and fit for purpose. NDIS Providers are encouraged to complete a brief survey on the Demand Map to assist in determining the usefulness, relevance, accuracy and value of this resource.

Access the map via the Boosting the Local Care Workforce website: <https://blcw.dss.gov.au/demandmap/> It will only take 10 minutes to complete the survey, which you can download [here](#).

Please email your response to: yvonne.cloke@blcwprogram.com.au

Quality, Safety and You

NDIS Worker Orientation Module

A Worker Orientation Module called 'Quality, Safety and You' will assist all NDIS workers to better support people with disability.

This module is an interactive online course that explains the obligations of workers under

the [NDIS Code of Conduct](#) – from the perspective of NDIS participants. It was developed in consultation with the sector, including NDIS providers and people with a disability.



It will be mandatory for all registered NDIS providers under the NDIS Commission to embed the module within their induction and learning programs and provide opportunities for workers to complete the module over time. It takes approximately 90 minutes to complete the four modules. Once completed, workers will receive a Certificate of Completion. During the module, workers are encouraged to consider and respond to different scenarios in the context of supporting a person with disability. On completion of the module, workers will have an understanding of the role of the NDIS Quality and Safeguards Commission and their roles and responsibilities under the Code of Conduct including: human rights, respect and risk. **Questions?** Contact: contactcentre@ndiscommission.gov.au



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NDS Business Webinars

NDS in partnership with Lumin are offering one-hour lunchtime webinars delivered by communications experts at Think HQ and Lumin. Free for members and only \$20 per webinar for non-members.

Webinar - 06/06/2019 12:00 pm

Developing a marketing plan

A marketing plan is a valuable tool in the flawless execution of your communications activities. You will be taken through the elements of a sound marketing plan, and the steps required to ensure that your plan satisfies the communication requirements of your organisation.

Webinar - 20/06/2019 12:00 pm

Storytelling and social media

Your organisation's story is what sets you apart. It is your unique point of difference in an already crowded sector. That's why telling it properly is imperative. Identifying the most interesting aspects of your organisation's story and sharing them through the right channels is key.



Spotlight on . . . Developmental Education

- an emerging allied health profession in the disability sector

Developmental Educators are multi-disciplinary disability specialists with expertise in fostering the skills, independence and quality of life of individuals with developmental and/or acquired disabilities. As allied health professionals, Developmental Educators have a practical approach and work holistically across the life span to address issues which may affect the function, independence and social inclusion of individuals with disability, their families and carers. They also work closely with other allied health professionals.

Developmental Educators undertake assessments and implement effective strategies to support the individual's developmental learning goals. They can register with the NDIS Quality & Safeguards Commission to provide services such as Positive Behaviour Support, Support Coordination, Therapeutic Supports, Early Intervention Supports and a range of other services.

More information about DE's and the services they provide can be found on the Developmental Educators Australia (DEA) website, <http://www.deai.com.au/> or via email at contact@deai.com.au

Know any parents needing career guidance to support their return to work?



If they are not participating in the Parents Next program, we may be able to assist by providing one to one support and guidance on training and employment opportunities to plan their next steps through **Career Partners Plus GROUNDWORK** program; funded by SA Department of Human Services.

A number of parents who have accessed this service are ideally suited to the disability services sector and have commenced training and/or casual employment.

There is no cost for this service, however it will end 30th June.

Interested parents are encouraged to phone Ann on 0499 100 756 to find out more and make an appointment either in our child-friendly office at Christies Beach or at a venue that suits them.

Teaching and Learning Pods available now

High-quality training and assessment services require skilled and confident trainers and assessors. That's why Teaching and Learning Pods have been introduced to help develop trainers and assessors.

Part of the 2019 Building Capability Framework, these new workshops will be delivered each month as breakfast meetings at various metropolitan locations and through webinars, and will cover topics such as:

- unpacking training packages
- understanding competency-based training
- collecting meaningful evidence
- principles of assessment.



The workshops will be delivered by experienced facilitators from MRWED Training and Assessment, one of Australia's leading providers of trainer training, and will include high levels of interaction to enhance participants' learning journeys. **Questions?** Contact Marina on 8429 3021 or marina.borrello@sa.gov.au

You can register for Pod workshop or webinar [here](#).

Information, Linkages and Capacity (ILC) Ready



ILC Ready is Community Business Bureau's new program to help community organisations to build their skills in planning projects and applying for funding. The aim of the ILC program is to support organisations to develop their ideas into fundable project proposals, with a focus on **Information, Linkages and Capacity Building (ILC)** grants to support the inclusion of people with disabilities in communities.



ILC Ready will help you to develop knowledge and skills you can use in other areas of your work such as; Idea creation; Creating outcome based models or theories of change – useful for guiding any project towards a strong social impact; Project planning and management; and Grant writing.

Thanks to funding from South Australia's Department of Human Services through its NDIA Community Inclusion & Capacity Development Grant, **ILC Ready is free access**, and will run July to December 2019.

Sign up to the [mailing list](#) to make sure you don't miss your invitations to:

ILC Ready webinars - This series of short, online webinars (July & August) will help you understand the opportunity the ILC grants program presents, allowing you to help more people in your community.

ILC Ready workshop - The workshop will be held in 6 locations across SA in August. It will help develop the skills to design and plan a project ready for funding under ILC or other community grant programs.

ILC Ready one to one support - Apply to be 1 of 20 organisations to receive a fully-funded package of individual support which includes workshops and one on one coaching from CBB's team of Business Consultants.

ILC Ready is open to all organisations; you do not have to be registered for NDIS to participate.

For more information about ILC Ready visit the [website](#) or email your question to ilc@cbb.com.au.

Have a news story, training, event or employment position you would like shared in our next newsletter?
Forward details to hilaryh@careerpartnersplus.org.au

What's Happened . . .

Express Interview and Training – Flinders University

This two-part event provided University under-graduates with the tools required to be able to meet with employers and promote their skills and interests in working within the sector.

Greg Hatcher (Hub) delivered a three hour workshop at the Alere Function Centre to students who were earnestly considering accessing casual employment within the disability sector. The workshop focused the students on learning more about their own values and strengths, before hearing about employer expectations and interview techniques. The students also were given the background and tools to develop their 'elevator pitch' and deliver a great first impression to interviewers.

One week later, and **65 students participated in interviews with recruiters from 12 different organisations** in disability and aged care at the Flinders University. Over 40 other students sought information in a 'mini expo' style event running concurrently with the interviews and where some really positive conversation and professional format was sure to have a valuable impact on future events and the industry in general.

This model is likely to be replicated by Flinders University in the future as there was significant interest from students from Allied Health, Human and Social Sciences disciplines. While advertising to students was primarily in these areas, other students also filtered in from Engineering, Environmental Sciences and other areas.



Above (left) Hayley (Grad Cert Disability) speaks here to Yasmin from Pearsons Allied Health Services about future jobs.

Below (left) Angus (currently studying Speech Pathology) speaks with Aaron from Programmed Health about positions in the Southern Adelaide region.



All Things Employment – Kingscote

The Hub visited Kangaroo Island in April to represent careers and jobs in the Disability sector in Kingscote. The event was run by the Regional Development Committee and was a well organised opportunity to expand knowledge and awareness about careers in the sector along with other organisations in agriculture, farming and community services.



We continue to hear about challenges for service

delivery on Kangaroo Island with insufficient qualified workers to meet the small demand and would be interested in hearing about any innovative ways which this challenge is being addressed.