



WORKFORCE WIZARD

WORKABILITY
Building Tomorrow's NDIS Workforce

ARE YOU WONDERING WHAT THE NDIS WILL MEAN FOR YOUR WORKFORCE?



With the transition to the NDIS and the introduction of new models of service delivery, there will likely be substantial changes to the workforce in the disability sector. From experience in trial sites workforce issues are one of the biggest challenges for organisations transitioning to the NDIS. In Queensland, it is expected that between 15,900 and 19,400 additional jobs will be created as a result of the NDIS rollout across the state.



WHAT IS WORKFORCE WIZARD?

Workforce Wizard is a simple online tool for disability organisations to track changes and trends in disability sector workforces. Workforce Wizard allows organisations to enter data on their workforces on a regular quarterly basis and benchmark against other similar workforces.

The type of information collected by the tool includes:

- The number of workers in different types of employment
- The change in the number of permanent and casual workers
- The age and gender of workers

Organisations that participate in Workforce Wizard have access to their organisation's key workforce metrics benchmarked against what is now the largest employment dataset in the disability sector. Participating organisations will receive benchmark reports on trends such as rates of turnover, ratios in types of employment, and rates of utilisation.

Over 160 organisations have already signed up and are using Workforce Wizard, with data in the tool representing over 34,000 disability sector workers.

REGIONAL DATA FOR THE QUEENSLAND WORKFORCE

Workforce Wizard now offers State and Territory benchmarks, and for Queensland users it offers the opportunity to enter and track workforce data at a regional level.

In the April to June 2016 data entry period, a regional trial of Workforce Wizard was undertaken in Queensland. In this data entry period users had the opportunity to:

- Define their workforce as being in one of the ten Queensland regions
- Benchmark their workforce against others in the same region
- Choose a state benchmark as well, bringing up a second set of comparisons

As a result of the regional data trial, a substantial number of existing users regionalised their workforces in order to access regional benchmarks.

Brisbane was the only region that reached the 10 workforces required for an individual regional benchmark function to be activated, although a few other regions came close.

Until Workforce Wizard is able to achieve the minimum workforces for individual regional benchmarking the original ten Queensland regions have been merged into three broader regions to make regional benchmark reporting possible.

The broader regions are:

- South East Queensland – Brisbane, Ipswich and surrounds, South Coast and North Coast
- Northern Queensland – Far North Queensland, North Queensland and Mackay and surrounds
- Central and South West Queensland – Wide Bay Burnett, South West Queensland and Central Queensland



The NDIS NGO Workforce Strategy has been funded by the Queensland Government through the Department of Communities, Child Safety and Disability Services.



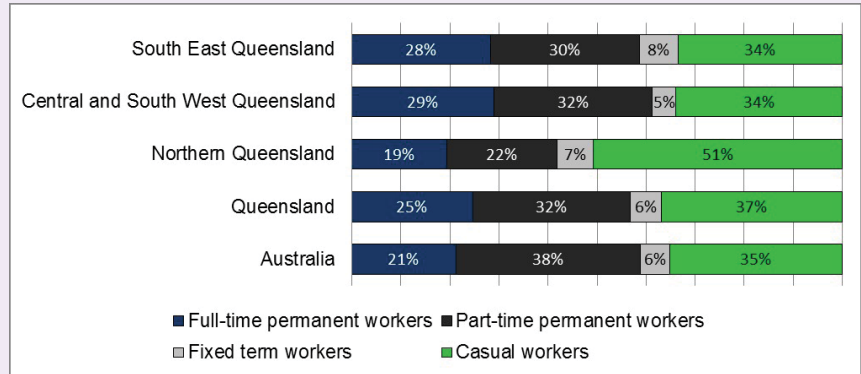


SOME INTERESTING INFORMATION FROM THE FIRST REGIONAL COLLECTION IN QLD

Type of Employment:

Casual employment was the most common form of employment in Northern Queensland, with over half of the workers (51%) employed casually. This contrasted with the South East Queensland and Central and South West Queensland regions, which had 34% of workers employed casually – similar to the national average (35%).

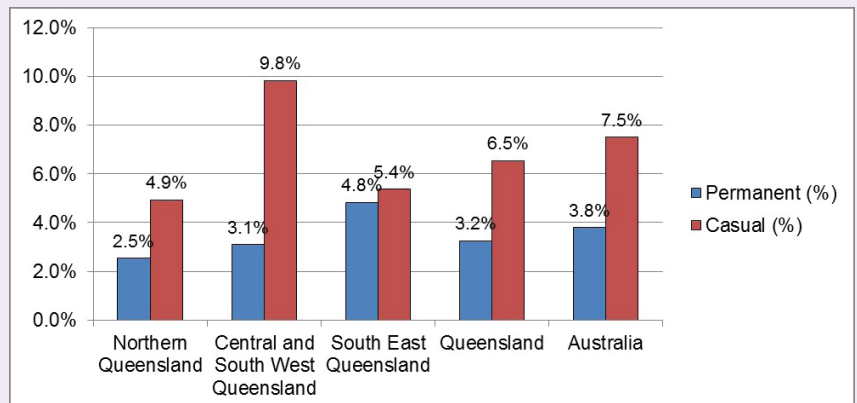
Figure 1: Type of employment (as a percentage of all workers)



Workforce Turnover:

For direct support workers, Northern Queensland had the lowest casual turnover rate (4.9%) and permanent turnover rate (2.5%). The casual workforce turnover rate of Central and South West Queensland (9.8%) was nearly double that of North Queensland.

Figure 2: The turnover rate of direct support workforce



The variance in the workforce data for Northern Queensland in comparison to the other Queensland regions might be a response to the early transition to the NDIS, which took place in North Queensland in the Local Government Areas of Townsville City, Charters Towers Regional Council and Palm Island Aboriginal Shire from 1 January 2016.

By collecting the data regionally, we can monitor changes in the workforce as the NDIS rolls out across the state and provide intelligence to support organisations in their workforce planning into the future.

WHY SHOULD YOUR ORGANISATION ENTER DATA AT A REGIONAL LEVEL?

Entering your workforce data at a regional level will help to obtain comparative workforce data analytics for regions, so that organisations can compare themselves with others in their region and with different regional workforces in their own organisation. Regional data will also help organisations to obtain a better picture of the workforce as NDIS rolls out across the state.

GET INVOLVED

For more information and to sign up for the next data entry period visit www.workforcewizard.com.au.

If you need assistance or have any questions, please contact:

The Workforce Wizard Team

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Email: info@carecareers.com.au or

Your Local WorkAbility Qld Coordinator

www.workabilityqld.org.au/local-workability-qld-coordinator-contacts/ or

The NDS QLD office

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For more information on WorkAbility Qld visit www.workabilityqld.org.au