Additional Resources List

The following resources and organisations can help you with your workforce planning journey.

Attraction and recruitment

A toolkit on values-based recruitment - https://www.nds.org.au/value-based-recruitment

Care Careers: information, resources and job opportunities and events for careers in the care sectors in Queensland - https://www.carecareers.com.au/disability-jobs-in-qld/

Grow your own workforce: case studies and resources from the health sector - https://www.gyoworkforce.com.au/

Case studies on attraction and recruitment approaches:

- An approach to promoting careers in disability to young Aboriginal and Torres Strait Islander people - https://workforce.nds.org.au/project/changing-attitudes-disability-support-remote-indigenous-communities/
- An example of the development of a specialised LGBTIQ+ mental health peer workforce by an NDIS provider - https://workforce.nds.org.au/project/out-together-developing-lgbtiq-peer-workforce-ndis-service-provision/
- An example of attracting and retaining people currently under-represented in the disability support workforce, namely men and young people from multicultural backgrounds - https://workforce.nds.org.au/project/multicultural-support-choices/
- A series of case studies about attracting workers in the aged care and disability sectors - https://www.rdaillawarra.com.au/assets/ACDC-Project/c15a3dc1da/RDAI-ACDCEmployersToolkit-LowRes.pdf

Retention

Allied Health workforce: Resources designed to assist the sector to meet the challenge of ensuring a sustainable allied health workforce in the context of NDIS - https://www.nds.org.au/allied-health-workforce-resource

Fair Work Ombudsman Best Practice Guides: information and resources for managing employees - https://www.fairwork.gov.au/tools-and-resources/best-practice-guides

Person-Centred People Management Resources: information and tips to support a range of aspects of people management, from job design through to performance management - https://www.carecareers.com.au/library

Costing and productivity

National Disability Services (2017) *Analysing Time: A guide to understanding key elements of workforce costs under the NDIS -*
https://www.nds.org.au/images/resources/report_WorkforceCosts_AnalysingTime_v4.pdf

National Disability Insurance Scheme (2020) - *Disability Support Worker Cost Model 2021 – 2022.* This document sets out the methodology and assumptions of the Cost Model that the NDIA uses to inform its pricing decisions for supports that are delivered by Disability Support Workers (DSWs) - https://www.ndis.gov.au/providers/pricing-arrangements

Skills and capabilities

NDIS Workforce Capability Framework: the framework is due for public release in 2021. In the interim, providers can contact the NDIS Quality and Safeguards Commission for a copy - https://www.ndiscommission.gov.au/workers/ndis-workforce-capability-framework

National Disability Services Workforce Capability Framework: a framework and set of supporting resources developed by NDS in 2014 - https://www.carecareers.com.au/page/workforce-capability-framework-resources

Skills assessments - *https://www.business.qld.gov.au/running-business/employing/taking-on-staff/find/skills-assessment*

Vocational Education and Training: The Queensland Government provides a range of information about available training options, including funded qualifications and traineeships - https://desbt.qld.gov.au/training/employers

DSC: A subscription based service providing access to webinars and e-learning modules related to various NDIS topics - https://training.teamdsc.com.au/pages/subscribe

Information and advice

Boosting the Local Care Workforce Regional Coordinators: provide localised support, gather intelligence on local issues, facilitate workshops and connect stakeholders with complementary programs and initiatives in the disability and aged care sectors - https://blcw.dss.gov.au/explore/connect-with-your-regional-coordinator/

WorkAbility QLD: resources, projects and events to strengthen and grow Queensland's NDIS workforce - https://workabilityqld.org.au/

Human Services Skills Organisation (HSSO): a national employer-led body addressing the growing and evolving workforce needs of the human services sector - https://www.hsso.org.au/

Research

This research project seeks to understand the impact of the NDIS on workforce across Queensland such as workforce patterns experienced by employers in the emerging NDIS workforce landscape - NDIS Workforce Research Project - Workability Qld