

ANGLICARE

SA



Figure 1: Anglicare Graduation 2007

ABOUT ANGLICARE SA

Anglicare SA is the major welfare arm of the Anglican Church in South Australia and has been working for disadvantaged people in South Australia for 145 years, providing a wide range of services including services for elderly people, for families in crisis, and for young people.

“Anglicare SA’s aim is always to make a positive difference to quality of life, to respond to needs in the community in ways which enhance peoples’ dignity and integrity, and to promote social justice”
(Anglicare SA website)

THE INITIATIVE

“To be a leader in the industry and to develop and grow our existing staff and attract new candidates to the industry”

HOW IT WAS DONE

- Developing of an interactive career’s website www.anglicare-sa.org.au/jobs/jobs.html. The site includes, amongst other things:
 - “Careers Roadmap” showcasing career pathways in Anglicare-SA
 - Video testimonials from existing staff
- Producing the “Aged Care” and “Disability and Community Support” career DVD’s showcasing staff views and satisfaction – widely distributed to TAFE colleges, schools, RTOs, Job Network providers, and career expos.
- Educating managers on traineeship opportunities to address skill shortages, to up-skill existing staff and to use as an attraction and retention tool
- Flexible working conditions
- Launching the “Tell a Friend” referral program
- Undertaking a workforce profile report on existing staff
- Establishing an Indigenous Advisory Committee to develop strategies to attract indigenous people into roles
- Developing an electronic tool to forecast future staffing needs.
- Producing a tailored application form for candidates who are not computer literate
- Simplifying job descriptions and application processes
- Producing “A Great Place to Work” booklet, summarizing the benefits of working for Anglicare-SA

IMPACT AND ACHIEVEMENTS

- Attraction and retention of staff has become easier
- Enhanced staff morale due to flexible working conditions
- Increased number of applications for employment with Anglicare SA, through the use of the flexible on-line job application process.



Figure 2: Chris Harrison, Director, Workforce Development Directorate, Dept of Further Education, Employment, Science and Technology presents the award for Innovation in Workforce Development to Kate Hennig and Lorraine Mumford, Anglicare SA at the inaugural Human Services at Work Awards for Excellence in Workforce Development, held by the SA Health & Community Services Skills Board.

LESSONS LEARNED

- You don't have to spend a lot of money to make in-roads into Workforce Development.
- Have a clear picture of exactly how you want your careers website to function and look – it's a bigger project than you think.

LOOKING AHEAD

Workforce planning is a key area that we will continue to focus on.

We will be running a staff satisfaction survey in the near future to keep building on our good foundations.

For further information please contact:

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