

SA HEALTH &
COMMUNITY SERVICES
SKILLS BOARD



SA HEALTH & COMMUNITY SERVICES SKILLS BOARD INC

STRATEGIC PLAN 2008-2011

Approved by the Board April 14 2009

SA Health & Community Services Skills Board
100 Wright Street, ADELAIDE SA 5000
Ph (08) 8362 9311 Fax (08) 8124 5757
www.sahcssb.com.au

About the Board

The SA Health and Community Services Skills Board Inc is a bipartite, not-for-profit, autonomous Incorporated association which is;

- Industry led
- Structured separately from any body such as a Registered Training Organisation or Australian Apprenticeship Centre that could lead to a real, or perceived conflict of interest; and
- Comprises members that genuinely represent the interests of the industry parties, employer and employee, relevant to the industry sector.
- Committed to providing high quality, relevant industry advice on workforce development issues.

The Board has been funded by the Minister for Further Education Employment, Training and Further Education (through DFEEST) in order to fulfil its objectives and provide advice to the Minister.

Our Industry Coverage

- *Health*
- *Community Services*
- *Correctional Services*
- *Public Safety (limited coverage)*

The Strategic Plan

This Strategic Plan covers the period from 2008 to 2011 with a focus on the action plan for the 2008/09 period.

The Board has undertaken consultation with industry to explore the outlook for the sector and identify critical issues. These have informed the Board in determining the direction and activities of the Skills Board detailed in this Strategic Plan

This Strategic Plan focuses on

- Our Vision
- Our Mission
- Our Values
- Strategic Aims 2008-2011
- Strategic Objectives 2008-2009

A Business Plan has also been created for the 2008-2009 as a plan for implementing the Strategic Objectives

This plan will be revised on an annual basis to provide a direction for the development of realistic outcomes.

Our Vision

The Health & Community Services sector has a skilled, highly motivated and well managed workforce which is available in sufficient numbers to meet the needs of the South Australian Community.

Our Mission

The SA Health and Community Services Industry Skills Board is recognised by our industry stakeholders as providing leadership and direction which guide state government and industry decisions and investment in the attraction, development and retention of the sectors workforce

Our Values

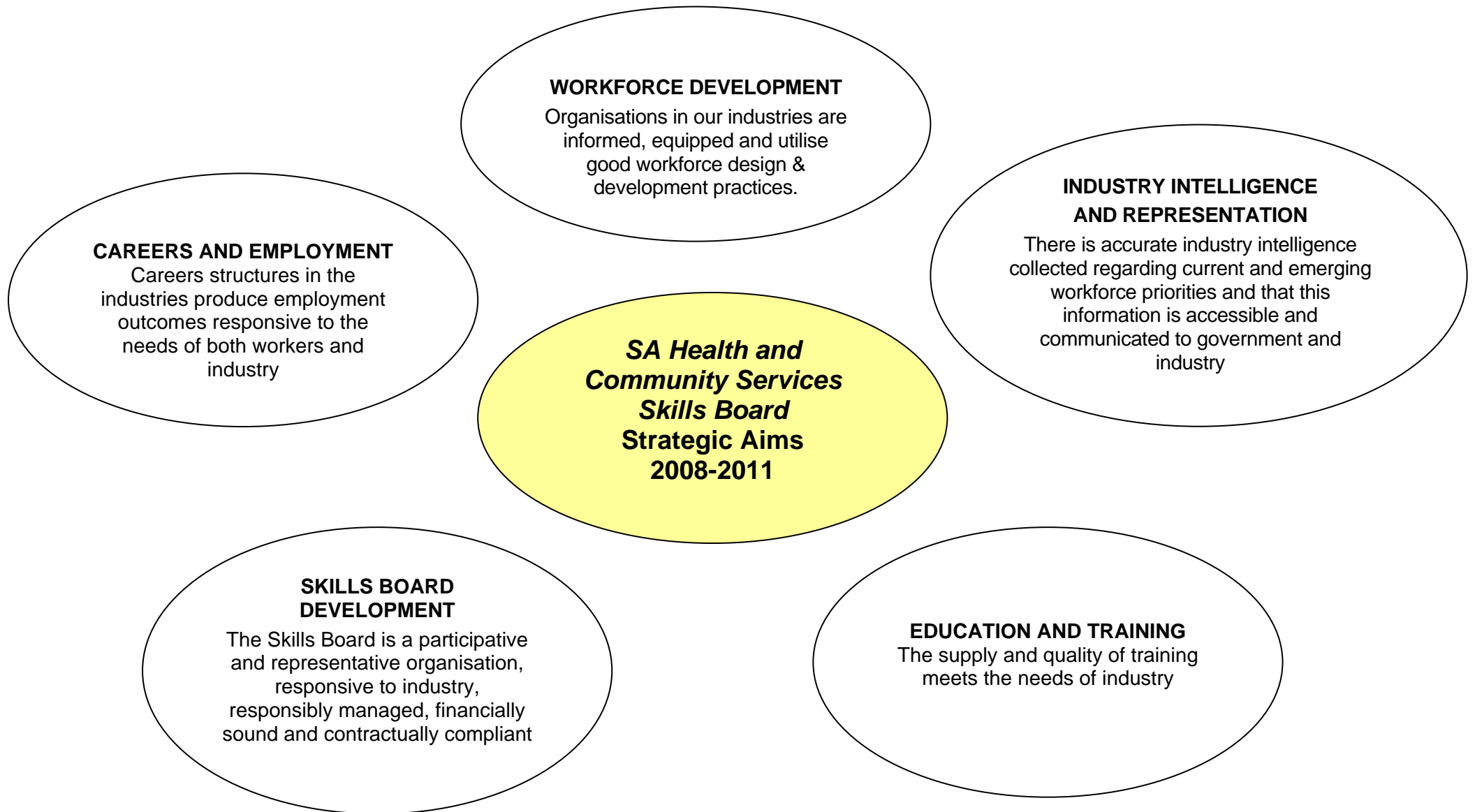
Core values include:

- ❖ **Excellence:** *We provide responsive, effective and appropriate services to our industries. Our services are characterised by high quality work and continuous improvement*
- ❖ **Integrity:** *We act with honesty and in accordance with our stated values.*
- ❖ **Respect:** *We are open to others' views, providing a safe environment for differing opinions to be raised and resolving differences respectfully. We celebrate the diverse perspectives, talents and contributions of others.*
- ❖ **Courage:** *We dare to explore and challenge prevailing ideas. Inspired by our vision for our industries, we are willing to engage in challenging conversations and to do things differently to achieve our goals.*

Good practice within the Skills Board will include:

- ❖ **Innovation:** *We are open to change, willing to take on a challenge, and encourage within our practice research, reflection and taking reasonable risks. We seek new and creative ways to solve problems, improve our performance and expand on our successes.*
- ❖ **Accountability:** *We take responsibility for our decisions and actions, including for our use in resources and for achieving agreed outcomes. We are open about our mistakes and support each other to learn from them.*
- ❖ **Collaboration:** *We seek to connect with others, building trusting relationships and working together across boundaries.*

Strategic Aims 2008-2011



Strategic Objectives 2008-09

The ISB promotes the collection of existing workforce data and identifies areas for further research, coordination and data collection

Industry works to generate models for workforce reform and develops creative job design and work organisation

The ISB identifies industry priority issues and trends and responds through projects and collaborative activity

WORKFORCE DEVELOPMENT
SA health & community services organisations are informed, equipped and utilise good workforce design & development practices

The ISB supports NGOs, particularly smaller agencies, to utilise good workforce development practices

The ISB engages industry to utilise and share good workforce development practices

The ISB promotes the collection and analysis of information regarding industry coverage, occupational roles, training and qualifications, workforce development projects and resources, and current and emerging issues and promotes the use of such information in the strategic workforce plans for our industries

The ISB influences Government decisions by informing it of industry issues, workforce trends and skills requirements

**INDUSTRY INTELLIGENCE
AND REPRESENTATION**
There is accurate industry intelligence collected regarding current and emerging workforce priorities and that this information is accessible and communicated to government and industry

The ISB engages with and supports industry to utilise and share good workforce development practices and to generate models for workforce reform, job redesign and effective work organisation

The ISB promotes understanding and analysis of the capacity of workforce to meet client needs

The ISB engages with industry to collect information and identify issues and communicates with industry about environmental issues, trends and policies impacting on their workforce

The ISB promotes the provision of leadership and management development and training as a priority

The ISB advocates for training for mandatory qualifications to be given priority in traineeship funding

EDUCATION AND TRAINING
The supply and quality of training meets the needs of industry

The ISB actively contributes to the development, review, continuous improvement and implementation of Training Packages

The ISB works with industry, education & training providers and other stakeholders to promote and support the delivery of high quality, flexible and responsive training programs that meet industry needs

The ISB contributes to the establishment and maintenance of a continuum of accredited training provision across schools, VET and higher education

The ISB assists industry to adopt good policies and practices that support meaningful and sustainable career structures

The ISB works with industry, bodies with career advisory responsibilities and other stakeholders to attract new workers to the industries

CAREERS AND EMPLOYMENT
Careers structures in the health & community services sector produce employment outcomes responsive to the needs of both workers and industry

The ISB promotes the increased use of government funded programs for entry level employment, and continuing skills development within the industries

The ISB promotes the use of induction and management practices that support the retention of new workers

Staff of the ISB are supported to perform at an optimal level to achieve the organisation's goals

Internal management and governance systems and policy frameworks ensure that the organisation functions effectively and efficiently

The Board membership is appropriately skilled, well informed and actively participates in the governance of the organisation

SKILLS BOARD DEVELOPMENT
The Skills Board is a participative and representative organisation that is responsive to industry, responsibly managed, financially sound and contractually compliant

The organisation is resourced to effectively achieve the aims of the Board

The Skills Board systematically engages with and responds to industry priorities

Accurate documentation including financial records and that required through contractual obligations is maintained and reported to the Board in a timely manner