



Knowledge Café 17<sup>th</sup> September 2009

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# Justice, Opportunity and Shared Wealth for All South Australians

*Providing a strong and independent voice for fair and  
just public policy.*

*A representative organisation that advocates for the  
progressive improvement of the quality of life for  
those most vulnerable in our community.*

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# *What is Workforce Development?*

*“An holistic concept that integrates workforce analysis and planning, human resource management and capability development to strengthen organisational success by aligning the workforce to both current and future demand”.*

*Staron, 2009*

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# *What is Workforce Development?*

*“workforce development is the education, employment and job training efforts designed to help employers to get a skilled workforce and individuals to succeed in the workplace”*

*Jacobs, 2002*

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# *What is Workforce Development?*

*“Those activities which increase the capacity of individuals to participate effectively in the workforce throughout their whole working life and which increase the capacity of firms to adopt high performance work practices that support their employees to develop the full range of their potential”*

*Carson, Mayer & King, 2007*

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# *What is Workforce Planning?*

*“The aim of workforce planning is to identify both short term and long term supply and demand issues and needs. It involves workforce data analysis, profiling the current workforce, forecasting future needs, planning and evaluation – as a basis for making staffing decisions in relation to the organisation’s vision, goals, resources and desired workforce capabilities”*

*Staron, 2009*

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# *Key issues for the sector in SA*

## Environmental issues

- The ageing population and its impact upon services

## Political issues

- Short term funding and service agreements between funders and organisations

## Organisational issues

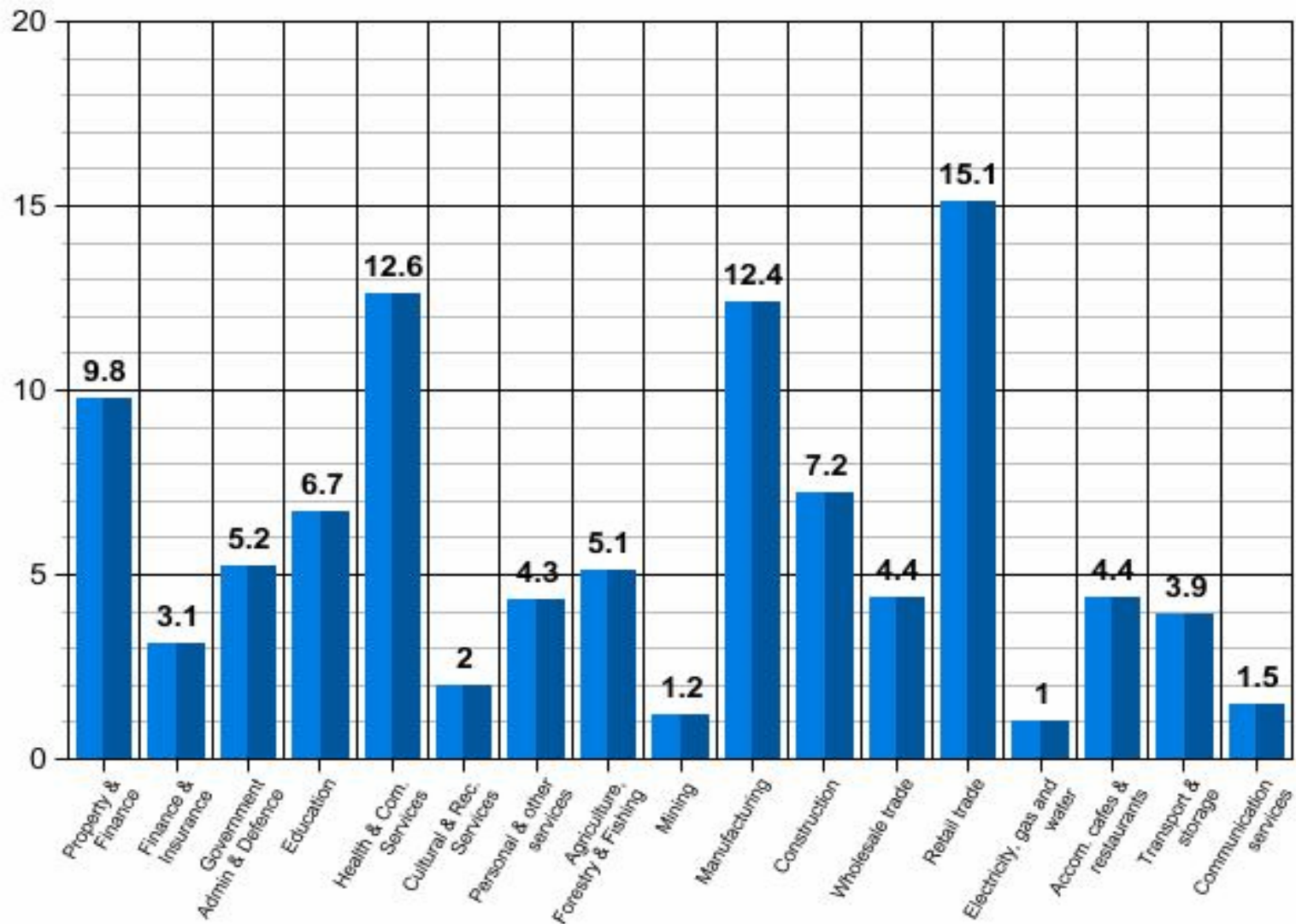
- Lack of opportunities for organisations to up-skill their workers
- Services constrained by red-tape, bureaucracy and onerous reporting regimes
- Recruitment and retention issues for appropriately qualified and experienced workers
- The potential effects of award modernisation

# *Key issues for the sector in SA*

## Workforce issues

- The ageing workforce
- Lack of parity in wages between the community sector and other sectors
- Conditions of employment and benefits incongruent with other sectors
- An increasingly casualised workforce
- Short term contracts for employees
- Little room for career advancement and career pathways

# Employment within the community Sector



# *How do we rate against other states?*

- Indexation of community sector funding
- 'Compact' between the government and the community sector
- Portable long service leave for the community sector
- Wages
- Career pathways
- Award Modernisation

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# *What are we doing*

- Access to training
  - Wages
  - Employment models
  - Career pathways
  - Research
    - Workforce Development – the National Context
    - Workforce Development – the State-wide focus
    - Workforce Development – Strategies and Successful Models
    - Workforce Development – Consultation report (from the knowledge Café)
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# *Questions*



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