

Disability Industry and Workforce Strategy

Background

Over the last 12 months we have consulted with over 500 individuals representing industry, not for profits, peak bodies, regional and remote providers, universities and other training providers, and local and state government.

Through co-design of the strategy, stakeholders seek a strategic shift away from focusing simply on the NDIS and disability services, to a converged Care Industry, encompassing disability, health, aged care, and child care.

Shared aspiration

All South Australians benefit from a modern Care Industry that is capable of delivering an increase of \$2 billion in social and economic benefit to the State.

Identified focus areas

Inclusive Industries

Build inclusive practices to support greater workforce participation of people living with disabilities across all industries and sectors, and ensure the Care Industry has the best workforce available.

Seamless Systems

Build the most efficient and effective care systems possible across government and industry so that consumers, businesses, and workers can go about their lives unfettered by needless regulation and red tape.

Community Leadership

Enable communities to lead and own the design of services, products and business models that directly affect their lives, particularly in regional and remote areas, and in Aboriginal and CALD communities.

Research and Development

Foster R&D across all areas of the Care Industry to build services, products (including state of the art Assistive Technology) and other IP ready for export nationally and globally.

Achieving growth and sustainability by 2025

Business goals

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Workforce goals

Recognition of the value of the Care Industry to the State.
Inclusive behaviours across all industries and sectors.

The care industry is seen as an attractive career choice.
Growth of quality employment for people living with a disability.

Seamless and effective interface between sectors.
Systemic approach to partnerships between consumers, business, and government.

Flexible workforce across the Care Industry with aligned values, training and awards.

Community led design and delivery of products and services — reducing the impact of thin markets.

Community led coordination of workforce and consumer alignment.
Training to support skills for cultural needs.

An environment that supports R&D in an evolving Care Industry.
Market leading Assistive Technology through university and industry partnerships.
Access to export markets.

An environment that supports the development of innovative business models.

Next...

Develop a Civic Ownership Model

The Strategy has been co-design by industry and government, in a partnership that will require ongoing industry ownership, governance and delivery. It is not a government-alone strategy.

The next step is to develop and prototype an innovative approach to achieve civic ownership and delivery of this industry and workforce strategy for the Care Industry.

Work will commence with an industry governance/reference group that will co-design the ongoing civic ownership model for the Strategy and its delivery.

The project will be facilitated by the Public Sector Innovation Lab with sponsorship from the Chief Executive of Department of Human Services and involve cross collaboration of SA Health, Department for Trade, Tourism and Investment, Department for Innovation and Skills and Department of the Premier and Cabinet.



Foundations for change

Outcomes focused and purposeful collaboration

Inclusive leadership, capitalising on the value of diversity

Mobilisation of diversity to drive innovation

Consumer/user centricity

Cross-sector policy that supports diversity and growth

Transparent and inclusive communication and engagement

Using data analytics and technology to support growth in an integrated industry

Achieving growth and sustainability for the Care Industry by 2025

Business goals

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Business actions

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Workforce actions

Engage the State's priority sectors to make disability inclusion a part of the Growth Agenda.
Create a narrative and brand for the Care Industry.

Establish targeted SME support program and programs for sectors with low participation rates.
Promote investment in the Care Industry.

Identify and implement system support initiatives that will allow existing systems to operate more effectively.
Create a 'Citizens/Business Advice Bureau' to streamline connection across all systems into a 'one stop shop'.

Align Care Industry policies for consumer-centric service provision.
Provide greater demand and supply granular data to support a more effective market.
Establish a 'Collaboration Centre' for consumers, industry and government to drive effective collaboration

Establish conditions (including infrastructure) to enable communities to design and lead their own solutions.

Create new funding models to build capacity in communities.
Establish regional collaboration hubs for consumers and industry for communication, education, service coordination and asset sharing.

Establish programs to allow Care Industry businesses to participate in existing R&D systems.
Create a State/National Assistive Technology Centre of Excellence.
Map links to local and global expertise and identify potential new markets, supply chains and research.

Identify and leverage CRC opportunities in the Care Industry.
Develop a fellowship exchange program.
Promote SA Care Industry capabilities to export markets.

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Business actions

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Workforce actions

Develop awareness and education program about all jobs in the Care Industry.
Define the Care Industry jobs of the future.

Run career education and promotion campaigns.
Embed inclusion training in all curricular and professional development.

Establish value proposition and targets for quality employment.
Develop a Skills Passport across the Care Industry.

Align Care Industry policies to support flexible workforce outcomes.
Integrate workforce, migration and regional development strategies.

Develop a workforce incentive program to support rural and remote workforce development and retention.

Establish regional collaboration hubs to support community leadership.

Leverage existing start-up and entrepreneurship initiatives for people living with a disability.

Develop cultural models of care and business models