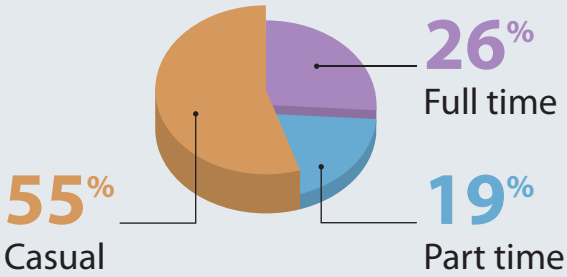
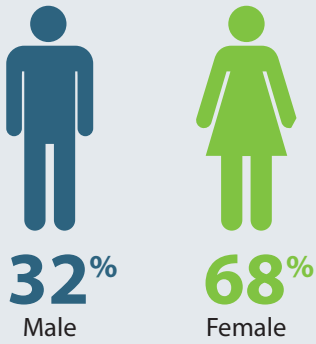
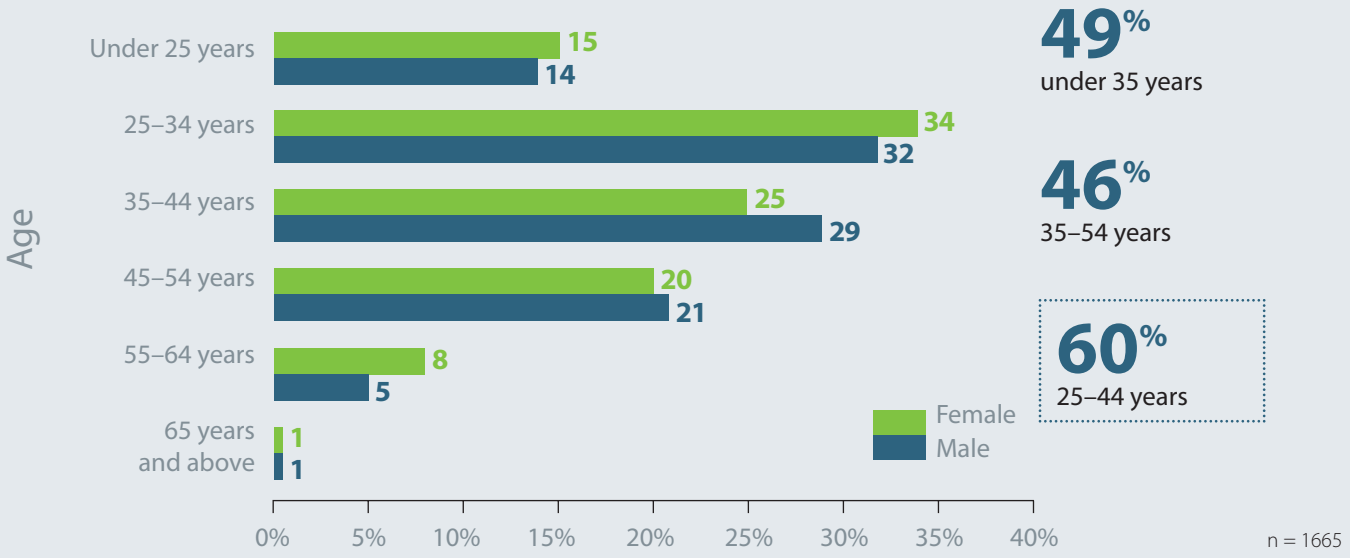
Victorian Residential Care Workforce Census at a Glance

The Residential Care Learning and Development Strategy (RCLDS) aims to achieve the development of a competent and appropriately trained residential care workforce that is supported to provide a high standard of care and to improve outcomes and life opportunities for children and young people in out-of-home care. The Residential Care Workforce Census in February 2012 was conducted to develop an accurate understanding of the skills and qualifications in the field. At the time of the Census there were twenty-three community service organisations providing care across eight Department of Human Services (DHS) regions. For a more detailed analysis of the Census please contact the Centre for Excellence in Child and Family Welfare.

Workforce profile







Employment tenure



The full time workforce

26%

of all workers are full time

68%

hold relevant tertiary qualifications

The industry based qualification

49%

hold the Certificate IV in Child Youth and Family Intervention (Residential and Out-Of-Home Care)

Relevant qualifications

30%
Relevant tertiary qualification

11% tertiary and Certificate IV

38%
Certificate IV only

8%
Undertaking the Certificate IV

24%
do not hold relevant qualification



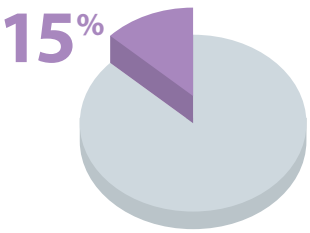
n = 437

Training

24%

gain qualifications once employed

Turnover



of the full time workforce in 2011

The part time workforce

19%

of all workers are part time

57%

hold relevant tertiary qualifications

The industry based qualification

45%

hold the Certificate IV in Child Youth and Family Intervention (Residential and Out-Of-Home Care)

Relevant qualifications

24%
Relevant tertiary qualification

12% tertiary and Certificate IV

33%
Certificate IV only

7%
Undertaking the Certificate IV

36%
do not hold relevant qualification



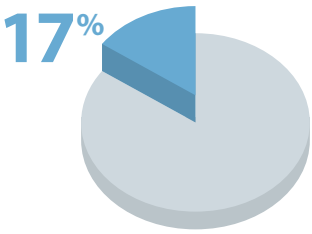
n = 314

Training

21%

gain qualifications once employed

Turnover



of the part time workforce in 2011

The casual workforce

55%

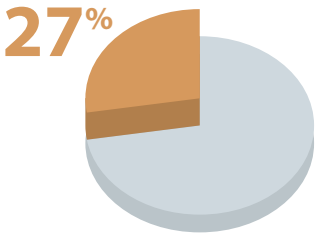
of all workers are casual

The industry based qualification

32%

hold the Certificate IV in Child Youth and Family Intervention (Residential and Out-Of-Home Care)

Turnover



of the casual workforce in 2011

Relevant qualifications

32% hold the Certificate IV

30% qualifications not known to the employer

38% do not hold industry-based qualification



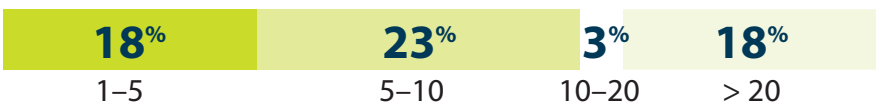
n = 913

Agency staff



of providers use agency staff

do not use agency staff



Frequency per month

n = 34

Regional data

Loddon Mallee

4 providers

Workforce	Male	Female	
	37%	63%	
Under 35	44%	42%	
	Full time	Part time	Casual
	20%	7%	73%
Qualified	77%	89%	
Certificate IV	69%	78%	5%

85% employed for 3 years or less

Use of agency staff 25% (1of 4)

Grampians

4 providers

Workforce	Male	Female	
	30%	71%	
Under 35	38%	41%	
	Full time	Part time	Casual
	16%	18%	65%
Qualified	90%	76%	
Certificate IV	80%	64%	24%

93% employed for 3 years or less

Use of agency staff 25% (1of 4)

Barwon-South Western

3 providers

Workforce	Male	Female	
	33%	67%	
Under 35	44%	49%	
	Full time	Part time	Casual
	23%	15%	62%
Qualified	57%	32%	
Certificate IV	16%	7%	13%

86% employed for 3 years or less

Use of agency staff 66% (2 of 3)

North and Western Metropolitan

7 providers

Workforce	Male	Female	
	39%	61%	
Under 35	48%	60%	
	Full time	Part time	Casual
	42%	17%	41%
Qualified	67%	65%	
Certificate IV	47%	47%	30%

77% employed for 3 years or less

Use of agency staff 86% (6 of 7)

Hume

3 providers

Workforce	Male	Female	
	25%	75%	
Under 35	46%	38%	
	Full time	Part time	Casual
	9%	22%	69%
Qualified	36%	43%	
Certificate IV	23%	9%	13%

92% employed for 3 years or less

No providers used agency staff

Gippsland

3 providers

Workforce	Male	Female	
	23%	78%	
Under 35	36%	46%	
	Full time	Part time	Casual
	20%	17%	63%
Qualified	80%	59%	
Certificate IV	62%	50%	38%

75% employed for 3 years or less

Use of agency staff 33% (1 of 3)

Eastern Metropolitan

4 providers

Workforce	Male	Female	
	25%	75%	
Under 35	52%	43%	
	Full time	Part time	Casual
	19%	38%	43%
Qualified	81%	32%	
Certificate IV	78%	72%	56%

52% employed for 3 years or less

Use of agency staff 100% (4 of 4)

Southern Metropolitan

6 providers

Workforce	Male	Female	
	32%	68%	
Under 35	49%	51%	
	Full time	Part time	Casual
	33%	19%	48%
Qualified	57%	76%	
Certificate IV	41%	45%	35%

86% employed for 3 years or less

Use of agency staff 100% (6 of 6)

Use of support staff



20%

of organisations use other support staff in residential care

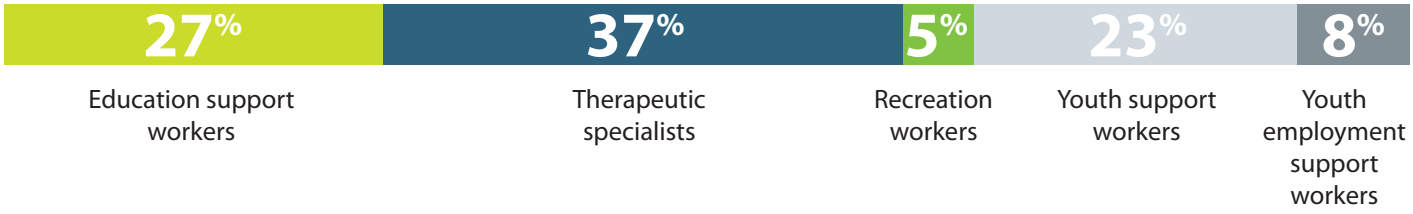


80%

of organisations do not use other support staff in residential care

n = 34

Specialist support provided



Definitions

Full time workforce: A worker on a permanent contract, guaranteed 38 hours per week of employment and entitled to sick leave and leave loading

Part time workforce: A worker with a guaranteed minimum hours, may range between 5 to 38 hours, entitled to sick leave and leave loading

Casual workforce: A worker with no guarantee of ongoing employment where each contract is effectively short and fixed. (This included workers who are employed consistently over an ongoing period of time but who work varying hours per week as needed)

Agency staff: The use of agency staff or 'temp' staff supplied by external personnel agencies. An agency staff member is not employed by the CSO.

Relevant qualifications: hold a Certificate IV to a Masters/PhD in any one of the following disciplines: community, youth, welfare, social work or psychology

Certificate IV: The Certificate IV qualification refers to the sector endorsed Certificate IV in Child Youth and Family Intervention (Residential and Out-of-Home Care) or the previously endorsed Certificate IV in Protective Care.

Residential Care Learning & Development Strategy

Presented by RCLDS and the Centre for Excellence in Child and Family Welfare
For more information about census methodology and definitions visit the Centre website
www.cfecfw.asn.au

Centre for Excellence in Child and Family Welfare Inc.
100 Years 1912–2012