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

Frequently asked questions about Workforce Census of the Residential Care Workforce

When was the Census undertaken?

The inaugural Workforce Census of the Residential Care Workforce*, "The Residential Care Workforce Census"* was undertaken in February 2012.

The Census was conducted by the Residential Care Learning and Development Strategy (RCLDS) Steering Group in partnership with the Centre for Excellence in Child and Family Welfare.

What was the Purpose of the Census?

The Census was undertaken to develop an accurate understanding of the profile, skills and qualifications in the Residential Care field.

All Residential Care providers participated in the Census – a 100% response rate.

What publications are available from this data?

Publications available:

- *"Victorian Residential Care, Workforce Census at a Glance"* brochure is available on the Centre's website or by contacting the Centre.

  This publication has been designed to give respondents to the Census – and the sector – an easy to use guide to the essential findings of the Census.

- *"Individual summary data"* for each participating organisation was provided confidentially to that organisation only. Each organisation has received only its own relevant data.

- A *"Full Report"* of the Census will be published in late 2012.

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Methodology and Data Analysis

- The Census data was collected in February 2012

- The *"Victorian Residential Care, Workforce Census at a Glance"* brochure presents only data that was provided by at least 95% of respondents.

  Some data, such as, for example, training of casual workforce was not provided consistently by all respondents and so is not included in the brochure information. This type of data will be reported and discussed in the full report.

- Only data that is directly comparable to the data provided in the *"Victorian Residential Care, Workforce Census at a Glance"* document has been included in the *"Individual Summary Data"* analysis provided to each participating organisation.

  Some organisations provided other data, such as, for example, training of casual workforce. Should you wish to enquire about such information for your organisation please contact the Centre.

Other Information from the Census to be reported in the *Full Report*:

Most of the findings are summarised in the *"Victorian Residential Care, Workforce Census at a Glance"* brochure.

Other data to be reported in the *Full Report* will include:

Capacity

- Number of Residential Care units; Unit size and the number of beds available.

Casual Staff

- Training - Proportion of casual staff who obtained the Certificate IV in Child, Youth and Family Intervention after being employed or currently undertaking at the time of the Census
- Proportion of casual staff who moved to permanent positions.

Time and methods used to complete the Census

- Time taken and information used (e.g. hard copy, data systems etc.)

Interpreting the Findings:

Tertiary Qualifications versus Industry Based qualifications – Full time and Part time Staff

Two questions were asked separately for fulltime staff and part time staff:

- Industry based qualifications:
  The first question enquired about the specific Industry based Certificate IV qualifications – that is the Certificate IV in Child, Youth and Family Intervention (Residential and Out of Home Care) or the Certificate IV in Child Protection (Protective Care). This provided data on industry based qualifications
- Relevant Qualifications:
  The second question asked about the highest level of qualifications held by fulltime and part time staff *that were directly relevant to their roles in residential care*. This question included Certificate IV qualifications that were directly industry based and those that were industry relevant, plus other industry relevant tertiary qualifications. This data provided information on the proportion of workers with any form of relevant qualification.

Tertiary Qualifications versus Industry Based qualifications – Casual Staff

Piloting of the questionnaire determined that knowledge of casual staff qualifications was very often less reliable than for full-time and part time staff. In order to facilitate ease of responding to the Census, respondents were only asked about the Industry based qualification for Casual staff.

Relevant qualifications for Casual staff therefore only indicates the proportion who held the industry based Certificate IV. An interesting finding for casual staff was the proportion for whom this was 'not known'.

Calculation of "Turnover"

- Data provided indicated the number of staff who resigned in 2011. Turnover was calculated as the proportion of the total staff available as at the Census date of 2012. The calculated turnover therefore assumes little variation in total staff between 2011 and February 2012

Use of Agency Staff

- This is the average use of "Labour hire agency" staff per month in 2011.

Will the Census be repeated?

The Centre for Excellence in Child and Family Welfare and RCLDS Steering Group intend to repeat this Census early in 2014 – at which time we will be able to provide information in movement and changes in the workforce over time.

Further queries?

For any further queries about the methodology or findings of the Census please contact Social Policy and Research Unit at the Centre for Excellence in Child and Family Welfare on 9614 1577.