TAFE DIRECTORS AUSTRALIA NATIONAL BOARD MEETING

REPORT FROM TDA REPRESENTATIVE ON EXTERNAL COMMITTEE

TDA representatives:

- Gail Horwood: Children and Youth Services, Aboriginal and Torres Strait Islander Health replacing Amanda Culver, Direct Client Care and Support replacing Amanda Culver, Community Sector and Development replacing Karin Rule
- Sherryl Dismorr: Nursing replacing Amanda Culver
- Carolyn Neumann: Technicians and Support Services

Title of Committee:

Community Services and Health Industry Skills Council Industry Reference Groups including:

- Children and Youth Services
- Nursing
- Aboriginal and Torres Strait Islanders
- Direct Client Care and Support
- Community Sector and Development
- Technicians and Support Services

Date(s) of meetings since last report:

Meetings were held from November 2012 to May 2013.

Items of interest to TDA:

Generic items of interest

The first group of Community Services and Health qualifications and units, consisting of those externally funded, have been endorsed by the NSSC and will soon be available on TGA.

These consist of: Children’s Services, Education Support, Youth Services, Aboriginal and Torres Strait Islander Health qualifications and First Aid and Work, Health and Safety units of competency.

The Case for Endorsement for these is currently available at: http://www.cshisc.com.au/develop/training-packages/continuous-improvement-of-training-packages/current-cases-for-endorsement/
The balance of the qualifications and units are being reviewed in two waves. The timelines for these are summarised below.

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- There will be no equivalent qualifications or units of competency
- Major increase in workplace assessment requirements
- More specific assessment requirements with some units also identifying assessor qualifications i.e. First Aid that requires additional resources and may require workforce development - see assessor requirements
- No entry requirements unless specified by industry regulation
- Removal of pre-requisites
- Increased assessment resource requirements in many units i.e. First Aid
- All CHC and HLT qualifications must have the following two units in their core: 
  - HLTHIR403 Work effectively with culturally diverse clients and co-workers and 
  - HLTHIR404D Work effectively with Aboriginal and/or Torres Strait Islander people. Currently the assessor requirements for the new draft version of HLTHIR404D, still to be released, requires an Aboriginal or Torres Strait Islander assessor which may raise workforce capacity issues for the delivery of this unit across so many qualifications. This issue has been raised at the IRG with the ISC.
- Other changes include new content and language, larger qualifications that now include entry requirements, additional core units, and new mandatory workplace placement hours in some qualifications.

**Specific items of interest**

Children and Youth Services
- These qualifications have been endorsed in June and will be on TGA early July.
- There is a new industry specific Children’s Services First Aid unit that will be endorsed by ACECQA as meeting the Regulation requirements for First Aid, anaphylaxis and asthma
  - HLTAID004 Provide an emergency first aid response in an education and care setting
- Education Support and Children’s Services qualifications have specific requirements for work placement hours. The compulsory work placement hours
are attached to one or more core units of competency in each qualification and candidates cannot be complete in that unit or qualification unless they have undertaken the required number of hours in the workplace. There are implications for sequencing of unit delivery due to this. The requirements for work placement vary with 120 for Certificate III and 240 for Diploma in Children’s Services. Educational Support requires 100 hours. This will impact on delivery and assessment strategies especially scoping and sequencing.

- The Certificate III and IV in Education Support have had major content changes in the core and electives
- Youth work qualifications have no set work placement hours but workplace assessment is required in the units.
- Need to be aware of workplace mandatory requirements when delivering and assessing units holistically.

Nursing
- Removal of prerequisites was supported
- Support for the combination of the two medication units
- Endorsed a lifespan approach and strengthening of critical thinking
- Supported inclusion of a primary health unit
- Palliative care and First Aid to be kept as qualification electives
- Infection control unit to be strengthened

Aboriginal and Torres Strait Islanders Health
- These qualifications have been endorsed in June and will be on TGA early July.
- There are recommended workplace requirements which will be in the implementation guide companion volume
- The units require workplace assessment and the assessment is very specific—it is anticipated that more time will be required for assessment

Direct Client Care and Support
- Proposed Certificate III in Individual Client Support to have 120 hours required work placement (combines Certificate III in Aged Care, Disability and HACC through streamed electives). HLTAP301 Recognise Healthy body systems to be included in the core units for draft 2 and a behavior support unit in the disability elective stream.
- Mental health unit may be included in the core across a number of qualifications as this area has been identified as important by many stakeholders.
- 240 hours work placement requirement for draft 1 Diploma of Leisure and Health and 120 hours for Certificate IV. Certificate IV hours can be counted towards the Diploma hours.
- Proposal to stream the Certificate IV Aged Care and Home and Community Care-Subject Matter Expert Groups to address this issue.
- Some concerns on volume and frequency of assessment
Community Sector and Development

- Concerns regarding low level of feedback and stakeholder involvement to draft 1 (especially Advocacy) were raised and strategies to overcome this suggested
- Pastoral care requirement of 100 hours work placement
- Assess complex needs unit to be revised to meet required level for pastoral care
- Graduate Certificate or Diploma of Community Sector Management supported
- Recommendation to examine elective bank of all three management qualifications to support sector specific specialisations through elective grouping
- General industry support to move from technical qualifications focused on service delivery to broader qualifications covering management and leadership
- New content for management qualifications identified to meet new government initiatives and policies e.g. sustainability, fiscal management, HR
- Child protection added to core of Diploma of Community Services Work
- Concern raised regarding removal of community development unit from Certificate III in Community Services Work
- Australian Association of Social Work is making terminology changes to its Practice Standards in July this year that will remove ‘client’ and ‘stakeholder’ terms-to be replaced with ‘person centred’ terminology
- Medications units to be assessed with Individual Client Support and Nursing/Health IRGs for a health perspective
- Certificate I in Community Services to be removed
- Certificate II in Community Services to be retained with increased streaming of industry areas
- Humanitarian Assistance and Development qualifications to be removed as they have not been used. A Skill Set will be developed instead.
- Certificate III in Social Housing to be removed as entry level for work is Certificate IV.

Volunteering

- Concerns raised around maintaining three separate qualifications in Active Volunteering with no vocational outcome
- Certificates I, II and III Active Volunteering qualifications to be removed from Draft 1 and replaced with a skill set

Technicians and Support Services

- Report to come-representative on leave.

Actions of the Committee:

IRG representatives provided informed feedback, lobbying and comment at the IRG meetings from both industry and TAFE perspectives. Some IRG members were also Subject Matter Expert Group members.

Delivery and assessment issues relevant to TAFE were identified, lobbied and negotiated.
Recommended action by TDA Board:

To consider delivery and assessment implications of the new Children’s Services, Education Support, Youth and Aboriginal and Torres Strait Islander Health qualifications soon to be placed on TGA following their NSSC endorsement.

This may include the increased workplace assessment requirements, new units, resource development, quantity and increased specifics of assessment.

It is anticipated that there will be a major increased demand from RTOs for work placements. TAFE should strengthen its industry connections perhaps through Memorandums of Understanding with existing industry partners to ensure the availability of work placements for their anticipated enrolments due to increased competition for places.

Due to the amount of change in the Children’s Services and Education Support qualifications considerable resource and assessment tool development will be required.

Workforce development and capability building may be necessary for some qualifications and units e.g. First Aid units.

The Community Services and Health Industry Skills Council website should be monitored for public feedback on Draft 2 of Wave 1 and Wave 2 qualifications.

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Date: 24th June 2013