

BUILDING THE WORKFORCE OF THE FUTURE



We invite you to work with us in shaping the future of the early childhood education, health, and human services workforce. You may be aware that the Australian Government is undertaking a reform of vocational education and training (VET) in Australia. This an important change for Australians; it will help transform how employers engage with the system to ensure better, quality outcomes.

As part of the reform the government will create nine Industry Clusters which will bring together industry leaders to look forward, drive performance and improve outcomes across and beyond the training system. Each Industry Cluster will have responsibility for workforce planning; training package development; implementation, promotion and monitoring and industry stewardship. Industry Clusters will perform this work through a strong framework of stakeholder engagement.

The Human Services Skills Organisation is preparing an application to become an Industry Cluster. Our focus is on continuing to support you, and other stakeholders within early childhood education, health, and human services.

The success of these sectors is dependent on a workforce that has the skills and qualities necessary to deliver essential, high-quality services. In the next five years, the demand for these services will rapidly escalate and require an additional 250,000 workers, almost double the growth of any other sector of the Australian economy.

This would be an evolution of our business, but one we are excited by. To date we have led the development of several projects and resources designed to equip the human services sector with a skilled, diverse, and adaptable workforce meeting its needs now and into the future. In many ways we have only had success to date because of organisations like yours. We want to take our fresh, innovative, and collaborative approach even further, and with your help revolutionise Australia's VET system.

Our vision for the VET system is a departure from what we've seen before:

- We are committed to communicating and collaborating with all employers, training organisations and government to strengthen the workforce that cares for the nation's most vulnerable.
- We will continue to develop innovative, evidence-based solutions to deliver the skilled and adaptable workforce the sector needs.
- We will focus on continuously improving quality across all aspects of the training system: industry intelligence, product development and delivery and are committed to engaging and working closely with training organisations who deliver in our sectors.
- We will support stakeholders to identify and implement high-value strategic and operational investments to transform the workforce and skills ecosystem to meet current, new and emerging needs

OUR VISION OF THE INDUSTRY CLUSTER MODEL

The establishment of Industry Clusters will elevate industry's leadership in VET so that we can effectively address current workforce challenges and prepare for new and emerging skills needs.

We are keenly aware of the sector's challenges, and we have a strong vision for the future.

Our approach is to bring employers and the providers of training and education together to inform, design and co-create solutions that will make a difference. Here's what you can expect:

- Transparent governance and advisory arrangements that are driven by employers
- Opportunities for educators, regulators, and associations to contribute at all levels
- Different, improved and more sophisticated models of engagement
- New, real-time engagement options supported by digital technologies
- The capacity to adapt the best elements of international approaches for the Australian environment
- The collection of data and creation of information assets that will assist all participants in the sector in developing workforce development initiatives with impact.

ABOUT US

Founded in 2020 as an employer led, independent, not-for-profit organisation the Human Services Skills Organisation (HSSO) is one of three Skills Organisation Pilots established by the Australian Government to deliver a stronger employer-led skills sector and improvements to the national training system.

The HSSO is a driver of sustainable change. Our relationships are based on trust, knowledge, and collaboration. We work to empower a community of cross-sector collaborators — employers, peak bodies, industry experts, training organisations and government — to develop, pilot and deliver responsive, fit-for-purpose workforce development and training programs. Together, we identify and trial new approaches to attract workers to the human services sector and ensure they are the right fit and job ready.

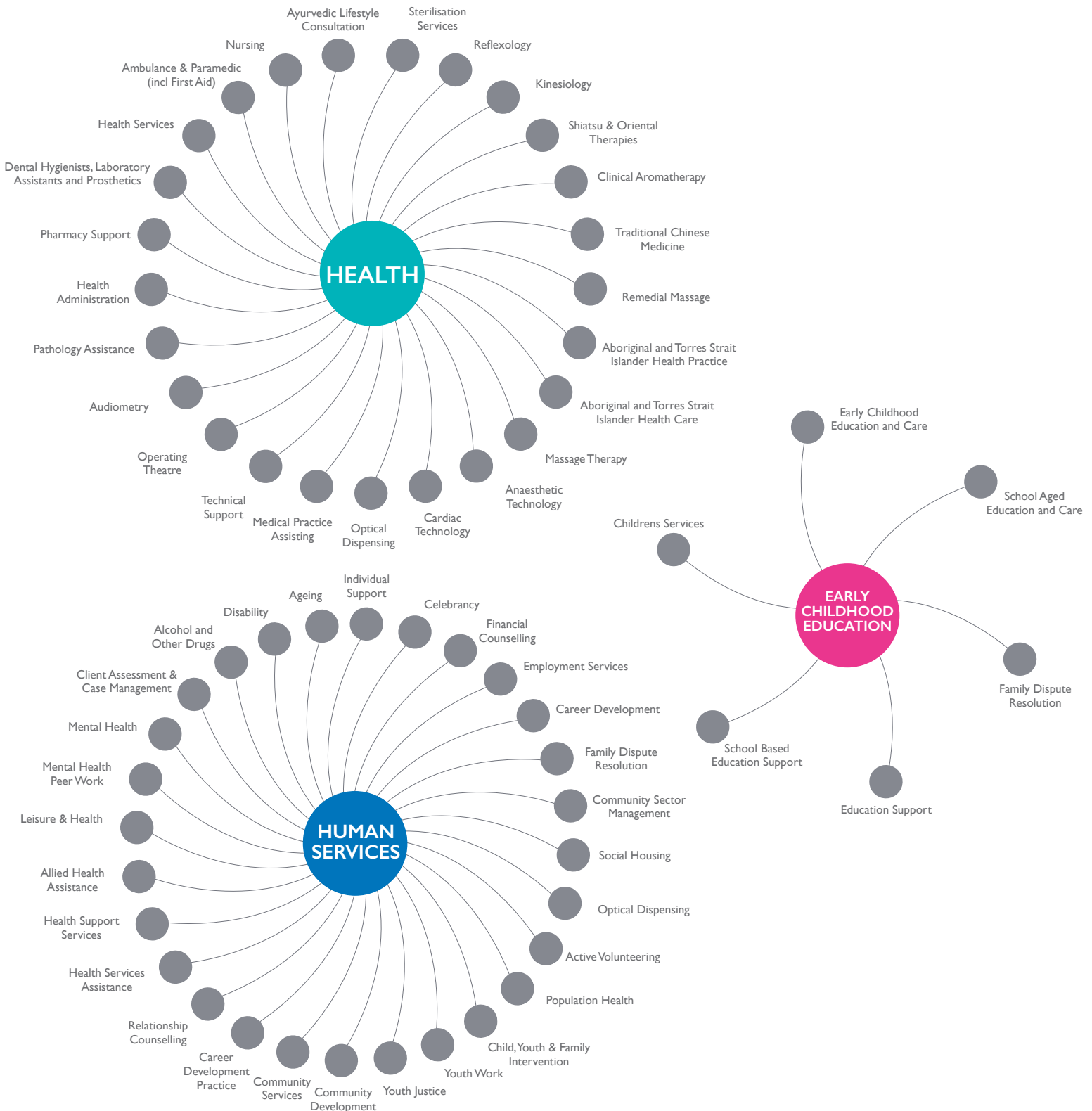
LET'S WORK TOGETHER

We can only make change if we work together.

It is a complex problem that requires diverse perspectives and long-term commitment to grow and sustain a workforce that is valued and vital to Australia's economy and in making a difference to the everyday lives of many Australians.

Collectively the sectors within this Industry Cluster involve more than 1.8 million workers and nearly 149,000 businesses. Only 3% of businesses in the sector have more than 20 employees, which means the overwhelming majority are small or micro businesses. We don't underestimate the challenge of supporting employers who are represented across national, urban, regional, rural, and remote locations.

This Industry Cluster is responsible for workforce planning and training product development for the following areas:



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