

# Building the NDIS workforce through traineeships

## REPORT SUMMARY

The implementation of the National Disability Insurance Scheme (NDIS) is anticipated to create a significant number of new jobs, spread across all regions of Queensland.

Jobs Queensland is investigating the skills demand and supply needs to meet the roll-out of the NDIS in Queensland.

As part of this work, Jobs Queensland engaged WorkAbility Queensland to investigate the role of traineeships in supporting skills growth for the NDIS

workforce. The research also explored other structured training pathways that promote skills development to support the implementation of the NDIS and reasons why these pathways might be selected in favour of traineeships.

*Building the NDIS workforce through traineeships* found that a number of opportunities exist to support the uptake of traineeships in the disability sector, primarily the Certificate III in Individual Support traineeship.

## Key findings

The research undertaken highlighted a series of factors impacting on the use of traineeships and other nationally recognised training pathways in the disability sector.

### No training culture

A culture of training does not exist in the disability sector in the way that it does in some other sectors.

### Lack of awareness of pathways

Both service providers and individuals lack awareness of the available training pathways and the availability of traineeships.

### Few traineeships offered

Few traineeships are being offered by service providers.

### Some barriers prevent uptake

There are barriers to traineeships for certain types of service provision and for certain cohorts of potential workers.

# 11

## recommended strategies

The strategies focused on three broad areas of activity:



### Challenging the culture

Raising awareness of the available training pathways amongst service providers and potential workers and challenging mindsets amongst service providers that are not yet convinced of the value of nationally recognised training.



### Delivering the right product to the right cohort

Supporting the delivery of nationally recognised training by promoting or adapting the most relevant training product for different cohorts.



### Overcoming barriers to effective training and workforce development

Removing barriers to effective use of training pathways and to promoting more strategic use of training.

The research identified 11 recommended strategies for building the disability sector workforce in Queensland through relevant training pathways - with particular emphasis on increasing the value of traineeships as a skills and employment pathway into the sector.

## Find out more

Ensuring that the rollout of the NDIS in Queensland is underpinned by an appropriately skilled workforce is not the responsibility of government or the disability sector in isolation.

*Building the NDIS workforce through traineeships* lays out a framework for government and the sector to collectively build the NDIS workforce in Queensland through traineeships.

The full report can be accessed at: [www.jobsqueensland.qld.gov.au/ndisworkforce](http://www.jobsqueensland.qld.gov.au/ndisworkforce)