**SPOL QUESTIONNAIRE 2020**

The Community Services, Health and Education Training Council (CSHETC) provides industry advice to the Department of Training and Workforce Development (DTWD) and the State Training Board (STB) on current and future training needs and employment in Western Australia (WA).

To support this requirement, the CSHETC seek feedback from the Health, Community and Education sectors particularly in regards to skill shortages, challenges finding suitably trained employees, legislative and technological changes.

This feedback is compiled and contributes to the State Priority Occupation List (SPOL) which is then used to guide funding for training in WA and for migration purposes where jobs cannot be easily filled or where there is a long term need for a supply of skilled labour.

To ensure that your industry is included in this process we would sincerely appreciate if you could take the time to answer the SPOL 2020 questionnaire by **Friday 28 February 2020.**

If you have any questions, please contact Fiona on 08 9445 1511 or fiona@csheitc.org.au

**We thank you in advance for your valued contribution**

1. **What type of organisation do you represent?**

[ ]  Peak Body

[ ]  Not-for-Profit organisation

[ ]  Private organisation

[ ]  Government agency

[ ]  Registered Training Organisation (RTO)

[ ]  School

[ ]  Other

1. **Where does your organisation operate?**

[ ]  Perth metropolitan area

[ ]  Peel

[ ]  South West

[ ]  Great Southern

[ ]  Goldfields

[ ]  Wheatbelt

[ ]  Kimberley

[ ]  Pilbara

[ ]  Mid-West / Gascoyne

[ ]  Statewide

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANZSCO** | **OCCUPATION** | **Are there any issues that currently or are likely to impact on this occupation?**  | **If YES, click on the tab below for a list of options which best describes the issue**  | **Has your organisation experienced difficulty in filling this position in the last 12 months?** | **If YES, click on the tab below for a list of options which best describes the reason for the occupations unmet demand**  | **Has this occupation seen an increase or decrease in the number of applicants?** |
| 252411 | Occupational Therapist  | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 252511 | Physiotherapist | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 252712 | Speech Pathologist  | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 423314 | Therapy Aide | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 272511 | Social Worker | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
|  | Mental Health Worker | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 423111 | Aged or Disabled Carer | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 254416 | Registered Nurse (Developmental Disability) | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 254417 | Registered Nurse (Disability and Rehabilitation) | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 254422 | Registered Nurse (Mental Health) | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 254412 | Registered Nurse (Aged Care) | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 411411 | Enrolled Nurse | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 423312 | Nursing Support Worker | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 411715 | Residential care officer  | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 272311 | Clinical Psychologist | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 272114 | Rehabilitation Counsellor | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 272112 | Drug and Alcohol Counsellor | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 411511 | Aboriginal and Torres Strait Islander Health Worker | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 411711 | Community Worker | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |
| 411713 | Family Support Worker  | [ ]  YES[ ]  NO | Choose an item. | [ ]  YES[ ]  NO | Choose an item. | [ ]  Increase [ ]  DecreaseWhy? |

1. **If selected other, please provide details here**
2. **Can the occupational shortage be attributed to** [ ]  **Legislation** [ ]  **Licensing** [ ]  **Regulation** [ ] **Technological changes** [ ]  **None of these options**

**Please comment**

1. **Are there specific rural or remote issues in regards to meeting the occupation’s demands? Please comment**
2. **Are there any issues with a particular occupation you would like to comment on? Please comment**

***If you have time, we would appreciate if you could provide feedback on the following questions to highlight workforce development opportunities.***

1. **Please provide an indication of the composition of your organisation’s current workforce;**

[ ]  Permanent Full-time

[ ]  Permanent Part-time

[ ]  Part-time

[ ]  Contract

[ ]  Casual

1. **Is the composition likely to change significantly over the next 12 months?**

[ ]  **YES** [ ]  **NO**

**Comments**

1. **How does your organisation currently recruit employees?  You may select more than one response.**

[ ]  Jobactive

[ ]  Jobs & Skills Centres

[ ]  Students on work placement

[ ]  Online job advertisers for example SEEK

[ ]  RTOs

[ ]  Visa/Skilled migration

[ ]  Other - Please comment

1. **What are the main issues that you expect will impact on your organisation’s future workforce? You may select more than one response.**

[ ]  Ageing of staff

[ ]  Attraction and retention

[ ]  New technologies and work practices

[ ]  Accessing appropriate training and development

[ ]  Changing client requirements

[ ]  New legislation, regulations and licensing

[ ]  Changing funding opportunities

[ ]  Other - Please comment

1. **What are your organisation’s key priorities in regards to workforce? You may select more than one response.**

[ ]  Reducing staff turnover

[ ]  Upskilling of existing staff

[ ]  Reducing cost of recruitment

[ ]  Adapting to new funding arrangements

[ ]  Complying with IR legislation

[ ]  Identifying skills gaps

[ ]  Ensuring compliance with new legislative requirements

[ ]  Other – Please comment

1. **What type of training does your organisation undertake? You may select more than one response.**

[ ]  In-house training

[ ]  Short courses

[ ]  Nationally recognised qualifications in work time

[ ]  Work related education/training outside work time

[ ]  Not accredited training/Skill set training

[ ]  Traineeship

[ ]  Other – Please comment

1. **Do you currently employ trainees?**

[ ] **YES** [ ]  **NO** – please proceed to question 15

1. **Please select reasons why you *do* employ trainees**

[ ] Staff attraction and retention

[ ] Funding incentives

[ ] Support local youth workforce

[ ] Able to develop trainee specific to your organisation’s needs

[ ] Developing a workforce with recognised qualifications

[ ] Other – Please comment

1. **Please select reasons why you *don’t* employ trainees**

[ ]  Lack of government support and funding

[ ]  Can’t commit to traineeship time period

[ ]  Under-resourced

[ ]  Need experienced staff

[ ]  Administration costs

[ ]  Unsure – Please comment

1. **How work ready are graduate students from the following institutes to undertake roles in the workplace?**

University [ ]  suitable [ ]  not suitable [ ]  unable to comment

TAFE/RTO [ ]  suitable [ ]  not suitable [ ]  unable to comment

School [ ]  suitable [ ]  not suitable [ ]  unable to comment

Please comment

1. **Do you currently accept students on work placement from the following;**

[ ]  University

[ ]  School

[ ]  TAFE/RTO

[ ]  None of the above – Please proceed to question 19

1. **Please select reason why you choose to accept students on work placement**

[ ]  Potential recruitment opportunity

[ ]  Support sector development

[ ]  Provides opportunities for people interested in the sector

[ ]  Other – Please comment

1. **If you do not accept students on work placement, please provide reason why?**

[ ]  Cost

[ ]  Time

[ ]  Work placement system difficult to navigate

[ ]  Other – Please comment

**Please provide any additional comments**

**Thank you for your time.**