**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  Decrease  Why? |
| 252511 | Physiotherapist | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 252712 | Speech Pathologist | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 423314 | Therapy Aide | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 272511 | Social Worker | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
|  | Mental Health Worker | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 423111 | Aged or Disabled Carer | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 254416 | Registered Nurse (Developmental Disability) | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 254417 | Registered Nurse (Disability and Rehabilitation) | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 254422 | Registered Nurse (Mental Health) | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 254412 | Registered Nurse (Aged Care) | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 411411 | Enrolled Nurse | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 423312 | Nursing Support Worker | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 411715 | Residential care officer | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 272311 | Clinical Psychologist | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 272114 | Rehabilitation Counsellor | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 272112 | Drug and Alcohol Counsellor | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 411511 | Aboriginal and Torres Strait Islander Health Worker | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 411711 | Community Worker | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |
| 411713 | Family Support Worker | YES  NO | Choose an item. | YES  NO | Choose an item. | Increase  Decrease  Why? |

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.**