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Skills Project: Theory of Change

# Problem

Skilled disability workers are essential to the delivery of quality, safe disability services.

Information and investment in disability sector skill requirements is often fragmented and hard to access.

# Outcomes

1. Skills needed by Disability Support Workers and DSW supervisors are documented and defined
2. Training pathways for Disability Support Workers and DSW supervisors are known and resourced

### Key inputs

1. Stakeholder expertise
* NDIS Providers
* Governments & Advisory Bodies
* Training Providers
* People with Disability
* Workers
* Project Reference Group
1. Environmental Scan
* Existing Documents and research
* International exemplars
* Learnings from adjacent sectors

### Key Actions

1. Leadership Capability Focus

Inclusion of DSW supervisor roles to promote:

* Excellence in on-the-job training/coaching
* Career pathways
* Worker retention
1. Training Model Innovation

Develop and/or pilot

* Entry level training pathways
* GTO options
* Alternative training models
* Micro-credentials

### Key Outputs

1. Skills Bank

Document current skill requirements for disability support worker and DSW supervisor roles.

1. Accredited Training Audit
* Map and gap skill requirements against accredited training (CHC training package)
* Evidence of availability (rural and remote)
1. Report on Worker Perspectives

Utilise various research methods to deliver evidence-based report on worker knowledge and experience in relation to skills and training.

1. Stakeholder Resources
* Accessible information and training options and pathways
* Traineeship model guidance
1. Evidence-based policy
* Recommendations to government
* Project Proposals

### Impact

Increased knowledge and understanding of disability sector skill requirements and related learning opportunities, leads to

Improved environment for informed decision-making and action, leads to

Improved return on investment in training for governments, NDIS Providers and workers, leads to

Increased disability workforce capability

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