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.

Contact: skillsproject@nds.org.au

An accessible version of this infographic is available on request

- Key Inputs
- Key Actions
- Key Outputs

ENVIRONMENTAL SCAN

- Existing Documents & Research
- International exemplars
- Learnings from adjacent sectors

STAKEHOLDER EXPERTISE

- NDIS Providers
- Governments & Advisory Bodies
- Training Providers
- People with Disability
- Workers
- Project Reference Group

LEADERSHIP CAPABILITY FOCUS

Inclusion of DSW supervisor roles to promote:

- excellence in on-the-job training/coaching
- career pathways
- worker retention

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

TRAINING MODEL INNOVATION

Develop and/or pilot

- entry level training pathways
- GTO options
- Alternative training models
- Micro-credentials

SKILLS BANK

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

ACCREDITED TRAINING AUDIT

- Map and gap skill requirements against accredited training (CHC training package)
- Evidence of availability
 *rural and remote

REPORT ON WORKER PERSPECTIVES

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

EVIDENCE-BASED POLICY

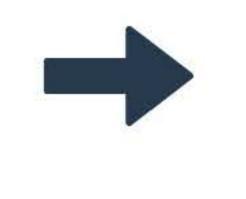
- Recommendations to government
- Project Proposals

STAKEHOLDER RESOURCES

- Accessible information on training options & pathways
- Traineeship model guidance

IMPACT

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



Improved environment for informed decision-making and action



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



Increased disability workforce capability