

Maturation of a Workforce Worker

- **Previous focus on – new defined roles, NPs, new assistants etc**
- **Driver seen to be all about shortages**
- **Why have all these early PG educators**

NEW VIEW

- **Lack of job satisfaction as big an issue**
- **Significant extension within existing roles**
- **New graduates do need defined skills programs outside of apprenticeship – great opportunities for sharing**
- **Redesign process is painfully slow.....**

Shared competency framework

- **Reduces professional mystique**
- **Identifies and allows focus on distinct specialists skills in role redesign**
- **Facilitates easy progression within roles (eg: assistant roles in nursing → EN/Div2)**
- **Framework for recognition of prior learning (including overseas trained)**
- **Help define what employers want from education providers and what we need to provide on the job**

Shared competency framework(2)

- **Identifies gaps in some training programs – both undergraduate and early graduate (eg: communication skills)**
- **Could simplify and bring together various tertiary & VET sector courses**
- **Promotes multidisciplinary care**
- **Helps remove duplication of tasks**
- **Holistic framework for performance review**

Some risks

- **Framework can be seen as too generic**
- **Fail to give recognition to distinct specialist skills – *sine qua non* for advancement and with highest associated risk**
- **If wrongly marketed will increase anxiety amongst change resisters**
- **Not too academic – MUST keep the workforce reform agenda practical and accessible to the workers on the ground**