

Aboriginal and Torres Strait Islander Health Worker Training Package Products Draft 1 Consultation



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Overview

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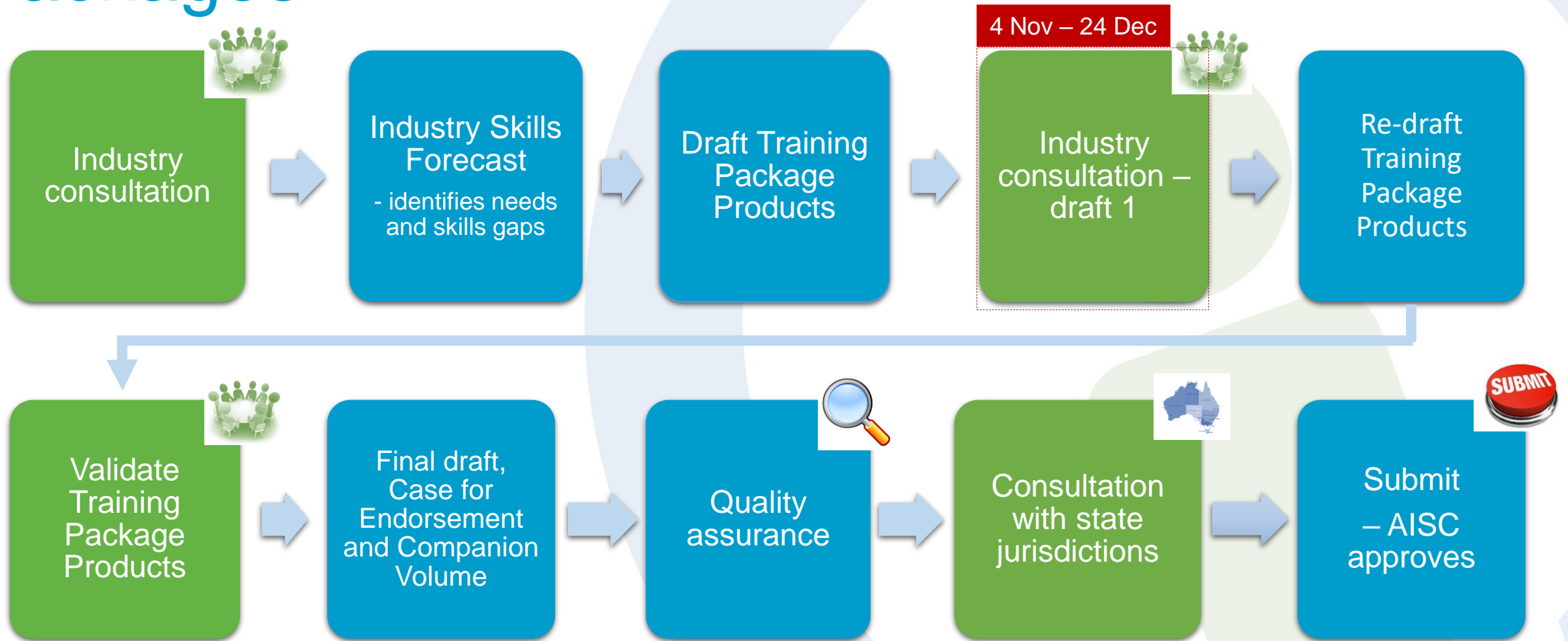
SkillsIQ Limited

- Not-for-profit organisation appointed by the Commonwealth Government as a Skills Service Organisation (SSO)
- Funded by the Commonwealth Department of Education, Skills and Employment to support 19 Industry Reference Committees in the people-facing industries, including The Aboriginal and Torres Strait Islander Health Worker IRC
- Develops national skills standards, to ensure skills are relevant for jobs in industry and to meet critical skills gaps and shortages
- Undertakes workforce development and research projects and is active in government strategy and policy development.

Key Players and Acronyms

- Australian Industry and Skills Committee (AISC)
oversees approval of Training Package Products
- Industry Reference Committees (IRCs)
oversee development of Training Package Products
- Skills Service Organisation (SSO)
provides technical and engagement support to IRCs

Stages of Review and Development of Training Packages



Project Background

- SkillsIQ has been supporting the Aboriginal and Torres Strait Islander Health Worker IRC to undertake a review of all national Aboriginal and/or Torres Strait Islander Health Worker Training Package Products.
- IRC members have been working to guide this review and to provide:
 - guidance at the national level to ensure Training Package Products are flexible and responsive to changing workplace practices, industry and client needs
 - specialist advice and strategic direction in relation to stakeholder feedback and issues relevant to the sector
 - views and feedback on behalf of the sector and organisations they represent
 - support in facilitating communication and consultation with industry, including other members of their organisations, association members and other industry networks.

Rational for change

- The key driver for Training Package Product change is stakeholder concern that existing Units of Competency and Qualifications do not align well with current and emerging roles for Aboriginal and Torres Strait Islander Health Workers and Health Practitioners.
- Roles have been continually expanding to service emerging or persisting health and wellbeing issues.
- Packaging Rules for Qualifications allow users to avoid selection of the most relevant elective Units.
- There are deficits in the quality of Units.
- There is duplication of content across Units.

Skills Gaps

- The following community needs and skills gaps have been identified:
- advocacy
 - assistance with nutrition and other healthy lifestyle practices
 - assisting people affected by alcohol and other drugs, and by domestic violence
 - sexual health
 - mental health, particularly skills for trauma-informed care
 - palliative care
 - prevention, early detection and management of chronic disease, particularly diabetes
 - rural and remote emergency services
 - language, literacy and numeracy skills.

Issues with existing Qualification

- Elective units in Qualifications appear as very long 'shopping lists' of Units, making Qualifications unwieldy and confusing to users.
 - For example, the current *Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice* includes a total of 101 electives.
- Packaging Rules allow users to avoid selection of the most relevant elective units.
 - Pools of elective lists combine current *AHW* Units with others, including *CHC*, *BSB* and *TAE* Units. This allows users to avoid selecting further *AHW* Units which are the most relevant to job outcomes covered by the Qualifications.

Draft 1 Qualification – Key Changes

- The long lists of Units have been edited and now include only those most relevant to each Qualification and associated job roles.
 - This has simplified and focused the Qualifications. It will assist users in selecting units that are most relevant.
- Packaging rules have changed along with the grouping of elective Units.
 - These modifications will ensure the integrity of the Qualification designed for Aboriginal and/or Torres Strait Islander Health Workers or Practitioners and will encourage uptake of the most relevant Units. They will still allow flexibility in recognition of the diverse job functions of Aboriginal and/or Torres Strait Islander Health Workers and Practitioners.

Issues with existing Units of Competency

- Many Units describe multiple job functions (or processes), rather than discrete skills which make up a job role.
- Some individual Units combine skills and knowledge that apply to different health workers and practitioners, and to those who work at different levels of seniority.
- Some Units duplicate content, with the same skills and knowledge included across many Units. Some duplication in Units that use 'throw-away lines' to cover skills and knowledge that are comprehensively covered in other Units.

Draft 1 Units of Competency – Key Changes

- Many Units have been deconstructed and reconstructed to formulate sensible ‘on-topic’ Units which focus on discrete workplace skills for different job functions and different job roles at different levels. This means:
 - Units better and more fully describe skills and knowledge for the particular work function.
 - Significant amount of duplication across Units has been removed or minimised because content does not drift across Units and each individual Unit remains ‘on topic’.
 - Individual Units are available for workers who only perform half of the tasks currently described in a composite Unit.
 - Individual Units can be combined in different ways for different job roles, just as skills are in the workplace, for training purposes.
- Some Units have been merged as content is duplicated and only one Unit is required.

Draft 1 New Units of Competency

- ***HLTAEDR001 Respond to community disasters***
 - Skills and knowledge for participating in a community disaster response and covers diverse types of disasters.
 - Epidemics and pandemics, and content has been included relating to the role of health services in these instances.
- ***HLTAHCS002 Assist with health assessments***
 - Skills and knowledge required by health care workers who have a communications-focused role in assisting medical practitioners with health assessments for Aboriginal and/or Torres Strait Islander people.

Draft 1 New Units of Competency

- ***HLTAHCS009 Provide support to clients with diabetes***
 - Skills and knowledge to provide support for clients diagnosed with and being treated for diabetes.
- ***HLTAHCS014 Provide ear health care***
 - Skills and knowledge to complete ear health assessments, treat minor and emergency ear health issues and support clients with ongoing conditions.
- ***HLTAHPR004 Promote awareness and prevention of diabetes***
 - Skills and knowledge to provide education about diabetes.

Units Proposed for deletion

- There are 21 Units proposed for deletion. Reasons include:
 - The unit is completely **generic**, has nil to low enrolments over several years and relevant imported Units can be chosen by users if required.
 - The unit is generic or has **mixed and unclear content** and there are imported Units that have relevant and better-focused content.
 - The unit is **obsolete**, and no demand on the part of either learners or employers has been indicated as a result of nil or minimal enrolments over several years.

Seeking Feedback from Industry Stakeholders on Draft 1 Qualifications

Qualification Titles

- Are all Qualification titles appropriate? If not, can you suggest other titles?

Core Units

- Are the core Units appropriate? Do they reflect the essential skills required by all Aboriginal and/or Torres Strait Islander health workers or practitioners at each level?
- Should any Units be added to or deleted from the Core Units?

Elective Units

- Do you agree with the lists of elective Units?
- Are the electives those most relevant to Aboriginal and/or Torres Strait Islander health workers and practitioners at each level?
- Should any Units be added to or deleted from the elective lists?

Packaging Rules

- Are the Packaging Rules appropriate to allow employers, learners and Registered Training Organisations flexibility to meet their needs?

Removed Qualification and Entry

- Should an *Advanced Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice* be introduced? If so, what skills and knowledge should this Qualification cover?

Seeking Feedback from Industry Stakeholders on Draft 1 Units of Competency

Unit Titles and Application Statements

- Does the Title, simply and clearly, reflect the Unit content and workplace skill described by the Unit?

Performance Criteria and Foundation Skills

- Do the Elements and Performance Criteria accurately describe what people do on a day-to-day basis in the workplace?
- Do the language, literacy and numeracy skills within the Foundation Skills section describe workplace application and an appropriate level of skill for the Unit?

Knowledge Evidence

- Are the Knowledge evidence requirements specific enough?
- Is the breadth and depth of knowledge described well enough to assist assessors to understand the scope?

Seeking Feedback from Industry Stakeholders on Draft 1 Units of Competency

Performance Evidence

- Do the evidence requirements prove that a person is competent in all the unit outcomes?
- Is the suggested volume of evidence appropriate to ensure that consistency of performance is assessed?
- Are the statements clear? Would assessors understand exactly what they must do?

Assessment Conditions

- Are the options for collecting evidence in the workplace and in simulated environment clear?
- Are the statements clear? Would assessors understand what they must provide for assessment?

Assessment Requirements

- Are the assessor competency requirements for experience working as an Aboriginal and/or Torres Strait Islander health worker or practitioner clear and appropriate?

Public Consultation

- Open until 24th December 2020
- Stakeholders can review the Draft 1 Qualifications and Units of Competency on the SkillsIQ Online Feedback Forum
- Feedback will be considered by the IRC prior to release of Draft 2.



<https://www.skillsiq.com.au/CurrentProjectsandCaseStudies>

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Feedback Forum

The SkillsIQ Feedback Forum is a custom built tool designed to collect your feedback during the process of training package product development. Whether you are an employer, peak body or industry association, government body or regulator, employee association, training provider, or a student, we want to hear your views on proposed changes to the training packages that provide the skills and knowledge relating to your industry.

The Feedback Forum provides all stakeholders with the opportunity to provide detailed input on any aspect of proposed training package components (qualifications, units of competency and skill sets) during designated consultation periods.

READ MORE

 <p>CHC Community Services Training Package</p>	 <p>HLT Health Training Package</p>	 <p>LGA04 Local Government Training Package</p>	 <p>PSP Public Sector Training Package</p>	 <p>SIS Sport, Fitness and Recreation and SIS10 Sport, Fitness and Recreation Training Package</p>
 <p>SIT Tourism, Travel and Hospitality Training Package</p>	 <p>SIR Retail Services and SIR07 Retail Services Training Package</p>	 <p>SHB Hairdressing and Beauty Services Training Package</p>	 <p>SFL Floristry Training Package</p>	 <p>SIF Funeral Services Training Package</p>

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Qualifications

- HLT2XX21 Certificate II in Primary Health Care_Draft 1
- HLT3XX21 Certificate III in Primary Health Care_Draft 1
- HLT4XX21 Certificate IV in Primary Health Care_Draft 1
- HLT5XX21 Diploma of Primary Health Care Management_Draft 1
- HLT5XX21 Diploma of Primary Health Care Practice_Draft 1
- HLT6XX21 Advanced Diploma of A Primary Health Care Management_Draft 1

Units Of Competency

Advocacy >

- HLTAADV001 Support clients to access health services_Draft 1
- HLTAADV002 Support the rights and needs of clients_Draft 1
- HLTAADV003 Support the rights and needs of Aboriginal and Torres Strait Islander clients in the justice system_Draft 1
- HLTAADV004 Advocate on behalf of groups or the community_Draft 1
- Community Health Research >
- HLTARES001 Gather information and report on

Aboriginal and Torres Strait Islander Health Worker - Draft 1

Project Summary

SkillsIQ, under the direction of the Aboriginal and Torres Strait Islander Health Worker Industry Reference Committee (IRC), has undertaken a project to update the Aboriginal and Torres Strait Islander Training Package Qualifications and Units of Competency, to align to the changing duties of existing and future job roles for all Aboriginal and Torres Strait Islander Health Workers.

 [Create a pdf of all documents in this project](#)

Status - Open for Feedback

You will need to [login](#) to provide feedback.

Need help? Visit our [How To page](#) for step by step instructions on how to leave feedback.

Qualifications within this Training Package include those which provide skills for people working in the general health and wellbeing of Aboriginal and Torres Strait Islander people, as well as for those who work in the areas of alcohol and other drugs; mental health, health education and promotion; and advocacy, particularly in rural and remote communities.

The Qualifications allocated to Aboriginal and Torres Strait Islander Health Workers and Practitioners range from a Certificate II through to Advanced Diploma.

Draft 1 consultation is now open for the following updated qualifications:

- Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care
- Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care
- Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care
- Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Practice
- Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management
- Advanced Diploma of Aboriginal and/or Torres Strait Islander Primary Health Care Management.

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QUESTIONS?



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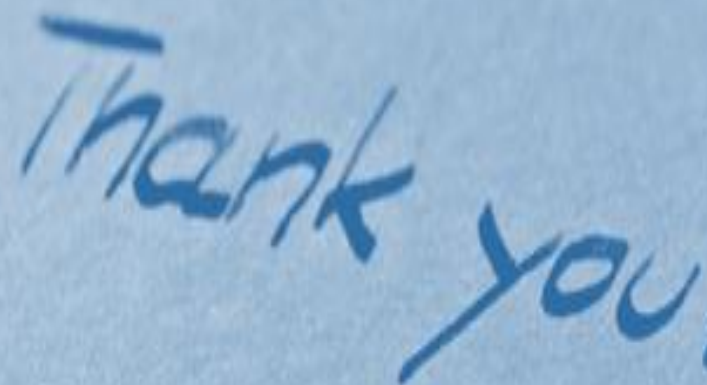
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Thank you