



## MYTHS ABOUT WORKFORCE CAPACITY

- As seen by Albert Einstein

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Opportunities for people with a disability

## Context For The Myths

- Health and Community Services are second highest contributors to the State's Gross Domestic Product.
- 1996/1997 Employed 141,700  
2004/2005 Employed 184,100 = 23% increase  
Overall Labour Growth = 21%

## Context For The Myths cont.

- May 2007 Employment by Industry ranked third (behind Retail and Property & Business Services).
- Approximately 7.5% of working population in Health & Community Sector (compared with Mining = 1%).
- Requirement for staff is growing, more demand for services.
- Unemployment low (4.3%) and have choices.

## Einstein's View On Workforce Capacity

“Insanity: doing the same thing over and over again and expecting different results.”

Albert Einstein – 1879 to 1955



# FIVE MYTHS – As seen by Elbert Einstein

- Work practices
- Language
- Collaboration and co-operation
- Size and scope of recruitment pool
- Innovation versus stagnation.



## Work Practices

“Reality is merely an illusion, albeit a very persistent one.”

Albert Einstein – 1879 to 1955



## Work Practices

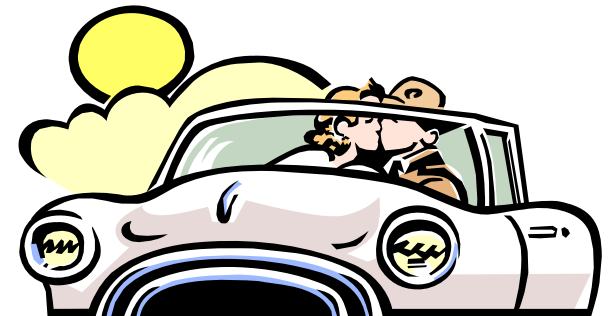
- Why do we continue to staff the way we have done before?
- Aged Care example.
- What could we do differently as from today?



## Language

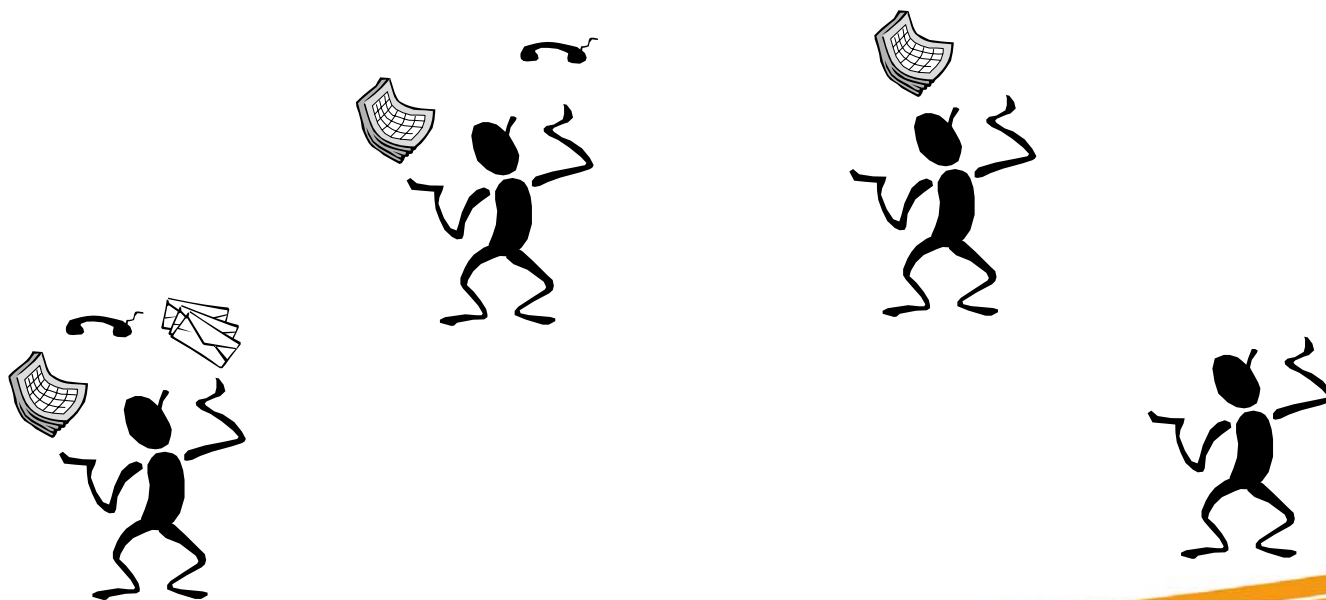
“Any man who can drive safely while kissing a pretty girl is simply not giving the kiss the attention it deserves.”

Albert Einstein – 1879 to 1955



# Language

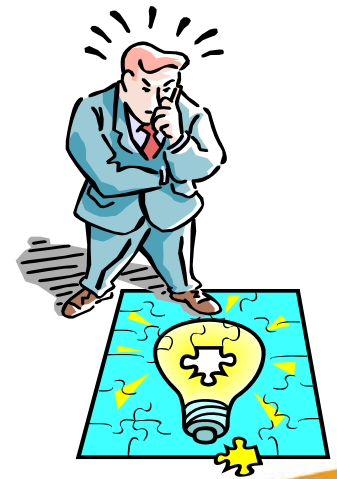
**Skills Shortage** – what exactly does this mean????



## Collaboration & Co-operation

“We can't solve problems by using the same kind of thinking we used when we created them.”

Albert Einstein – 1879 to 1955



## Collaboration & Co-operation

- Construction Skills Queensland example.
- What could we do as a Sector to stem the flow to other Sectors?



## Size and Scope of the Recruitment Pool

“If the facts don't fit the theory,  
change the facts.”

Albert Einstein – 1879 to 1955



## Size and Scope of the Recruitment Pool

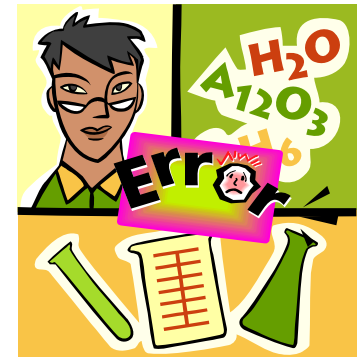
- Switch jobs and prosper – follow the money trail.
- Recent Australian Bureau of Statistics report on Jobs to Watch:
  - Mining up but not a big employer. Why????



## Innovation versus Stagnation

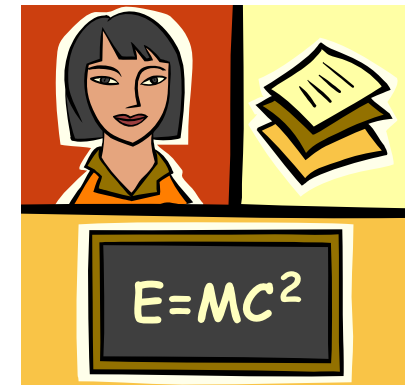
“A person who never made a mistake never tried anything new.”

Albert Einstein – 1879 to 1955



# Innovation versus Stagnation

- What are we going to do about this as a Sector:
  - Acute Care versus Aged Care approach.
- How do we present ourselves to the Community:
  - Queensland Teachers example.



# Breaking The Myths

E = Effort to change our perceptions

M = Management

C = Commitment



Note: it is **Commitment** that is **squared!!!!**

# Questions