

Strategy 5.

Attraction strategies

Attraction strategies usually form part of a workforce management plan, informed by a comprehensive understanding of the current workforce, contemporary job design and working arrangements, and clear plan for the future direction of the organisation.

- Promotional campaigns
- Links with schools and career expos
- Structured work experience and work placement (competency based an option)
- Develop clear, accurate messages for candidates tailored to specific target groups
- Creative, well targeted recruitment advertisements
- Creative, well placed advertisements (public transport, blogs, shopping centres)
- Incentives for referral from existing employees
- Corporate volunteer programs
- Part payment for volunteers (industrial relations implications to be noted)

Activity

1. Consider which of these strategies have already been tried or are already in place in your organisation, and discuss their effectiveness to date.

Work in the disability sector

The disability sector is interested in people from school students and post-secondary students, to people wanting a career change and mature age workers. Anyone who wants to make a contribution to others and value what they do.

University degrees.
Social Work, Psychology, Occupational Therapy
Physiotherapy, Speech Pathology

Certificate II in Community Services.
Become a support worker

Certificate III in Disability Work. *
Become a support worker.

*** Advanced Diploma of Disability Work.**
Be a senior manager or a practice specialist.

Certificate IV in Disability Work. *
Become a support worker and have a more senior role.

*** Diploma of Disability Work.**
Be a more senior program co-ordinator or a manager.

Certificate IV in Service Co-ordination (Ageing & Disability). *
Be a team leader or a service co-ordinator.

You can work in:

- Accommodation
- Day programs
- Respite
- Employment
- Children's services
- Recreation
- Rehabilitation

You can:

- develop a career pathway for yourself
- acquire skills that can be used in areas such as aged care, youth work
- have flexible hours
- have a variety of work
- travel around Australia and overseas

You can train on the job:

- in the TAFE system
- using private registered training providers
- doing courses customised by your employer

You can do a whole qualification in a traineeship or you can acquire some additional skills to add to your existing qualifications and experience

You can be a support worker, team leader, co-ordinator, manager, therapist, trainer or you can be all

WHERE CAN IT TAKE YOU? WHERE CAN YOU TAKE IT?