

Employment & Training



St John Ambulance can help your business comply with new workplace safety requirements.

You can trust St John

THE Occupational Health and Safety legislation has changed, but the most trusted name in first aid hasn't. Since January 2012, a new model Work Health and Safety (WHS) Act and regulations came into effect. In addition, a new First Aid in the Workplace code of practice was approved in July 2012 outlining the main components to be considered under the new WHS legislation. Following a recent survey conducted by St John (NSW), it was shown that almost six out of 10 businesses are either not aware or unsure about the OH&S changes. In addition, only one in seven are fully aware of both the change to WHS

and its implications. It is important that you re-assess your workplace first aid requirements such as: first aid kits, training, signage and first aid rooms. Components such as the size and location of your business, as well as hazards related to the work undertaken at your workplace are to be considered when re-assessing the safety of your workplace. St John Ambulance Australia (NSW) Wollongong Branch can assist your business in being compliant with the new legislation, offering first aid audits, first aid assessments, first aid drills and more. To find out more, call 4229 2788 or email wollongong@stjohnnsw.com.au.



Occupational Health and Safety legislation has changed

But the most trusted name in first aid hasn't

> NEW workplace kits > NEW training courses > First aid audits...

To find out more
CALL US NOW on 02 4229 2788
or email wollongong@stjohnnsw.com.au



2356557

A new age of opportunity

By KEELI CAMBOURNE

AUSTRALIA has about 2800 residential aged-care facilities providing care to more than 160,000 people – and it is predicted in the next 10 years the number of residents in such facilities will nearly double, with the highest growth in residents aged over 95.

This makes the aged-care industry one of the fastest-growing in Australia, with rising demand for a workforce that includes medical, nursing and allied health professionals, carers and assistants.

One of Australia's largest community-based seniors lifestyle and care providers, IRT, in association with Wollongong University, is equipping professionals with the skills needed to meet the demand.

Their training program, the Teaching and Research Aged Care Services (TRACS) initiative, highlights the importance and challenges of creating an aged-care model to meet world's best practice.

IRT College general manager Tania Tsiamis says aged care is becoming a much more specialised career option for health professionals as people live longer and, as a consequence, develop more complex chronic illnesses, including dementia.

"As an individual's health conditions become more complex, so too will the skill requirements of those caring for the older individuals," she says.

"Skill requirements for carers will need to align with this trend, particularly for those providing care outside a traditional care setting, like in-home care."

Aged care can occur across many settings and be provided to people with differing needs. Career options and pathways are just as varied.

In addition to care careers, Tsiamis says IRT, like many aged care providers, is a



IRT resident Dorothy Costello with nursing student Saeid Moradi and Georgia Ryan, 12. Picture: Robert Peet.

significant business that requires specialists in management, finance, strategy, communications, marketing, property, human resources, education and information technology.

As the skills required become more complex and specialised, so do the qualifications needed to work within the industry.

Tsiamis says qualifications are now "a given" rather than something only a small section of the industry obtains.

"Skill development pathways are strong, incorporating entry-level qualifications such as Certificate III in Aged Care or Home and Community Care through to Certificate IV for more advanced skills in core job roles, including Aged Care, Home and Community Care and Leisure and Health," she says.

"Diploma in management and articulation through to tertiary qualifications are also available and becoming increasingly sought-after. At the highest level, masters specialisations such as

dementia are also becoming available."

Tsiamis says there is a growing need to deliver services that reflect competent multicultural awareness and skills.

"Baby boomers will also present a range of different demands as they age, as they come from a strong consumer mindset," she says.

"Complexity of client needs will continue to be a pressing issue and the development of employees beyond core qualifications – those who have a set of targeted skills who can be deployed as required – will be increasingly necessary."

Australia's ageing population is mirrored across the developed world. Tsiamis says a career in the sector offers global opportunities.

"Given the ageing population trends globally, the career can certainly be transferred. This will become more evident over the next five years as the Asia aged care industry begins to develop and mature," she says.



19 FRI

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

20 SAT

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

THIS YEAR, FILL YOUR CALENDAR WITH SOMETHING OTHER THAN ORDINARY. The Army Reserve is a flexible, part time experience that tests your fitness while also teaching you great new skills you can put to use in your career. On top of all this you'll be earning tax-free pay. To find out more call 13 19 01 or visit defencejobs.gov.au/army/reserve

ARMY RESERVE. CHALLENGE YOURSELF. Positions available include: General Service Officer | Rifleman | Information Systems | Civil Engineer



Employment & Training



Ann-Maree Greene is pursuing her dream of teaching. Photo: Fiona Morris

Discipline the key to reinvention

By MARGIE SHEEDY

GOING back to university to clinch her second degree has been a wildly different ride for Ann-Maree Greene.

"It was sort of like having a midlife crisis," the 44-year-old says.

"I was being made redundant from my role as business manager on the Macquarie Bank agricultural commodities trading desk.

"Having been in corporate banking nearly my whole working life, it was time to have a complete lifestyle change."

Greene already had a bachelor of commerce, which she completed via distance education in 1999, but she had always dreamt of being a teacher.

"The timing was perfect: the universities were accepting enrolments when I was being made redundant and I wanted to have the full-time uni experience this time around. So I did the sums, talked to my daughter about how we could do it, and enrolled to do a full-time bachelor of teaching in secondary education at the University of Technology. Then I bought a Vespa to get to uni!"

The experience has been everything Greene hoped it would be, she says, because she had her eyes wide open about her goals.

"I've been exceptionally privileged to have worked at the pointy end of town in finance," she says. "Now I'll be going back to earning \$60,000, but you do something like this because you realise there is more to life."

Pro vice-chancellor (education) at the University of Western Sydney, Professor Kerri-Lee Krause, thinks mature-age students are driven to study by circumstance, such as a downturn in the economy and the implications for their careers.

"The trick to embracing a new stage of life that involves academic study is to reframe study goals in positive career terms," she says. "Use the opportunity to review transferable skills, gain experience in the new field and approach potential employers to discuss experience and strengths. For some mature-age students, returning to university is about discovering their real passion in life after a career in another field. Follow your passion!"

But the chief executive officer of Open Universities Australia, Paul Wappett, says don't assume it will be easy.

"Studying at tertiary level, regardless of the course, requires commitment, motivation and discipline," he says. "People need to consider the time needed to get the study done, and factor in how much time they still need to spend at work or on their young children or elderly parents."

The policy and strategy adviser with Graduate Careers Australia, Bruce Guthrie, agrees, saying getting this in perspective is pivotal.

"If students go into it half-heartedly or don't have the support of their work, family and friends, they will have less chance of success," he says.

But Guthrie says the commitment can

be worth it.

"People with postgraduate qualifications have an employment rate of about 86 per cent – 10 per cent higher than graduates of a bachelor degree, according to the 2011 Graduate Careers Australia Postgraduate Destinations survey.

"With the increasing number of bachelor degrees, postgraduate study can help people stand out from the crowd."

While tertiary study is no guarantee, Wappett says anecdotal evidence from Open Universities Australia demonstrates it can boost chances of promotion and increased remuneration.

"A 46-year-old did one business subject and said it generated a pay rise of \$12,000 because he was able to put what he had learnt into effect in his company," he says.

Krause cautions that the most common mistake for those returning to university is to assume a new qualification will be sufficient to gain meaningful employment.

"Gaining relevant experience while studying, and using this opportunity to network with potential employers, is critical to making a successful transition [to a new career]," she says.

Greene knows there are no guarantees.

"In teaching, it's quite hard to get a full-time job, even with 25 years of corporate banking experience behind you," she says. "But while it's not easy, I'd do it all again the same way: it's definitely what I want."

When skills are the goal

THE barrier for entry into work is progressively being raised with ever-increasing minimum skill requirements.

Most, if not all, projections of job growth are in skilled to highly skilled occupations.

This creates a situation where the unskilled are over-represented in the ranks of the unemployed and the highly skilled are highly prized.

This creates a challenge for employers who increasingly require a skilled labour force. They must either compete for the in-demand highly skilled, or undertake to provide skills and training to the unskilled.

As skills increasingly become the currency of the labour market, savvy employers are recognising that it makes business sense to attract and retain talent by offering ongoing professional development.

In a world where people are increasingly working on contracts and projects, and able to move around to different employers, there is an increasing focus on wanting to keep skill sets current, or to keep developing them to maximise opportunities.

The proposition that working for a particular organisation will make you more employable when you leave is increasingly attractive to candidates.

Good employers have always recognised a responsibility to look after their staff. This has often focused on salary and conditions, and providing a safe and healthy workplace, but they recognise this responsibility now extends to skills training.

Further your skills

Further Education Training & Assessment (FETA)

is a privately owned Registered Training Organisation delivering high quality training and assessment in a range of vocations including Certificate III in

Mechanical Engineering Trade, Heavy Vehicle Licensing, High Risk Work Cover Certificates, Certificate IV in Car & Truck Driving Instruction and now RMS Accredited Safer Drivers Course Provider for learners under 25.



To see the full list of training and assessment options visit

www.feta.edu.au, enquiries@feta.edu.au

Further Education Training & Assessment
F.E.T.A.

RTO 40543



Gordon & Kaye

0412 772 203 | 0422 361 130



"Award winning training"

Relaxed and enjoyable atmosphere.
Private and public courses.

Phone 0410 024 869

www.southcoastfirstaid.com.au

Wherever you go take your local news with you

If you are on the move, interstate or overseas this summer holiday, access the full content of your local newspaper, anytime with eEdition.

eEdition is a subscription-based online presentation of the local news in its original layout with articles, advertising and photographs positioned exactly like the print version. Plus, you can cut, paste, follow links and email articles to friends and family, making eEdition the perfect interactive news experience.

Your local newspaper. Online anywhere, any time.

Together we can help your business

Serviced Offices
Virtual Office
Secretarial Service
Temporary Administration Staff Placement
"TOC" Recruitment Service

The Office Connection

2356086
2012 FINALIST
Small Business Awards
Finalist

f t in p: (02) 4423 3666
a. 81 North Street Nowra NSW 2541
www.theofficeconnection.com.au