

RESEARCH TO ACTION GUIDE

>> Bridging the
gap between
what we know
and what we do



Centre for
Applied Disability
Research

An Initiative of National Disability Services

A sustainable rural and remote workforce for disability

Good Practice Summary



ABOUT THE CENTRE FOR APPLIED DISABILITY RESEARCH

The Centre for Applied Disability Research (CADR) is an initiative of NDS. CADR aims to improve the wellbeing of people living with disability by gathering insights, building understanding and sharing knowledge. CADR's applied research agenda is helping to build the evidence base and support stakeholders to better understand what works, for whom, under what circumstances and at what cost.

RESEARCH TO ACTION GUIDES

Bridging the gap between what we know and what we do.

Our objective is to build a comprehensive online collection of disability research and translational resources for the Australian context. Our Research to Action Guides are based on the best available local and international evidence and put together by subject matter experts to support research end users to engage with the evidence. We gather and analyse evidence about what works, and package that information into efficient and practical resources.

ACKNOWLEDGMENTS

This Guide was authored by Dr Angela Dew, UNSW Australia, Dr John Gilroy, University of Sydney and Professor Michelle Lincoln, University of Sydney. This resource was developed with support of Australian governments through the Research and Data Working Group.

SUGGESTED CITATIONS

Dew, A., Gilroy, J. & Lincoln, M (2016) A sustainable rural and remote and Aboriginal and Torres Strait Islander workforce for disability. Research to Action Guide, Good Practice Summary. Centre for Applied Disability Research. Available at www.cadr.org.au

ABOUT THIS RESEARCH TO ACTION GUIDE: 'A SUSTAINABLE RURAL AND REMOTE WORKFORCE FOR DISABILITY'

This Research to Action Guide Evidence Summary forms part of the suite of resources produced by CADR on this topic. The suite includes a rapid literature review and good practice examples, both available at the CADR Clearing House: www.cadr.org.au. For more information about the strategies presented here, refer to the rest of the Research to Action Guide on a sustainable rural and remote workforce for disability.

The suite of resources provided by this Guide articulate the key components of rural and remote workforce development in Australia presented by the existing research evidence. The Guide will be most useful for service managers, human resource managers, registered training organisation staff, and policy makers who have been charged with developing, building and sustaining a rural and/or remote workforce.

FEEDBACK

Do you have feedback, or a suggestion for a Research to Action Guide? We welcome your thoughts and ideas. Please contact info@cadr.org.au

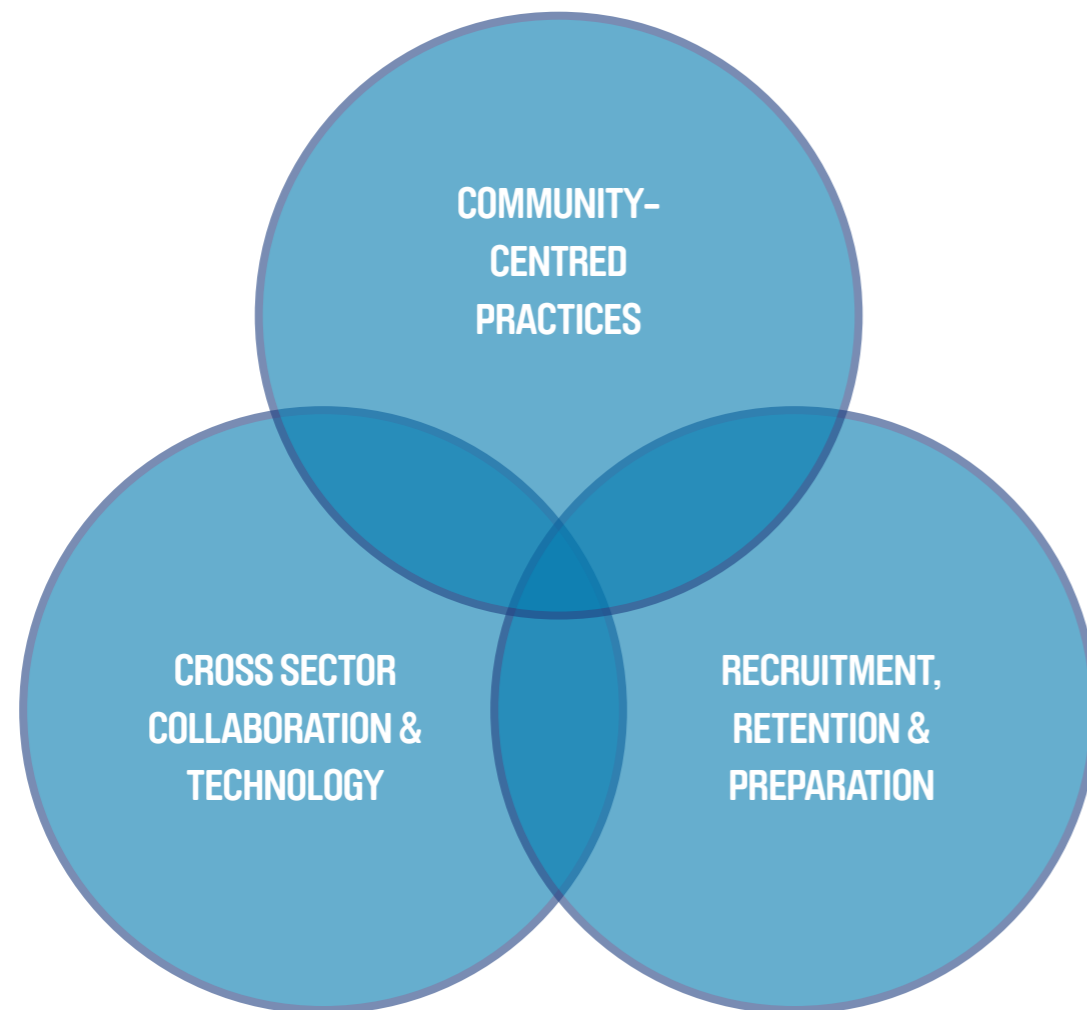
EQUITABLE ACCESS TO SUPPORTS AND SERVICES

Under the National Disability Insurance Scheme all Australians with permanent and significant disability regardless of where they live should have equitable access to supports and services.

CHALLENGES OF SUSTAINING A RURAL AND REMOTE DISABILITY WORKFORCE

1. Professional isolation
2. Travel time
3. Working conditions
4. Career opportunities
5. Scope of practice issues

BUILDING A SUSTAINABLE RURAL AND REMOTE DISABILITY WORKFORCE INVOLVES:



GROW YOUR OWN RECRUITMENT STRATEGIES



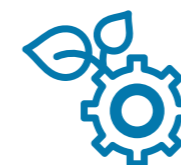
- ▶ Target school leavers
- ▶ Provide rural study opportunities
- ▶ Increase full and part time work options
- ▶ Employ family members and current volunteers

INCENTIVES TO STAY BUSH RETENTION STRATEGIES



- ▶ Working conditions
- ▶ Training and professional development
- ▶ Supervision, support and mentoring
- ▶ Networking opportunities
- ▶ Work/Family life balance

PREPARATION TO WORK IN THE BUSH RECRUITMENT & RETENTION STRATEGIES



- ▶ Generalist skills
- ▶ Personal attributes
- ▶ Cultural training

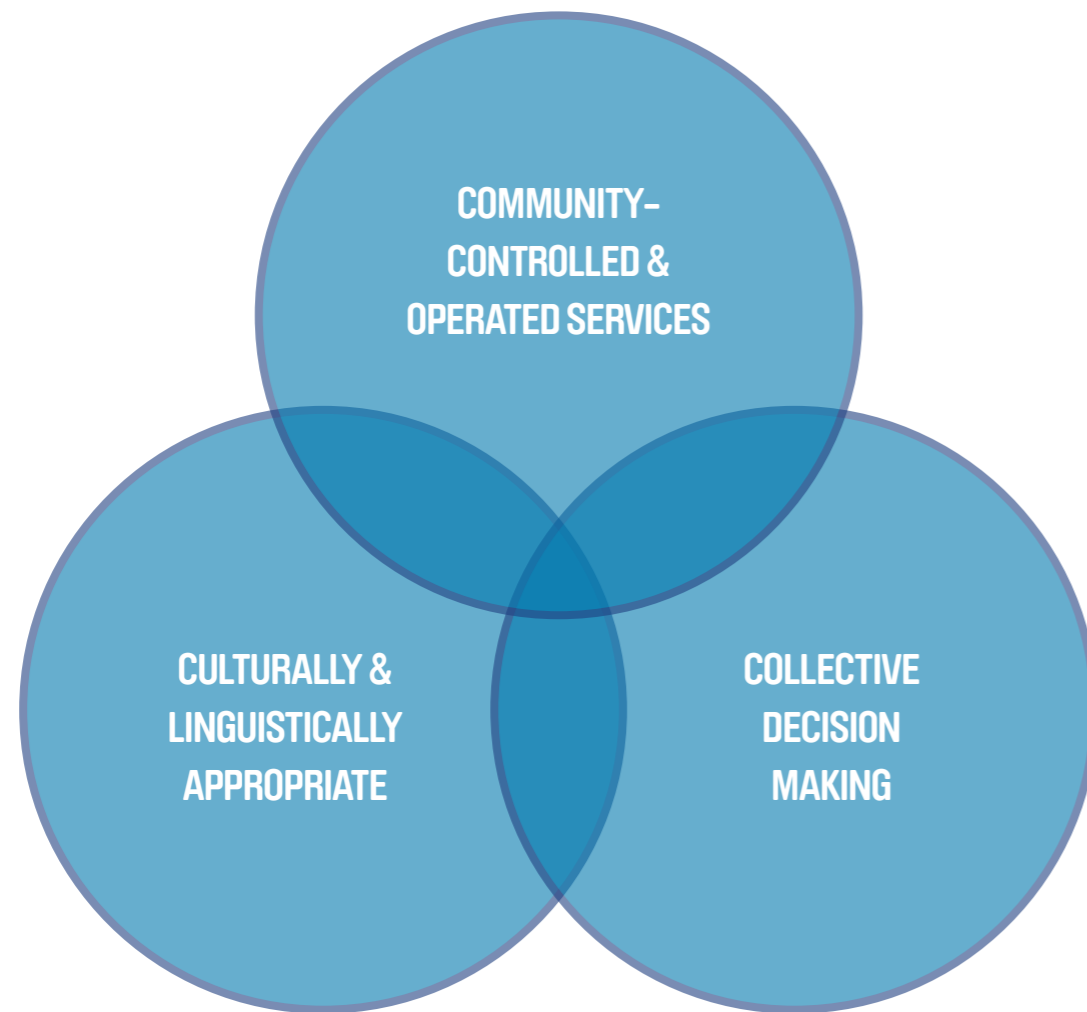
A WORKFORCE TO SUPPORT ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE WITH DISABILITY IN RURAL AND REMOTE AREAS

The evidence provides additional, targeted workforce development strategies to support the growth of a workforce to support Aboriginal and Torres Strait Islander People with disability.

EQUITABLE ACCESS TO SUPPORTS AND SERVICES

Aboriginal and Torres Strait Islander peoples who live in rural and remote areas experience higher rates of disability and are less likely to access services than those living in metropolitan areas. The Closing the Gap strategy commits the Australian government to ensure 90% of eligible Aboriginal and Torres Strait Islander peoples will receive funded support under the National Disability Strategy.

COMMUNITY-CENTRED PRACTICES INVOLVE:



GROW YOUR OWN RECRUITMENT STRATEGIES



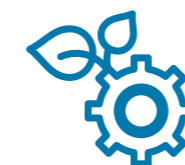
- ▶ Employee targets and criteria
- ▶ Tailored recruitment processes
- ▶ Appropriate selection criteria
- ▶ Scholarships, traineeships and cadetships
- ▶ Interview processes

INCENTIVES TO STAY BUSH RETENTION STRATEGIES



- ▶ Dedicated training pathways
- ▶ Career development opportunities
- ▶ Employee networks
- ▶ Dedicated roles in large mainstream organisations

PREPARATION TO WORK IN THE BUSH RECRUITMENT & RETENTION STRATEGIES



- ▶ Cultural training for Aboriginal and non-Aboriginal staff
- ▶ Beyond cultural training



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NDS gratefully acknowledges the support of the NSW Government in establishing the NDS Centre for Applied Disability Research.

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