

A culturally diverse workforce: CALD background staff recruitment and retention for disability services

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Key Words:

CALD carers, staff recruitment, disability sector

Research aim:

The focus of this project is the recruitment and retention of staff from culturally and linguistically diverse (CALD) backgrounds for disability services in Victoria.

Results/Conclusion:

Few disability agencies had any strategies to recruit staff from CALD backgrounds. The population of people with a disability accessing services was more diverse than the population of the workforce. Many agencies did not have readily available data about the diversity of the people with a disability accessing their services or of their workforce. All evidence indicated that many people from CALD backgrounds were not utilising services.

Implications:

Respect for diversity needs to be incorporated into all policy and planning so that organisations reflect the community to which they provide services.

Cultural Group(s):

CALD

Location of study:

Victoria (Melbourne)

Age group:

Number included in study:

N/A

Type of participants:

disability health sector employees and stakeholders

Research approach:

Mixed methods

Type of data:

Primary

Secondary data sources used:

Specific scales or analytical techniques used:

Implications/ Recommendations:

Notes:

Not specific to aged care but applicable information about attracting and retaining CALD workers in the human services industry