

Pathways to Employment for Migrants in the Community Services Industry

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Reference:

Key Words:

CALD carers, Cert III Aged Care, aged care training

Research aim:

This report focuses on the Open Training and Education Network (OTEN)'s rich base of students from Non-English Speaking Backgrounds (NESB) enrolled in Community Services courses, that are in a position to help fill the demand for well trained and qualified employees in the Community Services Industry. The report sets out with the premise that this cohort of NESB students with inherent 'language skills' and 'cultural backgrounds', is by its very nature a sought-after 'product' that can help in servicing the unmet needs of the ageing Culturally and Linguistically Diverse (CaLD) communities. The report provides OTEN with evidenced-based research on the skills needs of NESB students enrolled in the Certificate III in Aged Care course that make up 14.6% , or 217 of the total 2072 enrolments in that course in March 2012

Results/Conclusion:

In this pilot, the multicultural education approach used to provide English language and workplace support clearly enhanced participation levels and learning outcomes for the 38 of the 45 students who participated in the survey. The case studies presented re-affirm how support is strongly welcomed and valued by recipients, irrespective of whether they had initially indicated a need for support with English on their enrolment form, or for English or work placement support through their survey responses. Significantly, these recipients of support include an identified group of confident, computer literate, highly motivated NESB students with high-intermediate levels of English, from established as well as emerging ethnic communities, who were already successfully participating in and nearing completion of their Certificate III in Aged Care course.

Implications:

Multicultural Aged Care industry representatives are supportive of the establishment of employment pathways for NESB Aged Care students to help cater for their ageing CaLD clients. Some were even more keen to discuss opportunities of 'employment' rather than 'work placement' in their search for appropriate linguistic and cultural skills to match the needs of their CaLD clients, and especially for those with dementia. The establishment of employment pathways and customised course provision for this target group, with an increased OTEN brand awareness among CaLD communities, can be viewed as part of the overall federal 'CaLD aged care strategy'.

Cultural Group(s):

Location of study:

New South Wales (Sydney)

Age group:

Number included in study:

217 survey respondents, 45 in pilot

Type of participants:

Aged Care Certificate III students from NESB

Research approach:

Mixed methods

Type of data:

Primary

Secondary data sources used:

TAFE enrollments data

Specific scales or analytical techniques used:

Implications/ Recommendations:

Notes: