

Strengthening the Queensland Residential Care Workforce – Minimum Qualification Standards Information Sheet

From 1 July 2018, the Department of Child Safety, Youth and Women (DCSYW) will work with PeakCare Queensland Incorporated to begin phasing in new standards outlining the minimum qualification expectation for all residential care staff working in Queensland. An implementation strategy will be developed with PeakCare and current service providers.

The standards will take effect from 1 July 2018, with a six month grace period while the Department and PeakCare work through transition issues with service providers.

Minimum Qualification Standards

New staff employed from 1 July 2018 must:

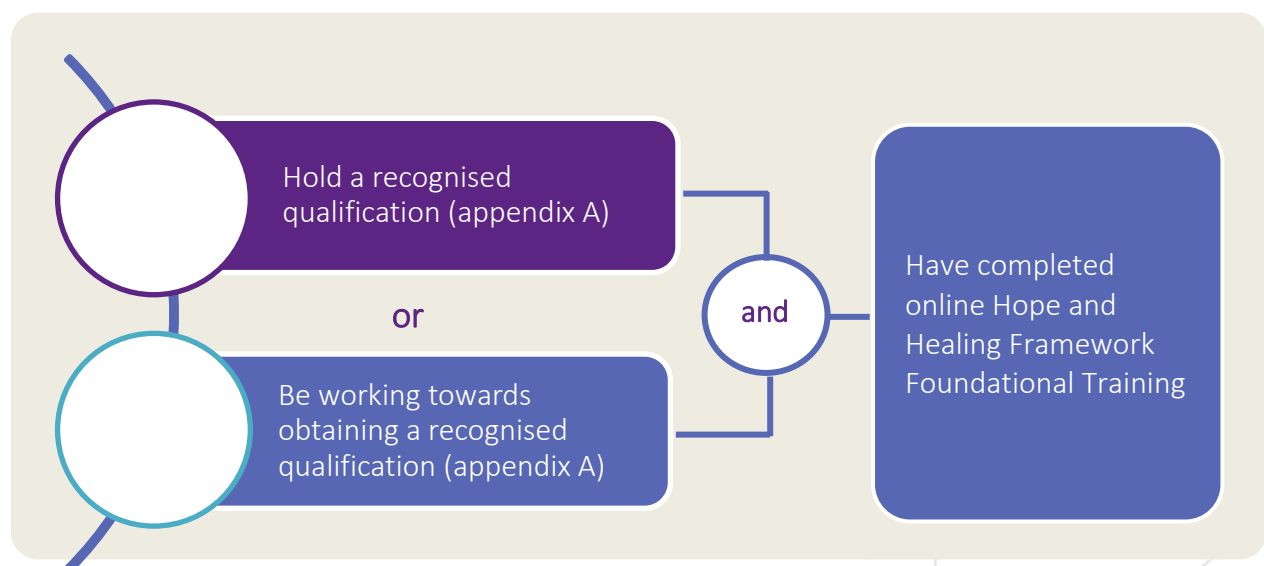
- hold or be working towards obtaining a recognised relevant qualification prior to commencing direct work with children and young people

New staff employed from 1 January 2019 must:

- hold or be working towards obtaining a recognised relevant qualification prior to commencing direct work with children and young people and
- complete the online Hope and Healing Framework Foundations Training prior to commencing unsupervised, direct work with children and young people

Existing staff (employed prior to 1 July 2018) must:

- complete the online Hope and Healing Framework Foundations Training by 31 March 2019 and
- hold or be working towards obtaining a recognised relevant qualification by 31 December 2019



Residential Care

Residential care is provided at premises (not a carer's own home) that are owned or leased for the specific purpose of accommodating children and young people with a care experience. Residential care services are delivered by non-government organisations, funded by DCSYW and licensed under the *Child Protection Act 1999*. Services in scope include residential care services, supported-independent living services, safe houses, therapeutic residential care services, and individual care arrangements to meet the specific care needs of children and young people.

Residential Care Staff

The minimum standards will apply to all staff, including agency staff, employed by organisations providing residential care services in Queensland, other than those persons employed, contracted or volunteering to provide services to children and young people that do not involve the provision of care or supervision of direct care staff. Staff such as, allied health professionals, Elders and advocates are excluded from the standards.

Compliance with minimum qualification standards

Staff who do not hold a recognised qualification - completion of a recognised qualification

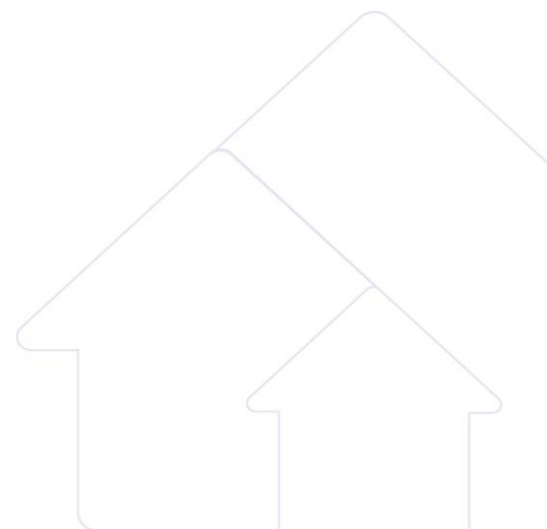
Staff who do not hold a recognised qualification listed in Appendix 1 are required to undertake a recognised qualification, in addition to online Hope and Healing Framework Foundation Training.

Certificate IV in Child, Youth and Family Intervention (Residential Care) is the preferred option for staff who do not hold a recognised qualification as it provides the most relevant skills and knowledge to the role of residential care service staff.

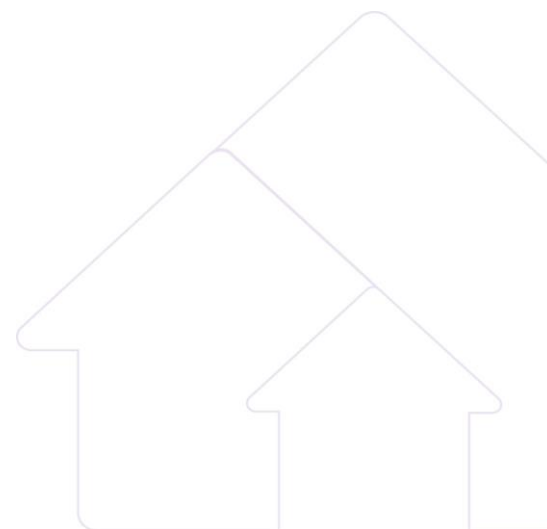
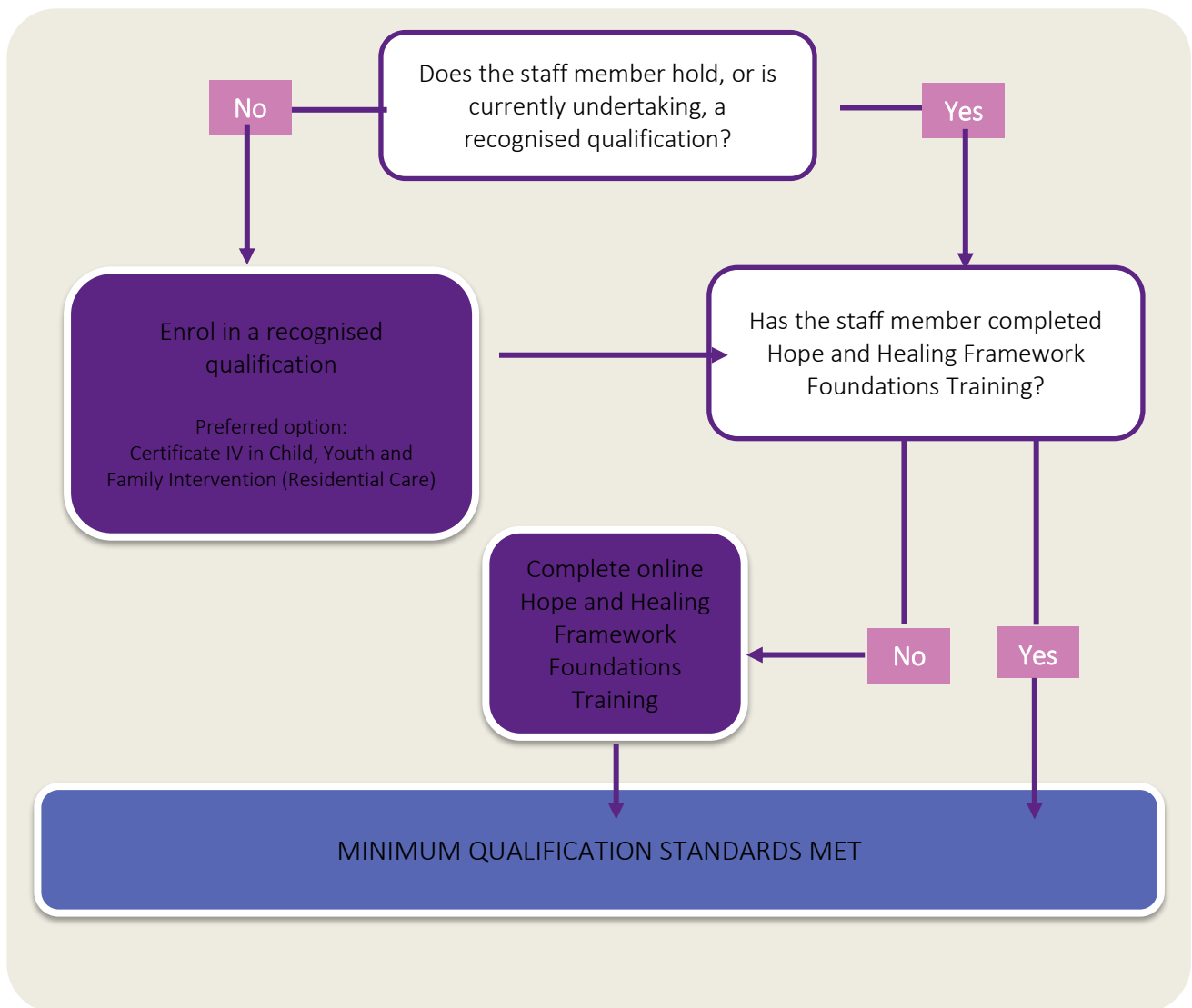
Staff members enrolled in a Certificate IV level qualification are expected to complete the qualification within 12 months of course commencement. In extenuating circumstances (for example where workers are on extended leave), this timeframe can be extended. An individual learning plan should be in place to identify the expected timeframe for completion based on the individual staff member's needs.

Staff members enrolled in other recognised qualifications are expected to complete their qualification in a time frame equivalent to the part time commitment recommended for that particular course.

Staff members who hold a qualification/s not listed in Appendix 1, or who have relevant experience, may utilise recognition of prior learning processes as per an individual Registered Training Organisation's requirements to enable their previous training, and/or work experience to be considered for the purpose of gaining credits towards the qualification.



Minimum qualification standards flowchart



Appendix 1

Recognised qualifications

While residential care specific vocational pathways are critical to the development of the workforce, it is recognised that staff with qualifications in related disciplines bring knowledge, skills and experience that also provide a solid foundation for achieving outcomes for vulnerable children and young people.

The below table outlines the qualifications that are recognised as meeting the minimum requirement standard. These qualifications were identified based on the competencies outlined in the Queensland Family and Child Commission’s [Career and Capability Framework](#) and to align with the recognised qualifications for the residential care workforce in Victoria.

Minimum Qualification Standards for Residential Care staff in Queensland		
Category	Qualification	Additional mandatory training
Preferred Qualification	Certificate IV in <i>Child, Youth and Family Intervention (Residential Care)</i>	<p>Hope and Healing online Framework Foundations Training</p> <p><i>While the recognised qualifications support a number of skills relevant to residential care work, completion of additional mandatory training ensures a consistent baseline of skills and knowledge across the workforce.</i></p>
Recognised qualifications	<p>Certificate IV in <i>Child, Youth and Family Intervention</i></p> <p>Certificate IV in <i>Disability</i></p> <p>Certificate IV in <i>Youth Work</i></p> <p>Certificate IV in <i>Mental Health</i></p> <p>Certificate IV in <i>Alcohol and Other Drugs</i></p> <p>Certificate IV in <i>Youth Justice</i></p> <p>Certificate IV in <i>Community Services</i></p> <p>Certificate IV in <i>Community Development</i></p> <p>Diploma in <i>Community Services</i></p> <p>Diploma in <i>Youth Work</i></p> <p>Diploma in <i>Mental Health</i></p> <p>Diploma in <i>Alcohol and Other Drugs</i></p> <p>Diploma in <i>Secure Services</i></p> <p>Diploma in <i>Child, Youth and Family Intervention</i></p> <p>Diploma in <i>Community Development</i></p> <p>Diploma in <i>Youth Justice</i></p> <p>A Degree qualification (Australian Qualification Framework Level 7) in the following fields of study:</p> <ul style="list-style-type: none"> Community Services Youth Work Social Work Alcohol and Other Drugs Community Development Disability Youth Justice Mental Health Behavioural Sciences Education Human Services Nursing & Midwifery Allied Health 	

