

Expression of Interest Pack

Aged Care Expansion Program

9/02/2023

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Attachments

- Attachment A - ACE Information for Approved Employers (updated)
- Attachment B - Aged Care Training Pilots: Summary of Insights
- Attachment C - EOI Response template

Invitation to participate in the Aged Care Expansion Program

On behalf of the Australian Government, the Pacific Labour Facility (PLF) welcomes Expressions of Interest (EOIs) from PALM scheme Approved Employers (AEs) to participate in the Aged Care Expansion (ACE) program.

The ACE program is designed to support both large and small aged care providers to secure qualified, long term care workers from the Pacific and Timor-Leste. The intent is to partner with aged care AEs to deliver at least 500 new trained workers in 2023.

Workers will complete their Certificate III in Individual Support (Ageing) and have the right to work with the same AE for up to a total of four years. AEs must commit to paying PALM workers the same as other workers who are in the same role (pay parity). Workers must receive a minimum of 30 hours paid work per week for the duration of their studies, increasing to full time contracts on attainment of their Certificate III qualification. A key requirement is that workers are supported to manage the challenges they will face living and working in a new country while undertaking a training program.

Through the ACE program, AEs can apply for funding that covers the costs of the Certificate III training for workers. In applying for ACE funding, an AE is expected to work with a Registered Training Organisation (RTO) to develop a comprehensive and integrated training program that supports the learning, working, and welfare needs of workers throughout their qualification.

Attached to this EOI pack are three attachments to guide your application to participate in the ACE program.

- A. ACE Information pack - this document outlines the background to the ACE program, key criteria, timelines, and objectives.
- B. Aged Care Pilots Evaluation Insights - this report summarises key learnings from the two PALM aged care pilots and includes a range of insights for AEs to consider.
- C. EOI response template - to assist you in completing your EOI.

We welcome all responses and are willing to work with AEs to develop their proposals to ensure the maximum benefits of the program are realised. We will preference the participation of direct employers in the ACE program.

AEs will be selected to participate in the ACE program through a two-stage process. This call for Expressions of Interest (EOI) invites AEs to register their interest at Stage 1 in the process. EOI submissions must be lodged as per the terms of this document and the attachments. EOIs will be assessed in accordance with [Commonwealth Procurement Rules](#). **Applications close at midnight (AEST) 26 February 2023.** Submissions will be reviewed by a panel comprised of Australian Government and PLF representatives to determine whether they meet requirements outlined above.

AEs with eligible EOIs will be invited to participate in Stage 2. In Stage 2, AEs will submit additional information that may include a fully developed recruitment application, accommodation plan, plans to address worker welfare, salary and cost of living information, information regarding their proposed RTO partner, a training plan, and a final budget proposal. With ongoing changes in the aged care sector, AEs should also consider how issues such as the NDIS Worker Screening Checks, and the update to the Certificate III Individual Support (Ageing) will affect workers.

There is no cap on the number of AEs that may be selected to participate in ACE, and all methodologies and concepts will be considered. Depending on initial interest received from AEs, PLF reserves the right to run another EOI round later in 2023 to account for additional interest and opportunity within the government's policy and funding commitments.

We look forward to receiving your submission and any enquiries to: ACE@pacificlabourfacility.com.au

Pacific Labour Facility

Expression of Interest Requirements

Pre-conditions

To participate in the ACE program, applicants must be AEs under the PALM scheme. Those that are not AEs cannot participate, and similarly, AEs without experience in the care sector will not be eligible for this program. For more information on becoming an AE, visit the PALM website here <https://www.palmscheme.gov.au/eligibility>.

Completing your EOI

Using the response template at Attachment C, please provide your responses to each of the parts below. Use the sub-points as guidance, but you may also wish to include additional supporting information where necessary.

Please also refer to Attachments A and B for more context and information. For further reference, the "Northern Territory - Samoa Aged Care Pilot: Evaluation Findings" report, detailing the key findings from a 2021 aged care pilot, can be downloaded at <https://www.palmscheme.gov.au/research/nt-samoa-aged-care-pilot-evaluation-findings>.

Part A - Your organisation (20%)

Please limit this to 2 pages, and consider including information such as:

- A company profile which includes the types of services offered, and the regions served.
- Overview of your management team qualifications and experience - including managers that will be directly responsible for PALM workers.
- Information or details on any existing recruitment or training relationships your organisation has with Pacific or Timor-Leste communities or organisations.
- Current exposure to and experience with the PALM scheme or other migrant employment visas.

Part B - Your proposal (50%)

Please limit this to 3 pages, and consider including information such as:

- Total number of positions including job titles, duties, and proposed locations (including postcodes) that your organisation would be looking to fill in 2023 under the ACE program.
- If known, provide details about the RTO that will deliver the Certificate III to workers (if you need assistance identifying a training partner, please let us know).
- Your plans for integrating and mentoring workers to ensure they receive appropriate support while they work and undertake their integrated study program to reach their Certificate III qualification.
- Initial ideas on where workers would be accommodated (note that in Stage 2, AEs will be required to submit an Accommodation Plan as part of their Recruitment Plan).

Part C - Budget estimate (20%)

Please limit this to 1 page, and consider including information such as:

- Approximate cost of training per student.
- Any other associated training costs.
- Any possible cost sharing.

Part D - Other considerations (10%)

Please limit this to 1 page and include any other information that might support your application including longer term workforce management plans involving labour sourcing and training pathways.

Evaluation Process

The EOI submission window closes at midnight (AEST) on the 26 February 2023. Following submission of EOIs, eligibility will be assessed by a panel. If interest from eligible AEs exceeds the 500 funded places, we will use the weighting tool below to inform likely allocation of funded places to different AEs. A final determination of shortlisted applicants will be made taking into account Australian Government objectives to ensure a diversity of: types of AEs, locations of workers across Australia, and sending countries of workers.

| Part | EOI Requirements | Weighting |
|------|----------------------|-----------|
| A | Your Organisation | 20% |
| B | Your Proposal | 50% |
| C | Budget Estimate | 20% |
| D | Other Considerations | 10% |