SWS Roadmap Project - TAFE NSW - Staff Survey

Share your insights and help shape the future of HWHS education in the SWS region

Your honest answers are appreciated. All responses are confidential and will be used to inform HWHS planning for SWS

This comprehensive survey captures insights about education delivery, workforce trends, challenges, skills gaps, students, training needs, opportunities, future needs and infrastructure across Health, Wellbeing & Human Services (HWHS) disciplines in South West Sydney.

The data collected will be collated and analysed and used to inform the findings and recommendations for the project and including the SWS Roadmap and Dashboard.

You can complete this survey anonymously if you prefer - simply leave the name and email fields blank.

About You

First Name

Last Name

What is your role?

Email Address

Which TAFE NSW campus do you work at? *

☐ Bankstown   ☐ Campbelltown   ☐ Granville   ☐ Liverpool   ☐ Macquarie Fields   ☐ Miller   ☐ Padstow
☐ Wetherill Park   ☐ Other
Select one or more options

How many years of experience do you have in the HWHS sector *
○ Less than 1 year
○ 1 - 3 years
○ 4 - 6 years
○ 7 - 10 years
○ More than 10 years

How long have you worked at TAFE NSW? *
○ Less than 1 year
○ 1 - 3 years
○ 4 - 6 years
○ 7 - 10 years
○ More than 10 years

Do you have a primary geographic or LGA focus with the SWS region?

- ☐ Liverpool LGA
- ☐ Campbelltown LGA
- ☐ Camden LGA
- ☐ Fairfield LGA
- ☐ Bankstown LGA
- ☐ Wollondilly LGA
- ☐ Wingecarribee LGA
- ☐ Whole SWS region

Programs and Students

Which education delivery areas are you aligned with? *

- ☐ Nursing
- ☐ Aboriginal Health
- ☐ Health
- ☐ Dental
- ☐ Pathology
- ☐ Childrens Services
- ☐ Allied Health
- ☐ Fitness, Sport & Recreation
- ☐ Early Childhood Education & Care
- ☐ Ageing
- ☐ Disability
- ☐ Community Services
- ☐ Counselling
- ☐ Mental Health
- ☐ Health Services
- ☐ Youth Work
- ☐ Early Childhood
- ☐ Alcohol & Other Drugs
- ☐ Other TAFE NSW area

Select all that apply

Select which campus you mostly work at and then answer the following PROGRAMS OFFERED for that campus

- ○ Bankstown
- ○ Campbelltown
- ○ Granville
- ○ Liverpool
- ○ Macquarie Fields
- ○ Miller
- ○ Padstow
- ○ Wetherill Park

If you work across more than one campus, select the one you consider your main campus

Based on your experience, what percentage of your students typically find employment in the health sector *

○ 0%
○ 15 - 10%
○ 11% - 25%
○ 26% - 50%
○ 51% - 75%
○ 75% - 100%
○ Don't know

Based on your experience, what are the biggest barriers students face in finding employment? *

☐ Lack of work experience
☐ Graduate Work Readiness
☐ Skills gaps in emerging areas
☐ Transport challenges
☐ Location challenges
☐ Language/communication barriers
☐ Competition for positions
☐ Employer perceptions of TAFE qualifications
☐ Lack of industry connections
☐ Insufficient local job opportunities
☐ Skills gaps between training and employer expectations
☐ Employer preferences for experienced workers
☐ Inadequate work placement opportunities during training
☐ Cultural barriers in some workplaces
☐ Insufficient employer awareness of TAFE programs
☐ Other

The following questions are asking for your thoughts and ideas and opinions.

Which campuses have limited HWHS program offerings that could be expanded? *

Which HWHS programs would benefit from being offered at additional campus locations? *

From your experience, what do health sector employers most need from TAFE NSW HWHS graduates? *

☐ Technical skills
☐ Clinical skills
☐ Communication skills
☐ Cultural competency
☐ Work Readiness and Attitude
☐ Problem-solving abilities
☐ Teamwork skills
☐ Digital literacy
☐ Customer service skills
☐ Other: _____
Select up to 5 choices

Based on employer feedback, graduate employment outcomes, and industry engagement, how well do current TAFE NSW HWHS programs prepare graduates for immediate employment? *

○ Excellent - graduates are work-ready from day one according to employers
○ Good - graduates need minimal additional training per industry feedback
○ Adequate - graduates need moderate additional training according to employers
○ Poor - graduates need significant additional training per industry reports
○ Inadequate - graduates are not prepared for the role according to employer feedback
○ Unknown/Not applicable to my role

In your opinion, are HWHS graduates WORK READY for relevant job roles when they complete our programs? *

○ Yes
○ No
○ Some

What HWHS programs or qualifications are urgently needed in SWS but not currently offered byTAFE NSW?

[ ]

What emerging HWHS roles require new training programs to be developed?

[ ]

Based on your knowledge, how well do current HWHS program schedules meet student and industry needs at your campus?

Bankstown
○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Very poor   ○ Don't Know

Campbelltown
○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Very poor   ○ Don't Know

Granville
○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Very poor   ○ Don't Know

Liverpool
○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Very poor   ○ Don't Know

Macquarie Fields
○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Very poor   ○ Don't Know

Miller
○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Very poor   ○ Don't Know

Padstow
○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Very poor   ○ Don't Know

Wetherill Park
○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Very poor   ○ Don't Know

Excellent = schedules perfectly match student and employer needs Good = schedules generally work well for most stakeholders Moderate = schedules work for some but create barriers for others Poor = scheduling creates significant barriers for students or employers Very poor = scheduling is a major impediment to participation

In your opinion, what delivery timing options are most needed for HWHS programs? *

☐ Traditional day programs (9am-3pm)

☐ Evening programs (after 5pm)

☐ Weekend programs

☐ Intensive block delivery (full days over shorter periods)

☐ Flexible online delivery

☐ Part-time spread over extended periods

☐ Fast-track intensive programs

☐ Seasonal programs (aligned with industry cycles)

☐ School holiday programs

☐ Workplace-based delivery timing

Based on your understanding, which student groups face the most scheduling barriers?

☐ Working parents

☐ Shift workers in healthcare

☐ Career changers currently employed

☐ International students

☐ Students in remote areas

☐ Indigenous students

☐ Students with disabilities

☐ Young people balancing work and study

☐ Mature age learners

☐ Students with caring responsibilities

Based on your experience with HWHS training delivery and industry feedback, what training delivery modes are most effective for the HWHS workforce? *

☐ Traditional classroom learning

☐ Online/e-learning modules

☐ Blended learning (online + face-to-face)

☐ Workplace-based training

☐ Simulation and practical labs

☐ Peer-to-peer learning

☐ Mentoring programs

☐ Short-course intensives

☐ Microcredentials/Microskills

In your opinion, what are the top 3 training priorities for your sector over the next 3-5 years? *

[   ]

Program Pathways

In your opinion, how appropriate are current entry requirements for HWHS programs?

○ Excellent - entry requirements perfectly match industry and student needs

○ Good - entry requirements generally appropriate

○ Moderate - some entry requirements create unnecessary barriers

○ Poor - entry requirements often prevent suitable candidates from enrolling

○ Very poor - entry requirements are major barriers to participation

In your opinion, which groups face the most significant entry barriers to HWHS programs?

- [ ] Aboriginal and Torres Strait Islander students
- [ ] CALD students with language barriers
- [ ] Mature age career changers
- [ ] Students without formal qualifications
- [ ] Students with prior VET experience
- [ ] Students with work experience but no formal qualifications
- [ ] International students
- [ ] Students with disabilities
- [ ] Students from low socioeconomic backgrounds

Select up to 5 choices

In your opinion, which of the following would improve access to HWHS careers?

- [ ] Foundation/bridging programs for entry
- [ ] Recognition of Prior Learning (RPL) programs
- [ ] Work experience to formal qualification pathways
- [ ] Language and literacy support programs
- [ ] Aboriginal and Torres Strait Islander pre-entry programs
- [ ] Digital literacy preparation programs
- [ ] Career exploration and guidance programs
- [ ] Mentoring and support programs
- [ ] Financial support and scholarship programs
- [ ] Flexible part-time entry pathways

Select up to 5 choices

Based on your experience with HWHS training delivery and student and industry feedback, how critical is cultural competency training for the HWHS workforce?

- ( ) Essential - all workers must have comprehensive training per industry requirements
- ( ) Very important - most workers need substantial training according to employers
- ( ) Important - basic training for all, advanced for some per industry feedback
- ( ) Somewhat important - helpful but not critical according to sector feedback
- ( ) Not a priority - current approaches are adequate per employer input
- ( ) Unknown/Not applicable to my role

Current Workforce

Please answer to the best of your knowledge for the workforce shortages in this section

Based on your knowledge of the sector, rate the severity of skills shortages in Nursing & Health Services discipline in NSW?

Registered Nurse

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Enrolled Nurse

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Midwife

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Health Administration

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Health Services

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Based on your knowledge of the sector, rate the severity of skills shortages in Allied Health disciplines in NSW?

Allied Health Assistant

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Audiometry

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Dental

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Pharmacy

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Pathology

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Dietitians

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Occupational Therapists

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Physiotherapists

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Podiatrists

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Speech Pathology

○ 1 - No Shortages ○ 2 - Minimal Shortages ○ 3 - Moderate Shortage ○ 4 - Significant Shortage
○ 5 - Critical Shortage

Based on your knowledge of the sector, rate the severity of skills shortages in Aged Care and Disability disciplines in NSW?

Aged Care Workers

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Disability Support Workers

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Individual Support

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Based on your knowledge of the sector, rate the severity of skills shortages in Community Services and Mental Health disciplines in NSW?

Community Services Workers

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Social Workers

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Alcohol & Other Drugs

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Individual Support

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Mental Health

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Trauma-Informed Care

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Counselling

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Based on your knowledge of the sector, rate the severity of skills shortages in Children and Youth Services disciplines in NSW?

Early Childhood Educators

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Youth Workers

◯ 1 - No Shortage　　◯ 2 - Minimal Shortage　　◯ 3 - Moderate Shortage　　◯ 4 - Significant Shortage
◯ 5 - Critical Shortage

Based on your knowledge of the sector, rate the severity of skills shortages in Sport & Recreation disciplines in NSW?

Outdoor Leadership
- ( ) 1 - No Shortage
- ( ) 2 - Minimal Shortage
- ( ) 3 - Moderate Shortage
- ( ) 4 - Significant Shortage
- ( ) 5 - Critical Shortage

Fitness
- ( ) 1 - No Shortage
- ( ) 2 - Minimal Shortage
- ( ) 3 - Moderate Shortage
- ( ) 4 - Significant Shortage
- ( ) 5 - Critical Shortage

Sport & Recreation
- ( ) 1 - No Shortage
- ( ) 2 - Minimal Shortage
- ( ) 3 - Moderate Shortage
- ( ) 4 - Significant Shortage
- ( ) 5 - Critical Shortage

Massage
- ( ) 1 - No Shortage
- ( ) 2 - Minimal Shortage
- ( ) 3 - Moderate Shortage
- ( ) 4 - Significant Shortage
- ( ) 5 - Critical Shortage

Based on your experience with industry partners and graduate employment outcomes, how difficult is it for employers to recruit qualified staff in the HWHS sectors you work with? *
- ( ) Very easy - abundant qualified candidates
- ( ) Somewhat easy - adequate candidate pool
- ( ) Moderate - some challenges reported but manageable
- ( ) Difficult - limited qualified candidates
- ( ) Very difficult - severe candidate shortage

Based on your knowledge, please rate the HWHS program areas alignment with SWS workforce demand?

Registered Nursing
- ( ) 1 Very Poor Alignment
- ( ) 2 Poor Alignment
- ( ) 3 Moderate Alignment
- ( ) 4 Good Alignment
- ( ) 5 Excellent Alignment
- ( ) Don't Know

Enrolled Nursing
- ( ) 1 Very Poor Alignment
- ( ) 2 Poor Alignment
- ( ) 3 Moderate Alignment
- ( ) 4 Good Alignment
- ( ) 5 Excellent Alignment
- ( ) Don't Know

Midwifery
- ( ) 1 Very Poor Alignment
- ( ) 2 Poor Alignment
- ( ) 3 Moderate Alignment
- ( ) 4 Good Alignment
- ( ) 5 Excellent Alignment
- ( ) Don't Know

Health Administration
- ( ) 1 Very Poor Alignment
- ( ) 2 Poor Alignment
- ( ) 3 Moderate Alignment
- ( ) 4 Good Alignment
- ( ) 5 Excellent Alignment
- ( ) Don't Know

Health Services
- ( ) 1 Very Poor Alignment
- ( ) 2 Poor Alignment
- ( ) 3 Moderate Alignment
- ( ) 4 Good Alignment
- ( ) 5 Excellent Alignment
- ( ) Don't Know

Allied Health Assistants
- ( ) 1 Very Poor Alignment
- ( ) 2 Poor Alignment
- ( ) 3 Moderate Alignment
- ( ) 4 Good Alignment
- ( ) 5 Excellent Alignment
- ( ) Don't Know

Audiometry
- ( ) 1 Very Poor Alignment
- ( ) 2 Poor Alignment
- ( ) 3 Moderate Alignment
- ( ) 4 Good Alignment
- ( ) 5 Excellent Alignment
- ( ) Don't Know

Dental
- ( ) 1 Very Poor Alignment
- ( ) 2 Poor Alignment
- ( ) 3 Moderate Alignment
- ( ) 4 Good Alignment
- ( ) 5 Excellent Alignment
- ( ) Don't Know

Pharmacy
- ( ) 1 Very Poor Alignment
- ( ) 2 Poor Alignment
- ( ) 3 Moderate Alignment
- ( ) 4 Good Alignment
- ( ) 5 Excellent Alignment
- ( ) Don't Know

Aged Care

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Disability Support

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Individual Support

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Community Services

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Mental Health

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Alcohol & Other Drugs

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Trauma-Informed Care & Practice

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Counselling

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Early Childhood Education

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Youth Work

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Leisure & Health

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Sport & Recreation

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

Aboriginal Health

○ 1 Very Poor Alignment   ○ 2 Poor Alignment   ○ 3 Moderate Alignment   ○ 4 Good Alignment

○ 5 Excellent Alignment   ○ Don't Know

1 Very Poor Alignment = Program completely mismatched with workforce demand 2 Poor Alignment = Significant gaps between program and workforce needs 3 Moderate Alignment = Some alignment but notable gaps remain 4 Good Alignment = Strong alignment with minor gaps 5 Excellent Alignment = Program perfectly matches workforce demand

How appropriate is the current geographic distribution of HWHS programs across South West Sydney? *

○ Excellent - programs well distributed to meet regional needs

○ Good - mostly appropriate distribution with minor gaps

○ Moderate - some geographic gaps affecting access

○ Poor - significant geographic gaps limiting student access

○ Very poor - major geographic maldistribution of programs

In your opinion, which campuses are best positioned for expansion of relevant HWHS programs based on:

Bankstown

( ) Industry partnerships ( ) Student population ( ) Transport accessibility ( ) Infrastructure capacity
( ) Employer demand

Campbelltown

( ) Industry partnerships ( ) Student population ( ) Transport accessibility ( ) Infrastructure capacity
( ) Employer demand

Granville

( ) Industry partnerships ( ) Student population ( ) Transport accessibility ( ) Infrastructure capacity
( ) Employer demand

Liverpool

( ) Industry partnerships ( ) Student population ( ) Transport accessibility ( ) Infrastructure capacity
( ) Employer demand

Macquarie Fields

( ) Industry partnerships ( ) Student population ( ) Transport accessibility ( ) Infrastructure capacity
( ) Employer demand

Miller

( ) Industry partnerships ( ) Student population ( ) Transport accessibility ( ) Infrastructure capacity
( ) Employer demand

Padstow

( ) Industry partnerships ( ) Student population ( ) Transport accessibility ( ) Infrastructure capacity
( ) Employer demand

Wetherill Park

( ) Industry partnerships ( ) Student population ( ) Transport accessibility ( ) Infrastructure capacity
( ) Employer demand

In your opinion, how current and industry-relevant are our HWHS programs? *

( ) Excellent - content and delivery are cutting-edge and highly relevant
( ) Good - content and delivery are current and mostly relevant
( ) Moderate - content and delivery are adequate but need some updates
( ) Poor - content and delivery are outdated and need significant revision
( ) Very poor - content and delivery are severely outdated and irrelevant

In your opinion, what aspects of HWHS programs need updating to meet current industry standards? *

[ ] Technology integration and digital skills
[ ] Cultural competency and safety
[ ] Trauma-informed practice approaches
[ ] NDIS and disability sector changes
[ ] Mental health and wellbeing focus
[ ] Evidence-based practice methods
[ ] Quality improvement techniques
[ ] Leadership and supervision skills
[ ] Infection prevention and control
[ ] Workplace health and safety
[ ] Home and Community care
[ ] Communication and interpersonal skills
[ ] Ethical decision-making
[ ] None
Select all that apply

Skills Gaps

Please answer to the best of your knowledge for the skills gaps in this section

Based on your knowledge of the sector, rate the severity of the following identified PROFESSIONAL AND SOFT skills gaps in the health sector *

Communication with diverse communities
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Cultural competency and safety
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Trauma-informed practice
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Person-centred care approaches
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Critical thinking and problem-solving
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Leadership and supervision
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Conflict resolution
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Collaborative teamwork
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Professional boundaries
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Ethical decision-making
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Empathy
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Problem-solving
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Language, literacy, numeracy (LLN)
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Self-awareness
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Active listening
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Feedback (giving and receiving)
○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Based on your knowledge of the sector, rate the severity of the following identified TECHNICAL skills gaps in the health sector *

Digital health literacy

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Health informatics

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Data interpretation

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

General digital & technology literacy

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Electronic health records

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Telehealth delivery

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Medical device technology

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical? Gaps

Data analysis and reporting

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Quality improvement methods

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Risk assessment and management

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Medication management

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Infection prevention and control

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Based on your knowledge of the sector, rate the severity of the following identified CLINICAL skills gaps in the health sector *

Evidence-Based Practice

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Cultural Competency & Safety

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Clinical Reasoning

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Work Health & Safety

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Infection Prevention & Control

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

Medical Safety & Management

○ 1 - No Gaps   ○ 2 - Minor Gaps   ○ 3 - Moderate Gaps   ○ 4 - Significant Gaps   ○ 5 - Critical Gaps

What new skills or competencies have become essential in the last 3 years that weren't previously required? *

What skills do you predict will be essential for the workplace in the next 5 years that aren't currently emphasised in training programs? *

Which industry-specific specialisations, would you like to see added to existing programs?

- ☐ Dementia care specialisation
- ☐ Mental health first aid
- ☐ NDIS support coordination
- ☐ Paediatric disability support
- ☐ Cultural liaison roles
- ☐ Telehealth delivery
- ☐ Digital health literacy
- ☐ Trauma-informed practice
- ☐ Aboriginal health worker specialisation
- ☐ Aged care leadership
- ☐ Community mental health
- ☐ Youth crisis intervention
- ☐ Family support services
- ☐ Practice Management
- ☐ Medical Assistant

Select all that apply

Industry Connections

How would you rate your campus's current connections with local health services? *

- ◯ Excellent - Strong, active partnerships
- ◯ Good - Regular contact and some partnerships
- ◯ Fair - Occasional contact, limited partnerships
- ◯ Poor - Very little connection
- ◯ Don't know

What types of partnerships with health organisations would benefit your students most? *

- ☐ Work placement opportunities
- ☐ Guest speakers from industry
- ☐ Site visits to health facilities
- ☐ Joint training programs
- ☐ Equipment/resource sharing
- ☐ Career pathway information
- ☐ Mentorship programs
- ☐ Other: _____

Select up to 3 choices

Are there specific health sector employers you think we should be connecting with better?

[   ]

Based on your experience, rate the effectiveness of current industry partnerships at your campus for these activities *

Work placement availability
◯ 1 Very Poor   ◯ 2 Poor   ◯ 3 Moderate   ◯ 4 Good   ◯ 5 Excellent

Quality of placement supervision
◯ 1 Very Poor   ◯ 2 Poor   ◯ 3 Moderate   ◯ 4 Good   ◯ 5 Excellent

Employer engagement in training design
◯ 1 Very Poor   ◯ 2 Poor   ◯ 3 Moderate   ◯ 4 Good   ◯ 5 Excellent

Graduate employment opportunities
◯ 1 Very Poor   ◯ 2 Poor   ◯ 3 Moderate   ◯ 4 Good   ◯ 5 Excellent

Industry feedback on graduate quality
◯ 1 Very Poor   ◯ 2 Poor   ◯ 3 Moderate   ◯ 4 Good   ◯ 5 Excellent

Professional development support
◯ 1 Very Poor   ◯ 2 Poor   ◯ 3 Moderate   ◯ 4 Good   ◯ 5 Excellent

Equipment and resource sharing
◯ 1 Very Poor   ◯ 2 Poor   ◯ 3 Moderate   ◯ 4 Good   ◯ 5 Excellent

1 Very Poor = Partnerships are ineffective and not meeting objectives 2 Poor = Partnerships have significant issues and limited effectiveness 3 Moderate = Partnerships are adequate but need improvement 4 Good = Partnerships are effective with minor areas for enhancement 5 Excellent = Partnerships are highly effective and achieving all objectives

Based on your experience, how effectively does TAFE NSW engage with SWS employers in HWHS program design and delivery? *
◯ Excellent - strong ongoing collaboration in program development
◯ Good - regular industry input into program design
◯ Moderate - some industry engagement but could be enhanced
◯ Poor - limited industry involvement in program development
◯ Very poor - minimal industry engagement in program design

In your opinion, how effectively does your HWHS team at your campus engage with SWS employers in HWHS program design and delivery? *
◯ Excellent - strong ongoing collaboration in program development
◯ Good - regular industry input into program design
◯ Moderate - some industry engagement but could be enhanced
◯ Poor - limited industry involvement in program development
◯ Very poor - minimal industry engagement in program design

What do you think would strengthen industry engagement with HWHS programs?
☐ More frequent consultation on program content
☐ Simplified partnership processes
☐ Flexible timing for industry involvement
☐ Clearer communication of partnership benefits
☐ Technology platforms for easier collaboration
☐ Recognition and rewards for participating employers
☐ Shared professional development opportunities
☐ Co-location of training with industry facilities
☐ Regular industry briefings on program updates
Select up to 5 choices

In your opinion, which of the following opportunities for facility sharing with industry partners would benefit students, teachers and the HWHS faculty? *

☐ Shared clinical training with hospitals

☐ Joint aged care training facilities

☐ Community health centre partnerships

☐ Early childhood centre collaborations

☐ Mental health service training partnerships

☐ Disability service provider facilities

☐ Equipment sharing arrangements

☐ Professional development spaces

☐ Research and innovation hubs

Select all that apply

In your opinion, how responsive is the HWHS faculty at TAFE NSW to changing industry requirements? *

○ Excellent - very quick to adapt to industry changes

○ Good - responds well to most industry changes

○ Moderate - responds to some changes but could be faster

○ Poor - slow to respond to industry changes

○ Very poor - very slow or unresponsive to industry changes

Which of the following regulatory or policy changes do you think will significantly impact workforce requirements and training programs?

☐ NDIS scheme evolution and expansion

☐ Aged care quality standards and staffing ratios

☐ Mental health service integration

☐ Aboriginal cultural safety requirements

☐ Digital health interoperability standards

☐ Professional registration changes

☐ Workplace health and safety updates

☐ Privacy and data protection laws

☐ Immigration and skilled migration policies

☐ Recognition of prior learning frameworks

Select all that apply

Campus Insights

What are your campus's greatest strengths? *

Modern facilities and equipment

○ Bankstown   ○ Campbelltown   ○ Granville   ○ Liverpool   ○ Macquarie Fields   ○ Miller
○ Padstow   ○ Wetherill Park   ○ Not Applicable

Experienced, industry-connected staff

○ Bankstown   ○ Campbelltown   ○ Granville   ○ Liverpool   ○ Macquarie Fields   ○ Miller
○ Padstow   ○ Wetherill Park   ○ Not Applicable

Strong student support services

○ Bankstown   ○ Campbelltown   ○ Granville   ○ Liverpool   ○ Macquarie Fields   ○ Miller
○ Padstow   ○ Wetherill Park   ○ Not Applicable

Flexible program delivery

○ Bankstown   ○ Campbelltown   ○ Granville   ○ Liverpool   ○ Macquarie Fields   ○ Miller
○ Padstow   ○ Wetherill Park   ○ Not Applicable

Diverse, multicultural student body

○ Bankstown   ○ Campbelltown   ○ Granville   ○ Liverpool   ○ Macquarie Fields   ○ Miller
○ Padstow   ○ Wetherill Park   ○ Not Applicable

Good industry partnerships

○ Bankstown   ○ Campbelltown   ○ Granville   ○ Liverpool   ○ Macquarie Fields   ○ Miller
○ Padstow   ○ Wetherill Park   ○ Not Applicable

Innovation in teaching methods

○ Bankstown   ○ Campbelltown   ○ Granville   ○ Liverpool   ○ Macquarie Fields   ○ Miller
○ Padstow   ○ Wetherill Park   ○ Not Applicable

Community engagement

○ Bankstown   ○ Campbelltown   ○ Granville   ○ Liverpool   ○ Macquarie Fields   ○ Miller
○ Padstow   ○ Wetherill Park   ○ Not Applicable

Answer for your campus and select Not Applicable for other campuses if you do not work from them

What improvements would most benefit your campus? *

Updated equipment/technology

○ Bankstown ○ Campbelltown ○ Granville ○ Liverpool ○ Macquarie Fields ○ Miller
○ Padstow ○ Wetherill Park ○ Not Applicable

More industry partnerships

○ Bankstown ○ Campbelltown ○ Granville ○ Liverpool ○ Macquarie Fields ○ Miller
○ Padstow ○ Wetherill Park ○ Not Applicable

Better transport/parking

○ Bankstown ○ Campbelltown ○ Granville ○ Liverpool ○ Macquarie Fields ○ Miller
○ Padstow ○ Wetherill Park ○ Not Applicable

Additional staff/resources

○ Bankstown ○ Campbelltown ○ Granville ○ Liverpool ○ Macquarie Fields ○ Miller
○ Padstow ○ Wetherill Park ○ Not Applicable

Enhanced student services

○ Bankstown ○ Campbelltown ○ Granville ○ Liverpool ○ Macquarie Fields ○ Miller
○ Padstow ○ Wetherill Park ○ Not Applicable

Facility upgrades

○ Bankstown ○ Campbelltown ○ Granville ○ Liverpool ○ Macquarie Fields ○ Miller
○ Padstow ○ Wetherill Park ○ Not Applicable

Professional development opportunities

○ Bankstown ○ Campbelltown ○ Granville ○ Liverpool ○ Macquarie Fields ○ Miller
○ Padstow ○ Wetherill Park ○ Not Applicable

Stronger community connections

○ Bankstown ○ Campbelltown ○ Granville ○ Liverpool ○ Macquarie Fields ○ Miller
○ Padstow ○ Wetherill Park ○ Not Applicable

Answer for your campus and select Not Applicable for other campuses if you do not work from them

Select which campus you mostly work at and then answer the following CAMPUS INFRASTRUCTURE for that campus *

○ Bankstown
○ Campbelltown
○ Granville
○ Liverpool
○ Macquarie Fields
○ Miller
○ Padstow
○ Wetherill Park
○ Not Applicable to my role

Select which campus you mostly work at and then answer the following Campus Utilisation for that campus *

○ Bankstown
○ Campbelltown
○ Granville
○ Liverpool
○ Macquarie Fields
○ Miller
○ Padstow
○ Wetherill Park
○ Not applicable to my role

Select which campus you mostly work at and then answer the following ACCESSIBILITY & CULTURAL INCLUSIVE facilities for that campus *

- ○ Bankstown
- ○ Campbelltown
- ○ Granville
- ○ Liverpool
- ○ Macquarie Fields
- ○ Miller
- ○ Padstow
- ○ Wetherill Park
- ○ Not applicable to my role

Could your campus facilities be used to support health sector training in new ways?

- ○ Yes, significant potential
- ○ Yes, some potential
- ○ Maybe, would need to explore
- ○ No, not really suitable
- ○ Don't know

Based on your experience with your campus, what do you think the current capacity to meet HWHS training demand is? *

Bankstown
- ○ Significantly exceeds demand
- ○ Meets current demand
- ○ Just meets current demand
- ○ Below current demand
- ○ Significantly below demand
- ○ Don't Know

Campbelltown
- ○ Significantly exceeds demand
- ○ Meets current demand
- ○ Just meets current demand
- ○ Below current demand
- ○ Significantly below demand
- ○ Don't Know

Liverpool
- ○ Significantly exceeds demand
- ○ Meets current demand
- ○ Just meets current demand
- ○ Below current demand
- ○ Significantly below demand
- ○ Don't Know

Macquarie Fields
- ○ Significantly exceeds demand
- ○ Meets current demand
- ○ Just meets current demand
- ○ Below current demand
- ○ Significantly below demand
- ○ Don't Know

Miller
- ○ Significantly exceeds demand
- ○ Meets current demand
- ○ Just meets current demand
- ○ Below current demand
- ○ Significantly below demand
- ○ Don't Know

Padstow
- ○ Significantly exceeds demand
- ○ Meets current demand
- ○ Just meets current demand
- ○ Below current demand
- ○ Significantly below demand
- ○ Don't Know

Wetherill Park
- ○ Significantly exceeds demand
- ○ Meets current demand
- ○ Just meets current demand
- ○ Below current demand
- ○ Significantly below demand
- ○ Don't Know

Significantly exceeds demand = ample space available Meets current demand = meets caapacity with room for growth Just meets current demand = no growth capacity Below current demand = regular capacity issues Significantly below demand = major capacity constraints

Based on your experience with your campus, how well do your think the current facilities support quality HWHS training delivery? *

Bankstown
○ Excellent   ○ Good   ○ Adequate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Campbelltown
○ Excellent   ○ Good   ○ Adequate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Liverpool
○ Excellent   ○ Good   ○ Adequate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Macquarie Fields
○ Excellent   ○ Good   ○ Adequate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Miller
○ Excellent   ○ Good   ○ Adequate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Padstow
○ Excellent   ○ Good   ○ Adequate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Wetherill Park
○ Excellent   ○ Good   ○ Adequate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Excellent = facilities fully support high-quality training Good = facilities generally support training objectives well Adequate = facilities meet basic requirements but could be enhanced Poor = facilities limit training quality and effectiveness Inadequate = facilities are barriers to quality training delivery Unknown/Not applicable to my role

Based on your experience with your campus, please rate the level of transport accessibility to the campus *

Bankstown

◯ Excellent   ◯ Good   ◯ Adequate   ◯ Poor   ◯ Inadequate   ◯ Unknown
◯ Not applicable to my role

Campbelltown

◯ Excellent   ◯ Good   ◯ Adequate   ◯ Poor   ◯ Inadequate   ◯ Unknown
◯ Not applicable to my role

Liverpool

◯ Excellent   ◯ Good   ◯ Adequate   ◯ Poor   ◯ Inadequate   ◯ Unknown
◯ Not applicable to my role

Macquarie Fields

◯ Excellent   ◯ Good   ◯ Adequate   ◯ Poor   ◯ Inadequate   ◯ Unknown
◯ Not applicable to my role

Miller

◯ Excellent   ◯ Good   ◯ Adequate   ◯ Poor   ◯ Inadequate   ◯ Unknown
◯ Not applicable to my role

Padstow

◯ Excellent   ◯ Good   ◯ Adequate   ◯ Poor   ◯ Inadequate   ◯ Unknown
◯ Not applicable to my role

Wetherill Park

◯ Excellent   ◯ Good   ◯ Adequate   ◯ Poor   ◯ Inadequate   ◯ Unknown
◯ Not applicable to my role

Excellent = multiple transport options, easy access Good = adequate public transport and parking Moderate = some transport options but limited Poor = limited transport options, difficult access Very poor = major transport barriers for students Unknown/Not applicable to my role

Based on your experience with your campus, please rate the current level of technology infrastructure at the campus *

Bankstown

○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Campbelltown

○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Liverpool

○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Macquarie Fields

○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Miller

○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Padstow

○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Wetherill Park

○ Excellent   ○ Good   ○ Moderate   ○ Poor   ○ Inadequate   ○ Unknown
○ Not applicable to my role

Excellent = cutting-edge technology fully integrated Good = adequate technology supporting training objectives Moderate = basic technology but needs enhancement Poor = outdated technology limiting training effectiveness Inadequate = technology barriers affecting training quality Unknown Not applicable to my role

Future Infrastructure Needs

In your opinion, what infrastructure changes are needed to support increased HWHS student numbers at your campus? *

[   ]

Do you think that more specialised centres or Centres of Excellence in the SWS region would enhance HWHS training quality and delivery? *

○ Yes
○ No
○ Not Sure

Which of the following priority infrastructure investments for HWHS training would you like to see in the SWS region over the next 5 years? *

- [ ] Advanced clinical simulation centres
- [ ] Dedicated aged care training facilities
- [ ] Mental health practice environments
- [ ] Early childhood demonstration centres
- [ ] Disability support training spaces
- [ ] Technology-integrated smart classrooms
- [ ] Virtual and augmented reality labs
- [ ] Industry-standard equipment upgrades
- [ ] Flexible multi-purpose training spaces
- [ ] Cultural practice and ceremony spaces
- [ ] Dedicated home care training facilities
- [ ] Enhanced accessibility features
- [ ] Expanded parking facilities
- [ ] Student accommodation
- [ ] Improved food service facilities

Select up to 5 choices

Which of the following technology infrastructure items do you think is a priority for your campus in the next 5 years? *

- [ ] High-speed internet and WiFi capacity
- [ ] Electronic health record training systems
- [ ] Telehealth training platforms
- [ ] Virtual reality training applications
- [ ] Mobile device integration
- [ ] Digital assessment platforms
- [ ] Simulation software and equipment
- [ ] Assistive technology for accessibility

Select up to 5 choices

Innovation & Opportunities

What new programs or services would you like to see developed to better serve the health sector?

If you could change one thing to improve collaboration between TAFE NSW HWHS and the industry, what would it be?

What opportunities do you see for TAFE NSW HWHS faculty to play a bigger role in the health and wellbeing education in South Western Sydney?

Any other thoughts, ideas, or suggestions for the SWS Roadmap project?

Would you be interested in participating in future workshops or planning sessions for the SWS Roadmap project??

- ( ) Yes, very interested
- ( ) Maybe, depending on timing/topic
- ( ) No, prefer to receive updates only
- ( ) No further interest

Have we missed anything that you would like to add?

Thank You

Your insights are invaluable in helping us understand how TAFE NSW HWHS and the health sector can work bettertogether to serve the growing, diverse SWS community.

What happens next:

- Survey results will be compiled across all campuses
- Key themes will inform the SWS Roadmap development
- Participants who requested updates will receive progress reports
- Opportunities for further input will be shared with interested participants

Questions about this survey or the project?

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Phone: 0448 805 502

This survey is part of the SWS Roadmap project, assessing health education iimprovement and alignment opportunities.