



Ageing
Australia

ISACNT
INDUSTRY SKILLS ADVISORY COUNCIL NT

Shaping the Northern Territory Aged Care Workforce Action Agenda

2027–2030

A 30-minute interactive workforce workshop
Ageing Australia + ISACNT



Who are we and why are we in this room?



Who is Ageing Australia and what they are contributing to this conversation.



Industry Skills Advisory Council Northern Territory (ISACNT) is an independent not-for-profit organisation dedicated to strengthening the Northern Territory's workforce through workforce development, supporting training package development, promoting vocational education and training, and providing advice and intelligence.

This is not another workforce shortage conversation

The sector already understands the problem.

Today is about turning Territory experience into an action agenda.



Output: a member-informed set of NT workforce priorities and recommendations.

Why the Territory needs its own workforce agenda

Place changes the solution.

Remote service
delivery

Aboriginal
workforce pathways

Local training
access

Workforce
housing

Migration
settings

Thin markets
& small teams

A national strategy only works if it can be translated into place-based action.

What Ageing Australia and ISACNT has already heard

Recurring workforce themes from member engagement.

Top 7 NT Specific workforce challenges:

1. High employee turnover
2. Limited local and/or Aboriginal and Torres Strait Islander applicants
3. Workforce poaching due to higher wages
4. Limited skilled workers
5. Limited availability of male workers
6. Unqualified international applicants
7. Workforce supply significantly below demand

Housing

Leadership

Training

Migration

Burnout

Career pathways

Implementation load

Agency dependence

Across workshops, forums and state conferences, members keep returning to the same workforce pressures.

Live poll

Where does the NT workforce system break first?

Show of hands

Attraction

Recruitment

Housing

Training access

Leadership

Retention

Migration

Remote logistics

Facilitator prompt: what surprised you in the result?

What sits under each lever?

Use this as a shared language for the workshop.

Housing

Accommodation, transport, relocation, community infrastructure

People

Aboriginal workforce, migration, local recruitment, careers

Skills

VET pathways, placements, supervision, contextualised training

Leadership

Middle leaders, culture, psychological safety, wellbeing

Systems

Funding, regulation, planning, data, cross-government action

Activity 1: Design the future

5 minutes — table discussion

Imagine it is 2030 and the NT aged care workforce system is working better.

What changed?

What made the biggest difference?

What would workers, clients and providers notice?

Table output: 3 signs of success

Activity 2: What needs to happen?

10 minutes — convert success into action

Lever

What is the one change that would shift the dial?

Barrier

What gets in the way now?

Action

What needs to be done by 2027–2030?

Owner

Who needs to lead or enable it?

One idea per sticky note. Practical beats perfect.

Report back

Each table: one challenge, one action, one owner.

Challenge

Capture live

Action

Capture live

Owner

Capture live

Facilitator: listen for specific asks that can become advocacy recommendations.

Before we close

Three final commitments from the room.

1

**One action providers
can start**

2

**One ask government
needs to hear**

3

**One partnership worth
building**



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Today's discussion becomes
tomorrow's workforce strategy.

Thank you

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