



Arcare People and Development

Great People Deserve Great Opportunities

Arcare believes that great work comes from great people, who enjoy great opportunities. To facilitate that, we're creating People & Development programs, designed to help our team members successfully build the career they want in aged care. Intended to seamlessly merge with team members work-life balance, our People and Development programs help team members upskill and fast-track their career progression.

You Speak, We Listen

We conduct regular surveys to discover what our team members want and need to be their best selves at work.

Our Annual Training Needs Survey, and our bi-annual Employee Engagement Survey, provide valuable feedback that we use to develop programs and initiatives including our Career Pathways Program, Flourish Health & Wellbeing platforms, uniform updates and more.

Our approach to People Development is built on three core pillars:

- 1 Thrive – Career Development
- 2 Flourish – Health & Wellbeing
- 3 Shine – Reward & Recognition



1 Thrive

Career Pathways Program

Our Career Pathways Programs are designed to support team members at every level in building their dream career at Arcare.

Through our valued partnerships with education providers, our onboarding and learning platforms are designed to support team members from the start of their career with us and beyond.

We offer team members qualifications and support in all streams including: clinical support, environmental, lifestyle, administration and more.

Team members can access the system at work or at home and receive paid training days to ensure their compliance training is current.

Course categories include:

- Thrive in Home Care (BodeWell traineeship VIC / QLD, or Administration)
- Thrive in Personal Support (Personal Support Workers, Arcare)
- Thrive in Food Services (apprenticeship)
- Thrive in Management (for existing, aspiring, and emerging leaders)
- Thrive in Aged Care Administration
- Thrive in Leisure and Health (Lifestyle)

Leadership Development Program

Our Thrive Leadership Development Program offers a 12-month course to new, emerging, and experienced people leaders.

Through our immersive digital learning platform, participants work through a model of:

Prepare • Explore • Apply • Reinforce

Participants work at their own pace accessing learning material and content, attending half-day workshops, and reinforcing the learning through the platform to consolidate key learning principles.

National Training Program

Arcare offers a range of national training opportunities targeting all areas of the business.

Through toolboxes and online sessions, monthly training themes are delivered to interested team members looking to further their knowledge, enhance their skills, or brush up on their competencies.

Career Support at Arcare

Arcare provides support at all stages of your career including onboarding, probation, performance appraisals and development plans.

2 Flourish

Health & Wellbeing

Health and wellbeing is very important to us. Together with our Employee Assistance partner, LifeWorks, we have several programs and initiatives including our LifeWorks app.

Employee Assistance Program

Our confidential Employee Assistance Program provides 24/7 free, confidential counselling services to all Arcare team members and families. Designed to support your mental and emotional wellbeing team members and family members are entitled to 6 free counselling sessions annually.



3 Shine

Long Service Milestones

Arcare recognises the valuable contribution our team members make to our resident's and their families.

As a result, we reward and recognise those who have been with us for 5+ years, to say thank you for your loyalty, dedication and most importantly – your care.

'The Stars' Arcare Team Member Recognition Awards

Each year, Arcare is on the hunt for our Stars – recognising those employees who go above and beyond for the care and support of residents, colleagues, and families.

Winners are announced to coincide with Aged Care Employee Day in August.

