



Australian Government

Department of Health, Disability and Ageing



Training and professional development opportunities for aged care workers

Free and government subsidised training opportunities to support workers in building and refining their professional aged care skills.

Building the aged care profession

Aged care workers deliver safe, high-quality and rights-based care and support services to older people in Australia.

The Australian Government is committed to building a valued, skilled and supported aged care workforce that meets the needs and rights of older people.

To support this, the Government encourages all workers to undertake training to increase their skills, knowledge and confidence in delivering care and support services.

The Professional Framework – to build and strengthen the aged care workforce (the Framework) includes priorities for action to boost education and training, increase career pathways, encourage innovation and build leadership capability.

These priorities for action require balanced and coordinated approaches from everyone involved in aged care and will support building a sector where:

- workers have access to the training they need to deliver high-quality care and support services, and
- training is high-quality and allows a diverse range of people to enter and grow their career in aged care, with opportunities for professional development.



www.health.gov.au/professional-framework

This document presents a comprehensive overview of free, or subsidised through government funding or scholarships, training and skills development opportunities available to aged care workers. These opportunities will support continuous development for workers to build more specialised skills.

Free training opportunities for aged care workers

Topic	Description of training	Website link	
WORKING IN AGED CARE			
Code of Conduct for Aged Care	Information on the Code of Conduct for Aged Care and examples on how it applies in context.	www.agedcarequality.gov.au/providers/education-training/online-learning-alis	education@agedcarequality.gov.au
New Aged Care Act 2024	eLearning modules to support aged care workers in learning about the new Aged Care Act 2024.	www.health.gov.au/our-work/aged-care-act/prepare/elearning-for-aged-care-workers-and-volunteers	educationnewAct@health.gov.au
Restrictive practices	Resources and guidance to help workers and providers to understand the requirements for the use of a restrictive practice in residential aged care.	www.agedcarequality.gov.au/providers/clinical-governance/restrictive-practices-provider-resources	education@agedcarequality.gov.au
Strengthened Aged Care Quality Standards	Information on provider responsibilities under the strengthened Aged Care Quality Standards and examples on how to apply these in context.	www.agedcarequality.gov.au/providers/education-training/online-learning-alis	education@agedcarequality.gov.au
The Serious Incident Response Scheme (SIRS)	Resources to support aged care workers in using their incident management systems to capture and manage SIRS incidents. It helps people understand SIRS reportable incident types and how to identify and respond to these.	www.agedcarequality.gov.au/providers/education-training/online-learning-alis	education@agedcarequality.gov.au
Working in aged care – an overview of rights and regulation	Supports people who are new to aged care with information on aged care in Australia, the Aged Care Quality and Safety Commission, the Statement of Rights, obligations of registered providers and the importance of rights-based, person-centred care.	www.agedcarequality.gov.au/providers/education-training/online-learning-alis	education@agedcarequality.gov.au

Topic	Description of training	Website link	
CULTURALLY SAFE, TRUAMA AWARE, HEALING INFORMED CARE			
Culturally and linguistically diverse aged care	Partners in Culturally Appropriate Care provide face-to-face and online workshops, training and information sessions, and resources. They help ensure aged care workers have the skills and knowledge to meet the needs of culturally and linguistically diverse older people in their care.	www.health.gov.au/our-work/partners-in-culturally-appropriate-care-picac PICAC Alliance and Members - PICAC Alliance	picac.secretariat@mac.org.au
Diversity education	OPAN provides free face-to-face workshops, modules and resources to promote more inclusive services for older people from diverse and marginalised groups. They are beneficial for all aged care workers, including those responsible for quality improvement, service planning and compliance.	www.opan.org.au/education/diversity-education/ www.opan.org.au/education/training-for-aged-care-professionals/	enquiries@opan.org.au
Everyone has a story – delivering culturally inclusive care	Highlights considerations in providing culturally inclusive care to aged care people from culturally and linguistically diverse backgrounds.	www.agedcarequality.gov.au/providers/education-training/online-learning-alis	education@agedcarequality.gov.au
LGBTIQ+ aged care awareness	Silver Rainbow, in collaboration with national partners, provides free training, factsheets and webinars in delivering inclusive aged care services to older people in the LGBTIQ+ community.	www.lgbtiqhealth.org.au/silver-rainbow-training www.lgbtiqhealth.org.au/workforceresources	info@lgbtiqhealth.org.au
Trauma aware, healing informed care	E-learning modules, training and toolkits to support all aged care workers in delivering trauma aware, healing informed aged care services to older people. This includes an introduction on the impacts of childhood trauma	www.helpinghand.org.au/about-us/diversity-inclusion-belonging/forgotten-australians/	info@helpinghand.org.au

Topic	Description of training	Website link	
	and support on navigating sensitive intake conversations.		
Trauma, grief and wellbeing	Webinars, factsheets and short videos for all aged care workers when delivering trauma informed care, supporting someone experiencing grief and supports to help staff look after their own wellbeing.	www.phoenixaustralia.org/aged-care/aged-care-managers/ www.phoenixaustralia.org/aged-care/aged-care-workforce/	N/A
DEMENTIA CARE			
Dementia care	Dementia Training Australia provides a range of online courses, modules and resources for all aged care workers to support the delivery of safe, high-quality care to people living with dementia. Workers and providers can also identify and address their specific training needs by using the Learning Pathways tool and National Dementia Education and Training Standards Framework.	www.dta.com.au/online-dementia-courses/ www.dta.com.au/online-course-modules/ www.learningpathways.dta.com.au/ www.dta.com.au/ndetsf/	N/A
Dementia Respite Education and Mentoring	The University of Tasmania Wicking Dementia Research and Education Centre, in collaboration with Dementia Support Australia, provides free online modules, resources, networking support and coaching to support all aged care workers to deliver safe, high-quality dementia care.	www.dream.utas.edu.au/	dream@utas.edu.au
Training for interpreters on dementia assessments	The National Ageing Research Institute, in collaboration with MINDSET, provides training for interpreters on dementia to improve cognitive assessment for dementia of people from culturally and linguistically diverse backgrounds.	www.naati.com.au/news/updated-free-training-to-interpreters-for-dementia-assessments-now-hosted-on-naati-learn/	mindset@nari.edu.au

Topic	Description of training	Website link	
	The training includes information on the tools used to assess and diagnose dementia and provides strategies for cognitive assessments.		
FOOD AND NUTRITION			
Food and nutrition	The Maggie Beer Foundation provides free education and training to improve food and nutrition experiences for older people in Australia. All aged care providers, chefs, cooks and food service staff are encouraged to take part in the training.	www.lms.maggiebeerfoundation.org.au	nutritioninagedcare@health.gov.au
Nutrition, dining and challenge support	Education that covers key information on eating, drinking and nutrition in aged care and offers support on associated challenges.	www.agedcarequality.gov.au/providers/education-training/online-learning-alis	education@agedcarequality.gov.au
GOVERNANCE AND LEADERSHIP			
Governance training for rural and remote aged care	Free governance training and education sessions for rural and remote aged care providers, and First Nations aged care providers nationally. Training is delivered online and includes advice and information on corporate and aged care sector governance.	www.consultations.health.gov.au/ageing-and-aged-care/governance-training-service-development-assistance/	sdap@health.gov.au
Governing for Reform in Aged Care Program	This Program provides online modules, resources and tools to support governing body members, leaders and emerging leaders to strengthen corporate and clinical governance capabilities and enact critical reform.	www.agedcarequality.gov.au/for-providers/provider-governance/governing-reform-aged-care-program	education@agedcarequality.gov.au

Topic	Description of training	Website link	
INFECTION PREVENTION AND CONTROL			
Infection prevention and control in aged care	This course introduces key information on infection prevention and control.	www.agedcarequality.gov.au/providers/education-training/online-learning-alis	education@agedcarequality.gov.au
National Hand Hygiene Initiative	This training provides hand hygiene education for clinical, non-clinical and dental healthcare workers and students.	www.agedcarequality.gov.au/providers/education-training/online-learning-alis	education@agedcarequality.gov.au
LITERACY AND NUMERACY			
Adult Migrant English Program	This Program provides free English language education to help eligible migrants and humanitarian entrants improve their English language skills. Classes are available face-to-face or online.	www.immi.homeaffairs.gov.au/settling-in-australia/amep/overview	N/A
Reading and Writing Hotline	A free service to help adults improve their reading, writing and basic maths.	readingwritinghotline.edu.au	1300 655 506
Skills for Education and Employment Program	This Program provides free language, literacy, numeracy and digital skill training to eligible Australians. Training is available face-to-face or online.	www.dewr.gov.au/skills-education-and-employment	www.dewr.gov.au/skills-education-and-employment/see-providers
MENTAL HEALTH			
Grief, bereavement and support	Fact sheets and resources to support all Australians when navigating grief or supporting someone who is grieving.	www.grief.org.au/ga/ga/Support/Resources.aspx www.grief.org.au/ga/ga/Support/My_Grief_App.aspx	info@grief.org.au
Intellectual disability mental health	Online modules and resources for health professionals to build knowledge and skills to provide safe, high-quality care to people with an intellectual disability.	www.3dn.unsw.edu.au/resources/health-mental-health-professionals	nceidh@unsw.edu.au

Topic	Description of training	Website link	
Mental Health Professional Online Development (MHPod) Portal	This Portal provides free modules and resources for all aged care workers to build their knowledge and awareness of mental health when delivering care.	www.mhpod.gov.au/learning-portal/	help@mhpod.gov.au
Suicide Prevention for Seniors Program	Training for all aged care workers on how to support an older person experiencing thoughts of suicide.	www.anglicare.org.au/community/events-courses-training/suicide-prevention-for-seniors-program/	N/A
NURSING PROGRAMS			
Aged Care Transition to Practice Program	Provides nurses with mentoring, training and support at the start of their career. Nurses who take part in the program will receive specialist training in aged care and gerontological nursing, and mentorship from senior aged care nurses.	www.health.gov.au/our-work/aged-care-transition-to-practice-program	acworkforceprograms@health.gov.au
PALLIATIVE CARE			
Palliative care	A range of free resources, education and training programs for all aged care workers to increase their knowledge, skills and confidence to care for and communicate with people who have a life-limiting illness.	www.health.gov.au/topics/palliative-care/palliative-care-education-and-training	palliative.care@health.gov.au
SUPPORT AT HOME			
Support at Home	Free training modules to support aged care providers and their workers to understand their responsibilities in delivering Support at Home services. This includes training on aged care assessment, care plans and management, and short-term pathways.	www.health.gov.au/our-work/support-at-home/transitioning-provider-training	SAHimplementation@health.gov.au

Topic	Description of training	Website link	
SPECIALIST AGED CARE TRAINING			
Equip Aged Care Learning	The University of Tasmania Wicking Dementia Research and Education Centre provides a series of free, short online modules for all aged care workers. The modules cover a range of aged care topics, including dementia, palliative care, hearing health, oral health, wound management, cross-cultural awareness and the strengthened Aged Care Quality Standards.	www.equiplearning.utas.edu.au	equiplearning@utas.edu.au
Better lives for residents through innovative education (BERTIE)	Highlights information on recognising early deterioration to help improve the wellbeing of residents in residential aged care.	www.agedcarequality.gov.au/providers/education-training/online-learning-alis	education@agedcarequality.gov.au
TELEHEALTH			
Telehealth guidance	Guidance for aged care providers and workers in residential aged care when working with telehealth services.	www.agedcarequality.gov.au/providers/education-training/online-learning-alis	education@agedcarequality.gov.au
Telehealth training for residential aged care	Free online training for all aged care workers on the delivery of telehealth in residential aged care. Training covers the setup, governance, management and usage of telehealth.	www.resiagedcaretelehealth.training/	execoffice@phncooperative.org.au
VOLUNTEER TRAINING			
Aged care volunteer training	Training, resources and support for volunteers in aged care to help them feel confident in their role.	www.health.gov.au/topics/aged-care/volunteers www.health.gov.au/resources/publications/volunteers-in-aged-care-training-and-resource-kit-for-volunteers-and-volunteer-managers	agedcarevolunteer@health.gov.au

Government subsidised courses, Free TAFE, scholarships, apprenticeships and traineeships

The government offers programs enabling eligible students to undertake accredited diplomas, certificates, skill sets, or short course, including Nursing and Individual Support, with the goal of enhancing the aged care workforce.

The government provides subsidised support for the following courses. While scholarship or subsidised places exist for qualifying applicants, some participants may be required to pay a fee.

Topic	Description of training	Website link	Contact information
Apprenticeships and traineeships advice and support	Whether you're a recent school leaver, looking for work, or keen to upgrade your skills, apprenticeships and traineeships provide a practical, hands-on training pathway supported by formal study. With opportunities available across a wide range of industries, you can earn while you learn, gain nationally recognised qualifications, and build valuable skills for your chosen career. Many programs focus on high-demand fields, helping you set yourself up for long-term success.	www.apprenticeships.gov.au	N/A
ARIIA – Innovation Capability Program	Provides aged care workers with the knowledge, skills and capability to solve problems, adapt to change and implement evidence-based innovation in their aged care organisations.	www.ariia.org.au/programs/workforce/innovation-capability-program	ariia@ariia.org.au
ARIIA – LIFT Leadership Program	Equips aged care managers with essential skills and knowledge to lead their teams through innovation, implementation and change.	www.ariia.org.au/programs/workforce/lift-leadership-program	ariia@ariia.org.au
ARIIA – Retaining your Aged Care Workforce	A short online course for aged care leaders to learn about what affects workforce retention and	www.ariia.org.au/programs/workforce-capability-development-programs/short-	ariia@ariia.org.au

Topic	Description of training	Website link	Contact information
	practical, research-backed methods to increase it. The course includes online modules and facilitated workshops on how to use data effectively, addressing challenges, and supporting diverse workforce groups.	courses/retaining-workers-aged-care	
Free TAFE	Free TAFE offers a variety of courses to those wanting to train, retrain or upskill. Eligible people can study an accredited diploma (for example, a Diploma of Nursing), certificate (for example, the Certificate III in Individual Support) skill sets (for example, the Entry into Care Roles Skill Set), or a short course without incurring a cost for the tuition fees.	www.yourcareer.gov.au/fee-free-tafe	N/A
Indigenous Employment Initiative Program	This Program funds eligible aged care organisations to provide wages and training for Aboriginal and Torres Strait Islander workers in non-clinical aged care roles, including, for example personal care, food preparation and gardening.	www.health.gov.au/our-work/indigenous-employment-initiative-program www.health.gov.au/resources/publications/list-of-indigenous-employment-initiative-iei-providers?language=en	IEI.2024.2025.2026@health.gov.au
Aged Care Nursing Scholarship Program	Provides the opportunity for aged care workers to complete formal qualifications in aged care nursing. Registered and enrolled nurses can also undertake training to develop their leadership skills and experience to progress their nursing careers in aged care.	www.acnp.org.au/ansp	agedcarescholarship@acnp.org.au

Learn more about how we are supporting the aged care workforce

- Stay up to date on the latest news and information specifically for workers. Subscribe to *Working in Aged Care Update*, our newsletter for aged care workforce.



health.gov.au/aged-care-newsletter-subscribe

- Find out about career opportunities and various pathways to work in aged care



health.gov.au/topics/aged-care-workforce



Improving Australia's aged care system

The Australian Government has delivered major changes to improve aged care.



Visit health.gov.au/aged-care-reforms



Phone **1800 200 422** (My Aged Care's free-call phone line)

For translating and interpreting services, call 131 450 and ask for 1800 318 209.

To use the National Relay Service, visit nrschat.nrscall.gov.au/nrs to choose your preferred access point on their website, or call the NRS Helpdesk on 1800 555 660.