



Strengthening practice Creating healing

We believe the workforce is a powerful driver
of change in ending violence.

WorkUP Queensland is the sexual violence, women's health and domestic and family violence sector's partner in supporting a strong and skilled workforce.

We are proud to support the people who work in this sector because they are making a significant impact in ending violence against women.

Together, WorkUP Queensland and the sector have created a plan to grow, retain, develop, support, connect and sustain the workforce.



Our Services

The learning approaches that we offer are designed to support transformational change and are underpinned by the following principles:

- sector driven
- leverages practice wisdom
- culturally safe
- experiential
- evidence based
- facilitates reflective practice.

Workforce Planning

Workforce Planning is a powerful tool organisations, sectors and regions can use to make sure they have the workforce they require now and into the future.

Workforce planning ensures the right people, with the right skills, in the right numbers, in the right location at the right time:

- organised and interacting in the right ways
- to deliver the right services
- for the sake of better wellbeing and care for the community.

WorkUP Queensland works with the sector to develop statewide and regional strategic workforce plans. These plans guide the delivery of our work across a workforce planning spectrum and can be viewed at <http://workupqld.org.au/your-region/>.

We also offer a range of workforce planning skills development opportunities to enable the sector to embed strategic workforce planning in their own organisations.

“ The content was very thoroughly contextualised to a DFV context and genuinely incorporated a strong and genuine cultural (Aboriginal and Torres Strait Islander) perspective and lens. ”

Participant - Trauma Informed Care

Professional Development

We provide access to high quality and responsive professional development to support transformational change. Topic areas will cover the spectrum across specialist and generalist practitioner areas and leadership and organisational levels. Priority areas are identified through our workforce planning and stakeholder engagement activities.

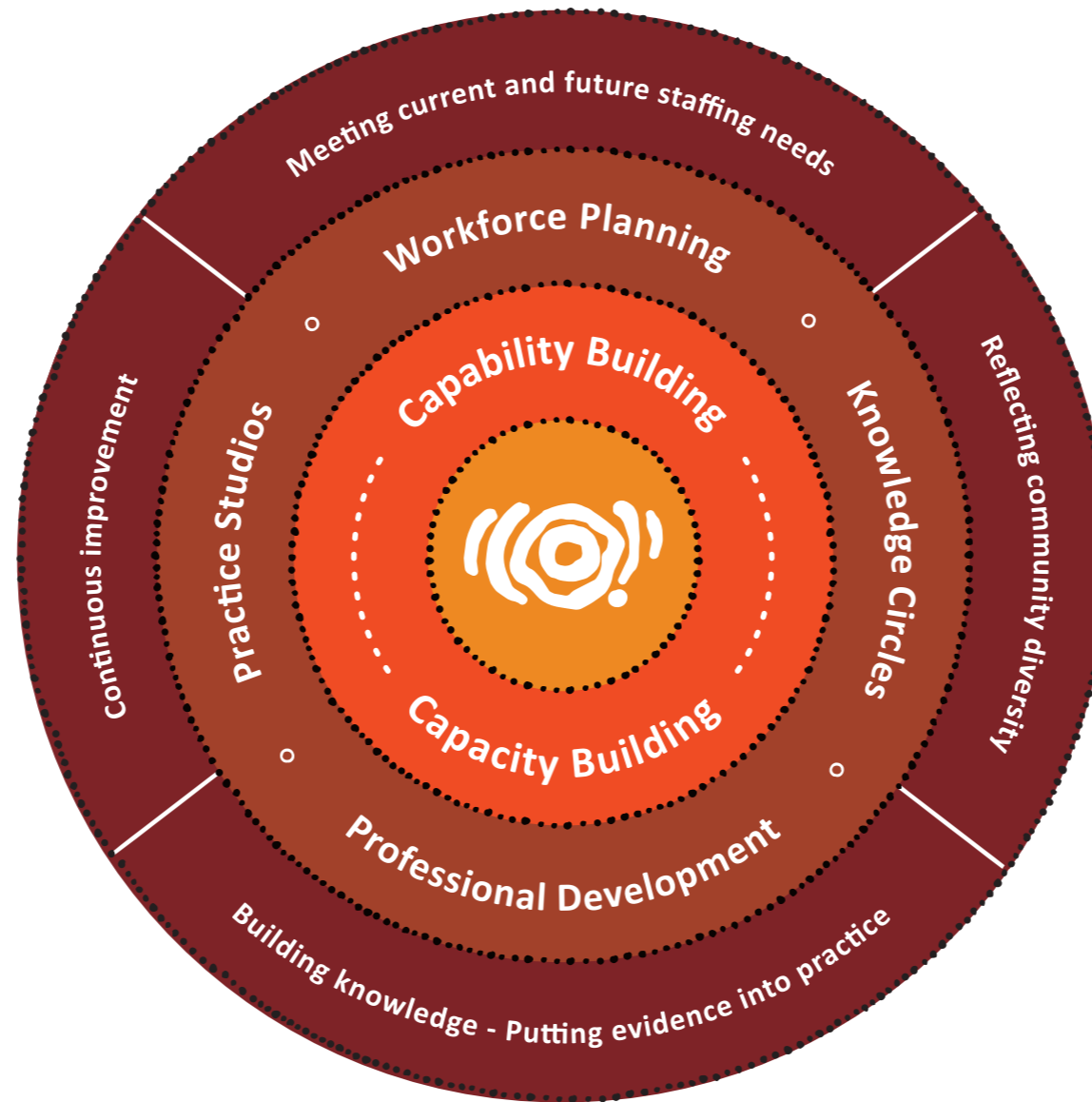
Accredited and non-accredited options are delivered using a range of high-quality learning approaches:

- face to face workshop delivery
- coaching and mentoring
- webinars and self-paced modules
- action learning projects
- communities of practice
- resource development.

Scholarships are also on offer which are targeted at skills and qualifications development in priority areas at both vocational and higher education levels.

Service are delivered by experienced and highly regarded external providers.

To find out about upcoming events visit <https://workupqld.org.au/professional-development/>



Practice Studios

Practice studios bring current evidence, research and knowledge to life in real world settings. Organisations hosting practice studios will lead the way in discovering what it takes to implement evidence in practice.

Using action research, host services will take evidence informed resources and strategies and ‘road test’ or refine them for implementation. Lessons learned and resources developed will be shared across the sector, so that the benefits can be amplified.

To find out about current and upcoming practice studios visit <https://workupqld.org.au/practice-studios/>

Knowledge Circles

Knowledge Circles value the unique skills, experiences and knowledge that Aboriginal and Torres Strait Islander people bring. The Knowledge Circle can have a strategic purpose in supporting planning or a practical approach to enhancing service delivery.

A facilitator guides the conversational process which is both social and collaborative in its actions and commitments and is underpinned by the following principles:

- enables equal and collaborative way of working
- does not presume person’s knowledge is greater than another’s
- recognises Aboriginal and Torres Strait Islander world views
- respects all participants’ knowledge
- strengthens understanding and ensures equal responsibility for outcomes
- ensures ownership of the knowledge created rests with the circle in which it was created and is returned to the group.

To find out about upcoming knowledge circles visit <https://workupqld.org.au/knowledge-circles/>

“ The knowledge circle provided me with a safe space to share ideas, build external networks and connect with like-minded people. ”

Participant



42%

OF THE WORKFORCE
HAVE MANAGERIAL
RESPONSIBILITIES

10%

OF THE WORKFORCE
INTEND TO RETIRE IN
THE NEXT 5 YEARS



Source: WorkUP Queensland Workforce Survey 2020

10%

OF THE WORKFORCE
IDENTIFY AS ABORIGINAL
AND TORRES STRAIT
ISLANDER



WorkUP
QUEENSLAND

We bring together The Healing Foundation's strong connection to Aboriginal and Torres Strait Islander cultures and healing, backed by the expertise of ANROWS in facilitating evidence-based policy and practice. Informed and driven by frontline providers, our objective is to address workforce-related challenges and opportunities to grow the workforce and better support current and future workers.

We are pleased to offer our services to non target organisations at fee for service prices.

Find out more

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E: workforce@healingfoundation.org.au

www.workupqld.org.au



www.facebook.com/groups/WorkUpQLD/

We respectfully acknowledge the traditional custodians of the land on which we do our work across Queensland. We recognise the important role Aboriginal and Torres Strait Islander people have within community and country. We acknowledge and appreciate the contribution of Aboriginal and Torres Strait Islander Elders and community leaders in the development of our work.

The name WorkUP Queensland reflects our focus on developing the sector to meet the challenges of the future. The ripple effect in the logo highlights the domestic and family violence, sexual violence and women's health workforce's impact in ending violence in Queensland. The circle elements of the design also represent the broader community coming together in a holistic approach to end domestic and family violence and sexual violence in Queensland.

Specialist sexual violence, women's health and domestic and family violence services funded by the Department Child Safety, Youth and Women are the target group for WorkUP Queensland. We are funded by this Department to build the workforce capability and capacity of this target group.