

Domestic & Family Violence  
Community services  
Women's Health



Central Highlands for DV  
Gladstone  
Gympie  
Woorabinda



**33%** of organisations note an increase in service demand in the last 12 months



## Skills difficult to recruit

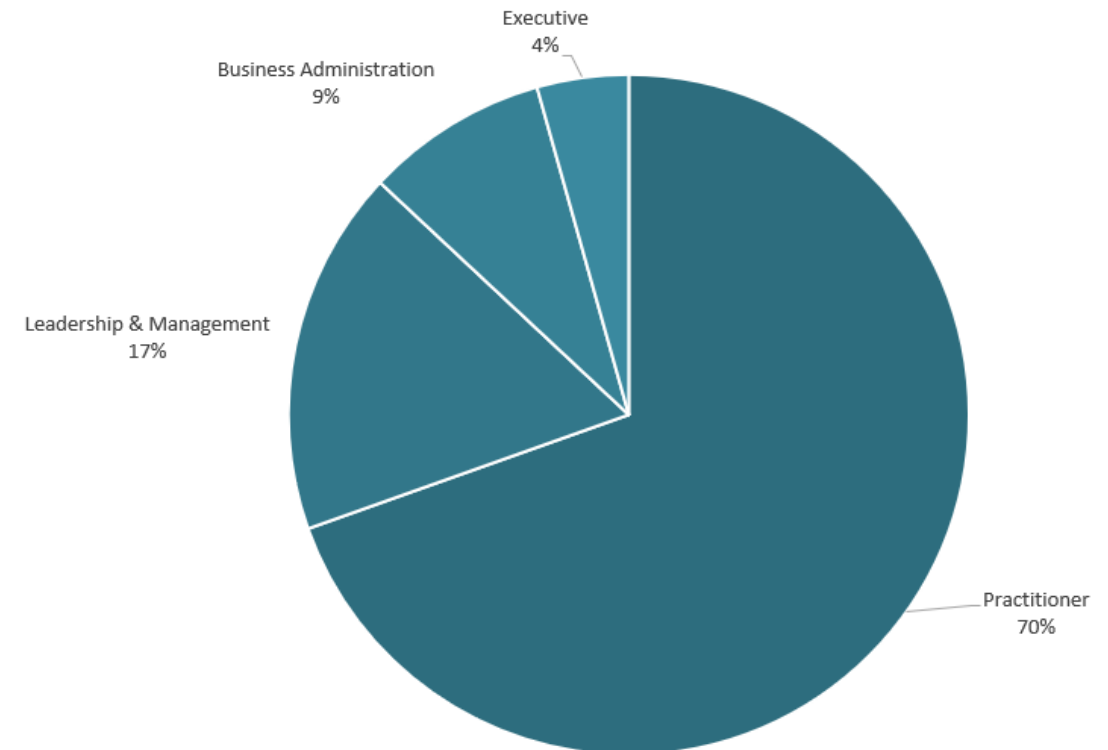
- Child Witness
- DFV with Children & Youth
- Formal qualifications
- Business Administration
- Working with Perpetrators
- Coordination skills
- Crisis intervention / support
- Community Knowledge
- Leadership skills
- Personal experience

<b>52%</b>	<b>57%</b>	<b>52%</b>
Highest Qualifications directly related to DFV/SA/CS	Bachelor degree or higher	Of respondents have supervisory responsibility



## Workforce Mix

<b>18</b>	<b>1</b>	<b>0</b>	<b>18</b>	<b>0</b>	<b>5</b>
Permanent	Casual	Contractor	Permanent	Casual	Contractor
<i>Staff identified by organisations</i>			<i>Individual responses</i>		



## Skills difficult to retain

- Counselling
- Casual
- Cleaning
- Part-time
- Employees looking for permanent work

<b>30%</b>	<b>13%</b>	<b>9%</b>
% <2 years tenure with current employer	% <2 years experience in DFV or SA services	% <2 years experience in Community services



## Expected shortages

<b>91%</b>	<b>39%</b>	<b>87%</b>
Intend to be in the sector in 12 months	Employees aged 55+	Do not intend to retire in the next 5 years



*(Individuals that identify as)*

## Diversity

<b>26%</b>	<b>17%</b>	<b>91%</b>	<b>13%</b>
Aboriginal and/or Torres Strait Islander	Having a Disability	Female	NESB