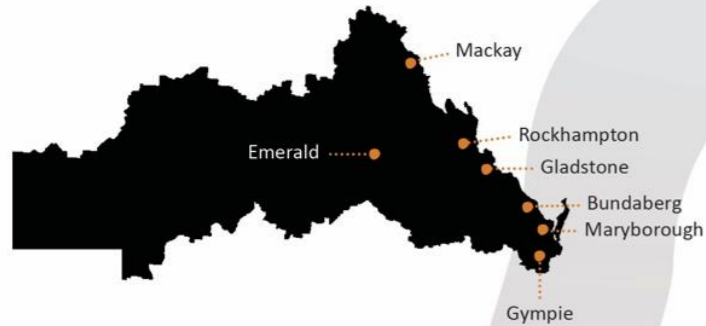


WORKFORCE PLANNING SNAPSHOT

WorkUP Queensland is delivered by The Healing Foundation and ANROWS to build and grow capability and capacity of the domestic and family violence, sexual assault and women's health and wellbeing sector over the next five years. This workforce planning snapshot shares our work so far and our future actions to design and develop regional plans.



CENTRAL QUEENSLAND REGION

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

NEXT STEPS

Further engagement consultations



An introductory forum was held on 23 July 2019, where a future workforce was envisioned for the region for the next 5 years.

By 2024

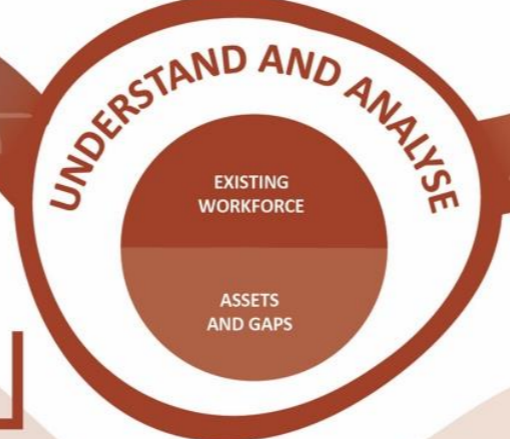
Our workforce will be highly skilled and confident in their work, model positive behaviour, have access to tools, resources and knowledge, pro-actively share information to mitigate risk, and will be paid in line with their qualifications. The diversity of the workforce will reflect our community in terms of age, gender and cultural background.

Our organisations will have clear practice frameworks and support structures in place. Human resource structures will be in place to support career progression and mechanisms to grow and retain our workforce.

With a zero-tolerance approach to domestic and family violence which holds perpetrators to account, our vision is to see a reduction in violence and safe families.

Collaboration will be characterised by respect, utilise collaboration tools, and support early intervention and transition to independence.

We will see increased **cultural capability** for Aboriginal and Torres Strait Islander clients and staff.



Key priorities

1. Attracting, recruiting and retaining skilled workers
2. Working with the skills ecosystem to increase awareness of our industry as a valuable career pathway
3. Working in partnership with the community to develop culturally safe organisations
4. Building leadership skills including business management & governance

Existing workforce assets and gaps

- It is difficult to recruit qualified workers in regional areas
- It can be difficult to retain experienced, long term workers
- It is difficult to recruit and retain men's program facilitators and to engage men in these programs
- Clarity around the requirements of outcomes based funding agreements would be beneficial
- The complexity of the work can impact on employee wellbeing however many organisations report a commitment to providing supportive and flexible conditions where possible to mitigate this risk.

DESIGNING, DRIVING AND LEADING CHANGE – HERVEY BAY & MACKAY

INTRODUCTORY FORUM - ROCKHAMPTON