

# 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.



## MORETON REGION

### NEXT STEPS

Further engagement consultations including the Caboolture workforce planning activity on 26 November 2019.

### Key priorities

1. Building skills in engaging with the Safe & Together framework to assist in holding persons using violence to account.
2. Working in partnership with local communities and knowledge experts to develop culturally safe workplaces.
3. Developing a culture of learning, creativity and innovation by engaging in and building skills in action learning activities.

### Existing workforce assets and gaps

- The existing workforce could be enhanced with greater diversity.
- A consistent, sector induction model could support our shared purpose in supporting and keeping women safe.
- New technology could enable us to work better together and assist in managing high workloads.
- Funding models that recognise the complexity of the work will help maintain a resilient and healthy workforce.
- A focus on emerging leaders and recognition of the highly qualified and experienced current workforce may support succession planning.

### PRIORITISE AND STRATEGISE



### UNDERSTAND AND ANALYSE



### SCOPE AND ENGAGE



### FORECAST AND DESIGN



**63%** of organisations note an increase in service demand in the last 12 months.

An introductory forum was held on 16 July 2019, where a future workforce was envisioned for the region for the next 5 years.

### By 2024

**Our workforce** will have the capacity to engage in complex work with the supervision and support to maintain their wellbeing. Staff will have time for reflection and creativity, along with access to high quality professional development. The diversity of our workforce will include both qualified staff and those with a lived experience.

**Our organisations** will have a culture of care and provide opportunities for staff to develop as leaders and senior practitioners.

**Our services** will be underpinned by clarity and a shared purpose in supporting victims and children. We will offer more integrated, holistic and place-based approaches to meeting families' needs across the lifespan.

**Collaboration** between services will be characterised by the sharing of practice wisdom, increased partnerships, and a shared regional view.

Both services and workplaces will be delivered in a way which is **culturally aware and sensitive**.

DESIGNING, DRIVING AND LEADING CHANGE – BRISBANE

INTRODUCTORY FORUM – NORTH LAKES