



Domestic & Family Violence  
Sexual Assault  
Community services  
Multicultural, disability, workplace skills & training, social enterprise  
Aboriginal & Torres Strait Islander, Children's, Youth and Women's Health and Wellbeing



Brisbane (Inner city, North, South West)  
Caboolture  
Moreton Bay Region  
Kilcoy District  
Sunshine Coast  
Gympie, South Burnett



**63%** of organisations note an increase in service demand in the last 12 months with the remaining noting a stable workload



## Skills difficult to recruit

- Business Administration
- Child Protection, Family Law
- Crisis intervention / support
- DFV informed practice
- DFV with Children, Youth & Families
- Experience in Sexual Violence
- Experience with Diverse groups
- Integrated service delivery
- Leadership skills
- Risk Assessment
- Social Media
- Specialist & General Counselling
- Technology
- Training and Community Education
- Trauma-informed practice

**93%** Highest Qualifications directly related to DFV/SA/CS

**84%** Bachelor degree or higher

**45%** Of respondents have supervisory responsibility



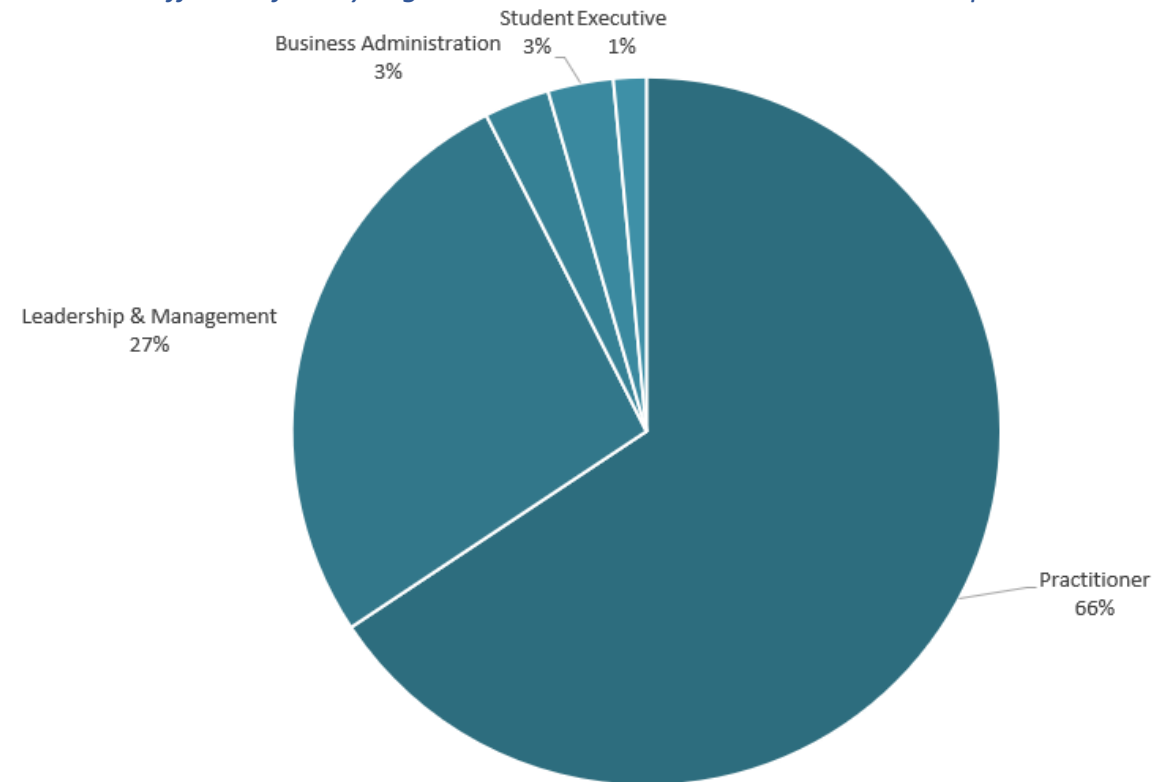
## Workforce Mix

**106** Permanent    **9** Casual    **8** Contractor

*Staff identified by organisations*

**51** Permanent    **0** Casual    **13** Contractor

*Individual responses*



## Skills difficult to retain

- Crisis support/intervention
- Experienced DFV leadership
- Flexibility to move across work
- Risk assessment
- Specialist ATSI Workers
- Volunteers

**37%** % <2 years tenure with current employer

**19%** % <2 years experience in DFV or SA services

**12%** % <2 years experience in Community services



## Expected shortages

- DFV-informed practitioners
- Leadership & Advocacy skills
- Specialist counselling skills
- New knowledge of DFV/SA

**81%** Intend to be in the sector in 12 months

**16%** Employees aged 55+

**91%** Do not intend to retire in the next 5 years



*(Individuals that identify as)*

## Diversity

**2%** Aboriginal and/or Torres Strait Islander

**2%** Having a Disability

**91%** Female

**25%** NESB