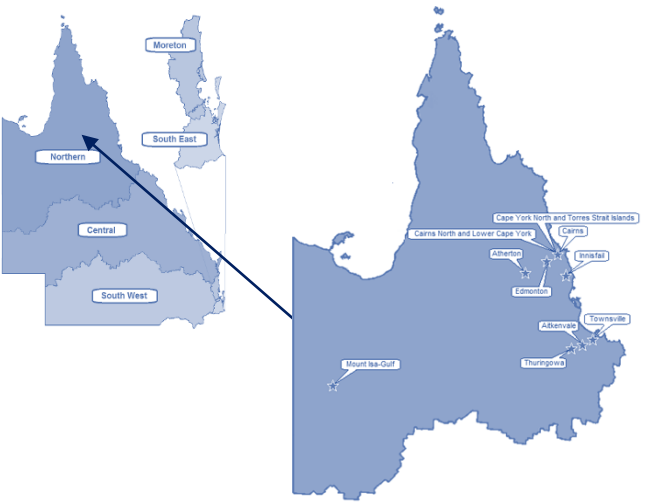


Northern Queensland



Domestic & Family Violence
Sexual Assault
Community services
Women's Health
Community Resilience and
Emergency Response
Disability

Townsville
Cairns and Atherton
Tablelands and Douglas Shire
Flinders and Dalrymple shires
Ingham and surrounding areas
Mount Isa and Far Nth Qld
Whitsundays to Collinsville region

91% 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
- Case Management
- Communication skills
- Community engagement
- Conflict Resolution
- Counselling
- Court support
- DFV Children, Youth and Families
- DFV sector experience / skills
- DFV with gendered & cultural lens
- Formal qualifications
- Leadership skills

81% Highest Qualifications directly related to DFV/SA/CS

62% Bachelor degree or higher

35% Of respondents have supervisory responsibility

- Legal knowledge
- Reproductive and Sexual Health
- Sexual Assault
- Social workers in Mount Isa

Skills difficult to retain

- Cultural capability
- Case Management
- Counselling
- Court support
- Quals in DFV, any above Masters
- Trauma informed practice

38% % <2 years tenure with current employer

27% % <2 years experience in DFV or SA services

8% % <2 years experience in Community services

Expected shortages

- Business Administration
- Case Managers
- Cultural capability
- DFV / SA experience
- Experience with perpetrators
- Formal qualifications
- Reproductive and Sexual Health
- Social work
- Younger demographic

85% Intend to be in the sector in 12 months

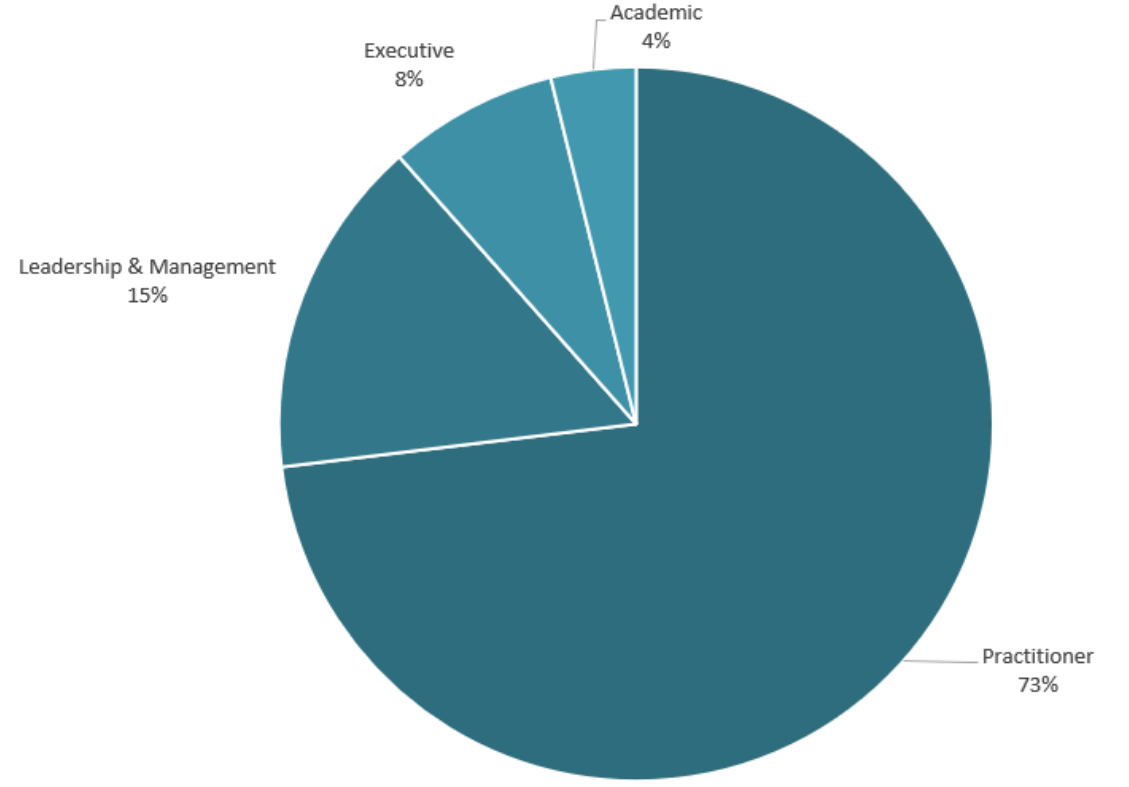
13% Employees aged 55+

81% Do not intend to retire in the next 5 years

Workforce Mix

113 Permanent **14** Casual **4** Contractor
Staff identified by organisations

23 Permanent **1** Casual **2** Contractor
Individual responses



Diversity

23% Aboriginal and/or Torres Strait Islander

4% Having a Disability

81% Female

8% NESB