

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.



NORTHERN QUEENSLAND REGION

91% of organisations note an increase in service demand in the last 12 months.

Key priorities

1. Access to professional development for workers in remote areas
2. Developing actions to minimise professional isolation of remote workers
3. Developing emerging and current leaders and governance
4. Developing culturally safe organisations
5. Gaining understanding of the impacts of the work and developing responses

Existing workforce assets and gaps

- The complexity of the work may impact workers psychological wellbeing
- Many workers report high workloads, particularly those who have dual leadership and service delivery responsibilities
- The wisdom of long term, experienced leaders could support succession planning and development of emerging leaders
- There is a desire to build understanding of organisational strengths and to explore opportunities for potential collaboration
- It is difficult to recruit people to meet the needs of the community, particularly men, people with lived experience and Aboriginal and Torres Strait Islander people

NEXT STEPS

Further engagement consultations

PRIORITISE AND STRATEGISE



UNDERSTAND AND ANALYSE



SCOPE AND ENGAGE



FORECAST AND DESIGN



An introductory forum was held on 12 July 2019, where a future workforce was envisioned for the region for the next 5 years.

By 2024

Our workforce will be professional and highly skilled, physically and mentally healthy, willing to embrace change and take on new practices, enabled to influence decision making and will have access to training and mentoring. The diversity of our workforce will reflect our client group in terms of age, gender, sexuality and cultural and linguistic background.

Our organisations will have structures and systems that support high-quality work and will be recognised for their commitment to professional development of staff. There will be consistent opportunities for career progression and access to mentoring for our staff.

With a clear vision and purpose in stopping violence against women and children, **our services** will be holistic and accessible through outreach, and have a greater ability to intervene early. The delivery of evidence-based practice will be balanced with opportunities to innovate and create new solutions.

Collaboration and service integration will be important to creating effective referral pathways, reducing silos and seeing women's and men's groups working together.

The delivery of **culturally safe services** will continue to be a priority and recognise the strengths in Aboriginal and Torres Strait Islander ways of working.

DESIGNING, DRIVING AND LEADING CHANGE – MOUNT ISA AND CAIRNS

INTRODUCTORY FORUM - CAIRNS