

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.



SOUTH EAST REGION

67% of organisations note an increase in service demand in the last 12 months.

An introductory forum was held on 30 July 2019, where a future workforce was envisioned for the region for the next 5 years.

By 2024

Our workforce will be highly skilled, healthy and stable, operating from a knowledge base that incorporates both practice wisdom and research evidence. Our workforce will be more diverse in age, gender, culture and ability.

Our organisations will be characterised by positive value-based cultures which provide clinical supervision and leadership training and opportunities.

Our services will enable women to speak up and hold men accountable for their behaviour. We will be accessible through outreach, and have a greater focus on prevention and early intervention. Peer support, perpetrator responses and online services will be part of the mix of services.

Collaboration will enable diverse models of practice, and be supported by appropriate information sharing and streamlining of processes. Partnerships with the community and with universities will be a priority.

The delivery of **culturally safe services** will be healing informed and guided by service users. Cultural protocols will be better understood.

NEXT STEPS

Further engagement consultations

Key priorities

1. Increasing workforce diversity and building culturally safe organisations
2. Engaging men in the workforce and building skills in working with men who use violence
3. Building the capacity of existing and emerging leaders
4. Succession planning particularly in regard to leadership.
5. Increasing organisational sustainability

Existing workforce assets and gaps

- There is a desire to build more culturally inclusive services
- Cross sector collaboration could assist in breaking down existing silos and improve responsiveness
- It is difficult to attract, recruit and retain men in the sector
- Increased access to professional supervision within and across organisations will assist in staff retention
- There is a gap in the identification and development of emerging leaders within the DFV and broader community sector. The high level of existing sector wisdom and experience could be leveraged to support new workers into the sector.
- Organisational sustainability could be enhanced by developing HR practice and sourcing alternative funding opportunities.

PRIORITISE AND STRATEGISE

DEVELOP A PLAN
AGREE ON PRIORITIES AND GOALS
IDENTIFY STRATEGIES

UNDERSTAND AND ANALYSE

EXISTING WORKFORCE
ASSETS AND GAPS

SCOPE AND ENGAGE

PLAN THE PROJECT
SCOPE PARAMETERS
DEVELOP AN ENGAGEMENT PLAN

FORECAST AND DESIGN

FUTURE WORKFORCE
FUTURE DEMAND
FUTURE SERVICE DELIVERY