



Domestic & Family Violence
Sexual Assault



Toowoomba
Darling Downs
Ipswich
Lockyer Valley
Somerset



100% of organisations note an increase in service demand in the last 12 months

Skills difficult to recruit



- Children's/ Family Counsellor
- Sexual Violence Counsellor / Practitioner
- DFV Counsellor/Practitioner
- Suitable qualifications
- Counselling Team Leader
- DFV and SV through gendered lens

100%

Highest Qualifications directly related to DFV/SA/CS

87%

Bachelor degree or higher

47%

Of respondents have supervisory responsibility

Skills difficult to retain



- DFV Counsellor/Practitioner
- Experience in DFV and SV
- Leadership skills

37%

% <2 years tenure with current employer

20%

% <2 years experience in DFV or SA services

7%

% <2 years experience in Community services

Expected shortages



- Qualified and experience in doing men's work
- Qualified and experience in doing women's work

93%

Intend to be in the sector in 12 months

9%

Employees aged 55+

80%

Do not intend to retire in the next 5 years



Workforce Mix

68

Permanent

9

Casual

1

Contractor

11

Permanent

0

Casual

4

Contractor

Staff identified by organisations

Individual responses

Executive
7%

Leadership & Management
33%

Practitioner
60%



(Individuals that identify as)

Diversity

0%

Aboriginal and/or Torres Strait Islander

0%

Having a Disability

93%

Female

7%

NESB