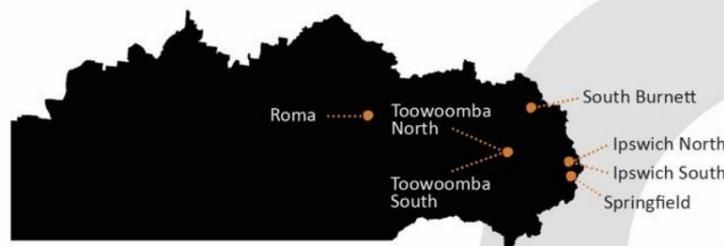


# WORKFORCE PLANNING SNAPSHOT

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 WEST REGION

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

### NEXT STEPS

Further engagement consultations

### Key priorities

1. Attracting, recruiting and retaining skilled workers in remote areas
2. Working with the skills ecosystem to increase awareness of the industry as a valuable career pathway
3. Engaging men in the workforce
4. Increasing workforce diversity and building culturally safe organisations
5. Developing a sector wide induction program

### Existing workforce assets and gaps

- It is difficult to recruit appropriately skilled and qualified people in remote areas
- There are challenges in accessing professional development in remote areas
- It is difficult to recruit men and culturally and linguistically diverse workers to meet community needs
- Creative support structures and technology could be used to break down professional isolation of workers in remote areas
- A consistent sector induction program may prepare new workers and assist in increasing productivity and retention
- A need to develop skills in sexual violence work and high risk domestic violence



An introductory forum was held on 24 July 2019, where a future workforce was envisioned for the region for the next 5 years.

### By 2024

**Our workforce** will be trauma informed, confident and have the capacity to respond to community needs. We will also see greater diversity in our workforce, which will apply consistent evidence-based practice across the region.

**Our organisations** will both care for, and have structures and systems to support, our staff. There will be greater opportunities for training and professional development, as well as the technology to keep staff connected.

**Our services** will be clear about women's safety and perpetrator accountability, and delivered through place-based initiatives. We will place a greater focus on early intervention and take a capacity-building approach to the community as a whole.

**Collaboration** will be supported by strong and connected peer networks and inter-agency communication. Integrated service delivery will be enhanced by reducing barriers between specialist and generalist services, embedded roles across providers, and by clear and structured referral pathways.

The delivery of **culturally safe services** will be informed by service users and will work to empower families.

DESIGNING, DRIVING AND LEADING CHANGE – ROMA & TOOWOOMBA

INTRODUCTORY FORUM - TOOWOOMBA