



*Strengthening practice: (creating healing*

## Scholarship Program (up to \$20,000 per individual)

### Guidelines

<b>Opening date:</b>	31 <sup>st</sup> May 2021
<b>Closing date and time:</b>	Wednesday 16 <sup>th</sup> June 2021
<b>Type of opportunity:</b>	<b>Any higher education that supports applicants' work across the Domestic and Family Violence, Sexual Assault and Women's Health and Wellbeing sector</b>
<b>Launch of Scholarships:</b>	31 <sup>st</sup> May 2021
<b>Enquiries:</b>	If you have any questions, please email <a href="mailto:workforce@healingfoundation.org.au">workforce@healingfoundation.org.au</a>
<b>Application Submission:</b>	Submit PDF to <a href="mailto:workforce@healingfoundation.org.au">workforce@healingfoundation.org.au</a>
<b>Intended date applicants will be notified of outcome:</b>	23 <sup>rd</sup> June 2021

## Scope

The purpose of the scholarships program is to build the capacity of individuals working within Queensland, in support of domestic family violence, sexual violence and women’s health and wellbeing. WorkUP is particularly encouraging people from rural and remote areas to take advantage of this program. This is a unique educational opportunity for workers in organisations funded by the Queensland Government’s Department of Justice and Attorney General to upgrade their qualifications or advance their professional practice beyond WorkUP Queensland’s professional development priorities.

## Background

As a key part of its response to the Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland report, the Department of Child Safety, Youth and Women has funded WorkUP Queensland. WorkUP is the Healing Foundation, working in partnership with Australia’s National Research Organisation for Women’s Safety (ANROWS), to deliver a Domestic and Family Violence Workforce Capacity and Capability Building Service over five years. The sector consists of approximately 180 service providers and 700 employees.

WorkUP Queensland commenced in May 2019. The Service brings together the Healing Foundation’s training and leadership expertise, strong connection to Aboriginal and Torres Strait Islander culture and knowledge about the ongoing impact of trauma and strengths-based approaches to support healing and the capability of ANROWS to mobilise evidence into practice through a gendered lens. The Healing Foundation is formally lead for contracting purposes.

Fundamentally, the Service will mobilise existing and new networks and resources to address workforce supply, capability and utilisation. This will be done by conveying local knowledge, national and international research evidence and engaging a training and skills supply chain to deliver Workforce Planning, Workforce Development and Workforce Support across the following activities:

- Developing effective place-based and state-wide workforce plans.
- Defining workforce capability requirements.
- Using innovative approaches and embedding action learning to drive organisational/cultural change, and improved practice and service system capacity.

Key features of the model include:

- strategic workforce planning through existing accredited training structures

- delivering planning and organisational development by building leadership to drive service outcomes
- Aboriginal and Torres Strait Islander cultural leadership
- place-based action learning
- using 'Practice Studios' to test methods for applying emerging evidence
- leveraging existing opportunities and connections with the sector
- formally engaging sector networks, peak sector groups and Aboriginal and Torres Strait Islander leaders through a Reference Group
- strong early engagement to build the consortium's profile and manage market perception
- cost-effective training solutions delivered through a supply chain.

outlined below. WorkUP Queensland believes that the workforce is a powerful driver for change, and it's strengthened capability in current and relevant domestic and family violence, sexual violence and women's health and wellbeing issues will increase the ripple effect of healing in the community.

## Scholarship Details

WorkUP Queensland will invest \$200,000 to support individuals working within WorkUP Queensland's target group who work in the following types of organisations funded by the Queensland Government's Department of Justice and Attorney General:

- State-wide Helplines
- Women's Refuges
- Counselling and Support Services
- Specialist Sexual Assault Services
- Aboriginal & Torres Strait Islander Family Violence Services
- Court Support Services
- Legal Support Services
- Perpetrator Intervention Initiatives

The scholarship program offers up to \$20,000 for an individual to pursue qualifications.

The scholarships will be awarded according to a staged application and assessment process.



Our objectives are to develop and grow a sustainable workforce in Queensland, with our priorities

## How will the funds be distributed?

Once the applicant has provided proof of admission to the course, WorkUP Queensland will pay tuition fees on receipt of a tax invoice directly to the educational institute on behalf of the applicant.

Recipients are required to contact their university to ascertain whether a sponsorship agreement is required before WorkUP is able to pay tuition fees on their behalf.

## Scholarship Eligibility

*Individuals eligible to apply for WorkUP Queensland's scholarship program must:*

1. Be an Australian citizen or Australian permanent resident who fits into the following categories:
  - be currently employed in an organisation funded by the Queensland Department of Justice and Attorney General in the domestic family violence, sexual violence and women's health and well-being sector;
  - be able to demonstrate the impact the qualification will add to the applicant's role;

- be able to articulate how they will demonstrate a commitment to sharing their knowledge with their colleagues;
  - be endorsed by the applicant's employer.
2. Provide a brief resume of their work experience in the sector.
  3. Be willing to respond to requests from WorkUP Queensland to share learning to the broader sector.
  4. The activity must commence in the 2021 – 22 financial year.
  5. Be open to being included in promotional material on behalf of WorkUP Queensland.

Preference given to those working in remote / regional areas (including workers whose organisation services those areas but is not based/located there.)

## Management of Scholarships

A project officer will liaise with the successful applicant throughout the duration of the education journey to support the applicant in the achievement of their qualification.

Recipients will be asked to provide academic records with their fee invoice every semester to demonstrate they are completing the course successfully. The scholarship will only cover the cost of subjects once; if a recipient fails a course they will be expected to repeat it at their own cost. Exceptions can be made at the discretion of the WorkUP Queensland Senior Manager.

It is envisaged the applicant will take part in any marketing opportunities in relation to the scholarship program on behalf of WorkUP Queensland and if appropriate present an element of learnings to the sector on completion of scholarship.

## Transparency

WorkUP Queensland will make sure that the scholarship opportunity process is fair, according to the published guidelines, incorporates appropriate safeguards against fraud, unlawful activities and other inappropriate conduct. If you have any concerns, questions or would like to lodge a complaint, please contact [workforce@healingfoundation.org.au](mailto:workforce@healingfoundation.org.au)

## Privacy Notice

The information provided on this application is being collected to assess your application for a WorkUP Queensland scholarship. The information will be processed by the Scholarships Officer and supplied

to the Steering Committee. If you are offered a scholarship, this information, together with any additional information provided to support your application will be retained for administrative purposes. The supply of this information by you is voluntary, however if you do not supply all the requested information we may not be able to assess your application.

You have the right to access and/or correct any of your personal information held by WorkUP Queensland, subject to the reasonable convenience of WorkUP Queensland.

Please refer to our website for details of our privacy-policy (<https://healingfoundation.org.au/privacy-policy/>).