



Strengthening practice: (creating healing

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

### Guidelines

<b>Opening date:</b>	2 November 2020
<b>Closing date and time:</b>	5pm AEST on 23 November 2020
<b>Type of opportunity:</b>	<b>Post graduate level qualifications:</b> <i>Graduate Certificate of Domestic and Family Violence or Graduate Diploma of Domestic and Family Violence</i>
<b>Launch of Scholarships:</b>	10:30am on 2 November 2020  Register interest on Eventbrite : <a href="https://www.eventbrite.com.au/myevent?eid=125582088407">https://www.eventbrite.com.au/myevent?eid=125582088407</a>
<b>Enquiries:</b>	If you have any questions, please email workforce@healingfoundation.org.au
<b>Application Submission:</b>	Submit PDF to workforce@healingfoundation.org.au
<b>Intended date applicants will be notified of outcome:</b>	11 December 2020

## Scope

The purpose of the scholarships program is to build the capacity of individuals working within Queensland, particularly rural and remote areas, in the domestic family violence, sexual violence and women’s health and wellbeing workforce. This is a unique educational opportunity for workers in the sector to upgrade their qualifications or advance their professional practise beyond WorkUP Queensland’s professional development priorities.

The following elements are considered in administering the scholarships program:

- supporting individuals that are committed to developing their skills to increase their capability within the domestic family violence, sexual violence and women’s health and wellbeing sector
- supporting individuals who are open to sharing their learnings with the broader sector
- administrating scholarships with integrity and in a transparent and efficient manner.

You must read this document before completing an application.

## 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 The Healing Foundation and in partnership with Australia’s National Research Organisation for Women’s Safety (ANROWS) to deliver a Domestic and Family Violence Workforce Capability Building Service over five years. The sector consists of 180 service providers and 700 employees. The functional delivery of this competency is managed and facilitated by WorkUP Queensland.

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 for communities and frontline workers, as well as 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.

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

- state-wide helplines
- women's refuges
- counselling and support services
- specialist sexual assault services
- Aboriginal and 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 undertake postgraduate level qualifications.

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

## 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.

If the applicant declines, cancels or terminates the scholarship after the course has commenced, the applicant undertakes to reimburse WorkUP Queensland for the total amount of incurred costs.

## 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 the Queensland domestic family violence, sexual violence and women's health and wellbeing sector
  - be able to demonstrate the impact the qualification will add to the applicant's role
  - be endorsed by the applicant's employer.
2. The applicant must provide a brief resume of their work experience in the sector.
  3. The applicant must be prepared to cooperate in responding to requests from WorkUP Queensland to share learning to the broader sector.
  4. The activity must commence in the first half of 2021.
  5. The successful applicant must be open to being included in promotional material on behalf of WorkUP Queensland.
  6. Preference given to those working in remote/ regional areas.

## Collaborate with WorkUP Queensland

We will assign a Scholarship Officer to the applicant who will maintain contact throughout the duration of the education journey to support the applicant in the achievement of their qualification.

It is envisaged the applicant is prepared to partake 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.

## Privacy notice

The information provided on this form is being collected to assess your application for a WorkUP Queensland undergraduate scholarship. The information will not be processed by the Scholarships Officer or 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/>.