

Workforce Capability Project

What does good look like across our workforce?

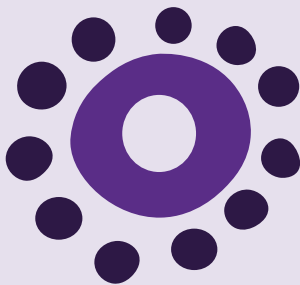
In response to the ongoing and critical workforce challenges, this project presents an opportunity to develop practical resources to help organisations attract, recruit and manage their staff.

Inclusive of the sexual violence, women's health and domestic and family violence workforces, we will work with the sector to clarify and articulate the core attributes, knowledge and behaviours needed at different levels of the workforce.

At a practical level this work aims to support organisations by:

- Guiding the development of position descriptions
- Guiding appraisals in a transparent way
- Helping determine pathways towards career development goals
- Informing organisation wide improvement plans
- Adding value in meeting existing requirements such as the domestic and family violence practice standards
- Providing a common language across the sector
- Contributing to greater recognition and validation of sector skills

"It's really hard, when you're doing the work, to work on the work...this is an opportunity for the work to be done and then for us to use, test and embed as we see fit."



With flexibility and adaptation in mind, the framework can be used by a range of audiences for a range of purposes:

- for small organisations with little dedicated human resources capacity
- for larger organisations through aligning to existing people frameworks and providing sector specific capabilities
- strengthening organisations unique culture, value and mission

"HR is one of our biggest challenges... this could help take the load off and increase consistency."

How to get involved

For the project to produce something genuinely useful for the sector **we need your involvement**. With multiple ways to get involved (face to face, virtual, written feedback and one to one discussions) stay tuned for our updates and communications or feel free to reach out to John or Alisa for a follow up chat!

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This project is a priority action under the WorkUP Queensland Statewide Workforce Plan.

For more information visit:
www.workupqld.org.au/workforce-capability-project



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