



WORKFORCE CAPABILITY FRAMEWORK Implementation Support



Expressions of Interest

Invited from the sexual violence, domestic and family violence and women's health and wellbeing sector

Would you like to collaborate with other services?

Could you benefit from support from a mentor and HR professional?

Are you willing to share learnings and resources for the benefit of the whole sector?

Practical, tailored support for implementation of the Workforce Capability Framework.

The Workforce Capability Framework assists services to build, support, manage and develop their workforce.



WorkUP
QUEENSLAND

WORKFORCE CAPABILITY FRAMEWORK

Implementation Support

The Workforce Capability Framework:

- Provides consistent language to describe workforce capabilities.
- Offers a foundational and strategic workforce planning tool, emphasising common capabilities across the workforce.
- Builds understanding and raises the profile of the capabilities needed to work well in the sector.

The Workforce Capability Framework is practical and can be used in a myriad of ways to support everything people, culture and human resources:

- Recruitment and staff selection
- Induction
- Supporting a range of conversations with staff
- Professional development planning
- Career and succession planning
- Reflective practice & supervision
- And many more!

Implementation support includes:

Online Workshops structured to support the needs of participating services. Dates arranged by WorkUP and two consistent staff from each service expected to join each session.

Individual service support structured to suit the needs of each participating service. Dates, times and approach negotiated between services and facilitator/s.

Implementation support will be delivered by a **mentor with extensive sector experience** and a **human resource professional**.

WorkUP Queensland **may provide services with additional support and resources if required** - to be negotiated as needs are identified.

Many services are already using The Workforce Capability Framework in lots of ways. Some of us are wondering where to start or what's it's all about. Wherever you are on the journey, this project can help and there are a range of tools to support you.

- Implementation Tips resource
- Organisational Reflective Questions
- A Reflective Practice Toolkit
- A Job Interview Question Bank
- A Self-assessment tool
- A job description template and example
- Implementation videos & posters

Participating in the Implementation Support project means services can begin using all of these resources and contribute to the development of others.

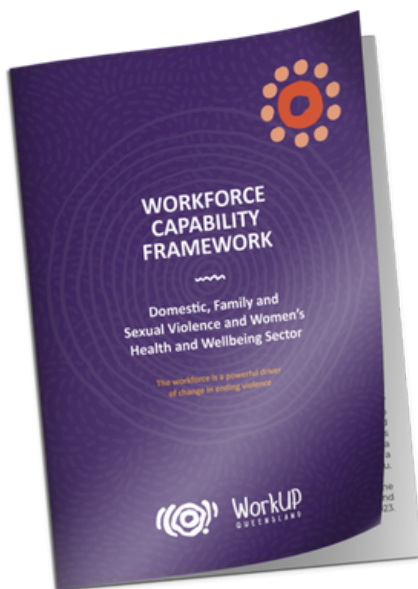
WorkUP will glean useful information and feedback to help us continuously improve the Workforce Capability Framework.

**The Workforce Capability Framework
assists with a range of human resource functions.**

WORKFORCE CAPABILITY FRAMEWORK Implementation Support

What's in it for services?

- Raise awareness and shared language of good practice.
- Improve human resources management processes and systems.
- Strengthen your service ability to attract and recruit the right people.
- Improve wellbeing and retention of your workforce.
- And, share learnings and resources to enhance the broader sector and benefit service users.



What we ask from participating services?

- Completion of an implementation plan (with WorkUP support).
- Active participation in all online sessions.
- Active engagement with the facilitators - asking for what you need, following up and committing to promised actions.
- Sharing of intellectual property (IP) developed through this project for the benefit of others.
- Champion the Workforce Capability Framework by sharing your learning through newsletters, conference participation or networks (with WorkUP support).

Please express interest by 28 February.

Register today

Cost: \$330 cost per service to express interest.

Eligibility: WorkUP Queensland target group services only. Specialist DFV, women's health and wellbeing and sexual violence sector funded by the Department of Justice and Attorney General.

Register: Via the QR code and pay the registration fee. WorkUP Queensland will be in touch with more information and an action plan for you to begin to prepare.

More information: Contact christine@healingfoundation.org.au.



The Workforce Capability Framework assists to align capabilities with business and strategy needs of organisations.