



# Workforce Plan Implementation 2024-25

This plan has been developed based on input from the domestic and family violence, sexual violence and women's health and wellbeing sector. The sector has contributed by participating in workforce planning consultations and conversations, completing individual and organisation workforce surveys and providing professional development feedback.

## Our priorities



### GROW THE WORKFORCE

We want to attract and recruit a diverse workforce.



### RETAIN THE WORKFORCE

We want to offer desirable long-term career opportunities.



### DEVELOP THE WORKFORCE

We want to continuously learn and develop our practice.



### SUPPORT THE WORKFORCE

We want to support a culture of self-reflection and strong leadership.



### CONNECT THE WORKFORCE

We want to work together across the sector.



### SUSTAIN SERVICES

We want our services to be innovative and sustainable.

## Throughout 2024-25 we will achieve these by...



### Promoting the work and industry readiness for entrants from a range of pathways.

- We will promote:
  - A diversity of entry and career pathways into the sector.
  - A variety of career opportunities highlighting in demand and emerging roles.
- We will support:
  - Improved sustainability of student placement programs.\*
  - Opportunities to enhance Vocational and Higher Education and Training.\*
- We will scope:
  - A graduate placement program.\*

We will support use of the Capability Framework to enhance workforce attraction and recruitment.



### Enhancing employee wellbeing, safety and retention.

- We will develop and deliver:
  - Beyond Awareness: Culturally Safe Practice in our Sector.
  - Support for the pathway from practice to leadership.
- We will scope:
  - A holistic health and wellbeing approach for the sector.\*
- We will support:
  - Employer and individual understanding and management of psychosocial hazards of the work.\*

We will support use of the Capability Framework to identify and map career pathways and growth.



### Providing a range of learning opportunities.

- We will develop and deliver:
  - Evidence to action initiatives:
    - > SPARK Webinars
    - > Knowledge Translation activities and resources.
- We will develop and deliver:
  - Introductory, intermediate, and advanced level professional development.
- We will support:
  - Higher and Vocational Education Scholarships.

We will support use of the Capability Framework to identify and respond to professional development needs.



### Delivering programs that enhance self-awareness and reflective practice.

- We will deliver:
  - 'Dare to Lead' professional development.
- We will deliver:
  - 'Walking Together, Learning Together' Aboriginal and Torres Strait Islander Mentoring Program.
- We will develop and deliver:
  - Professional development and resources to enhance engagement with professional supervision.

We will support use of the Capability Framework to enable self-awareness and reflective practice.



### Build understanding of collaborative and integrated approaches.

- We will fund and support:
  - Grants for local and state-wide collaborative projects.
- We will work with the sector and other stakeholders to develop and deliver:
  - A symposium to raise awareness about issues impacting young people across the continuum of violence.

We will support use of the Capability Framework to build common language and understanding.



### Working together to enhance business development.

- We will support implementation of practice standards and regulatory framework:
  - Organisational support.
  - Practice Conversations.
- We will promote and support:
  - Opportunities for engagement with emerging reforms.
- We will develop and deliver:
  - Governance training and resources.
- We will scope:
  - Business management opportunities for leaders.

We will support use of the Capability Framework for Human Resources Management.

## And the impact will be...



Enhanced workforce attraction and recruitment.



Improved wellbeing and retention.



Increased confidence and professional practice skills.



Enhanced leadership capacity.



Increased collaborative workforce led responses.



Increased service innovation and sustainability.

\* Grow the Workforce Project initiatives.