

# Health Workforce



Queensland Primary Health Care Network



CHECKUP

**Building Stronger Communities through  
Health Workforce Planning and Partnerships**

# Acknowledgement of country

*CheckUP staff and board respectfully acknowledge the Traditional Custodians of the land on which we work and live, and recognise their continuing connection to the land, water and community.*

*We pay respect to Elders past and present, and future leaders.*



# About CheckUP

CheckUP is a not-for-profit organisation dedicated to better health for people and communities who need it most. CheckUP works with partner organisations and health providers to create healthier communities and reduce health inequities through a range of initiatives. CheckUP has an established footprint in over 170 communities across Queensland.

## ***Commitment to diversity***

*CheckUP strongly supports equality for all. We embrace diversity and condemn any kind of discrimination, be it on the basis of race, religion, ethnicity, sexual orientation, gender identity or disability.*



# CheckUP's workforce programs

gateway to industry schools  
**health**

industry skills advisor  
**health**

industry workforce advisor  
**health**

**YIPEE**

*Youth/Industry Partnerships for  
Education and Employment*



First Nations industry workforce advisor  
**health and social assistance**

**HEEP**

Health Education to Employment  
Project

# Education, Employment and Health are linked

*People with better education opportunities and attainment are healthier. With every additional year of educational attainment and employment outcomes people have a greater chance of being and staying healthy.*



The right number of people



With the right skills, capabilities & attributes



Organised in the right way



Interacting to get the right impact



Creating healthier communities and reducing health inequities

- Education to employment pathways are a key consideration in workforce planning processes.
- Ongoing process of ensuring that there are enough people, with the right skills, in the right jobs (workforce supply chain/pipeline).



# Key Workforce Challenges



Rural and remote communities are facing challenges in recruiting healthcare professionals and providing education and training opportunities to current staff.



Inadequate supply of health professionals to fill roles in organisations.



There is a need for improved education to employment pipeline and partnerships between education and training institutions need to be strengthened.



Identifying and harnessing technology to meet future workforce needs.



Improving commitment to workplace diversity in all aspects.

# Factors worth considering

Maldistribution of the health workforce resulted in greater disparity in available health professionals between rural and remote locations.

As health workforce shortages increase, urban communities are now experiencing similar imbalances between available talent and vacant positions.

The attraction and retention of workforce and financial resources is influenced by whether an organisation is public or private.

Changes in terms of care settings, demographics and delivery methods require significantly different skills, capabilities and approaches to working.

70-80% of the current workforce will still be here in 5 years but may be required to work in different settings and ways.

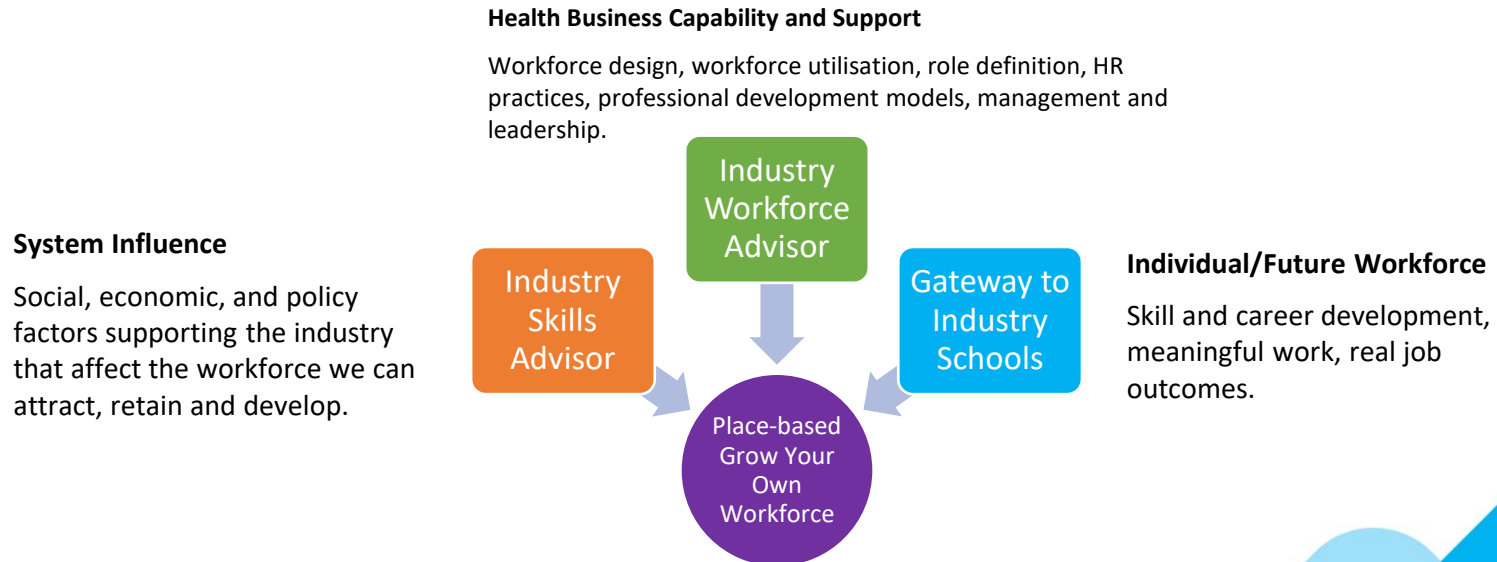
# Responding to workforce at various levels

REGION	INDUSTRY/SECTORS	ORGANISATION
Regional Planning and Policies	Industry/Sector trends	What will clients and communities need into the future?
Population projections	Industry/Sector profile	Demographics and social trends (workforce supply)
Social demographics	Training profiles	Profile organisations current workforce
Demographics of regional workforce	Economic, social demographic, environmental and technological factors	How will service delivery be shaped?
Demographics of regional population	Government policies	•Response to demand
Training supply and accessibility	Identification of existing/ forecasted workforce and future workforce needs	•Practice trends
Regional services available (in place and visiting)		•Frameworks
		•Funding
		•Technology
		•Legislation
		•Organisational vision



# Place-based approach to workforce planning

CheckUP, through our workforce programs, has the opportunity to work with industry stakeholders and partners to build workforce planning and development in regions.



# How to connect...

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# CHECKUP

## Contact Us

*Together we can create healthier communities!*

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# Health Workforce



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## Audience Questions

Be part of Queensland's biggest health career expo!

# **#GO HEALTH** Careers Expo

*Find your passion*

Thursday 13 June  
Royal International Convention Centre,  
Brisbane

Thank you to our sponsor







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