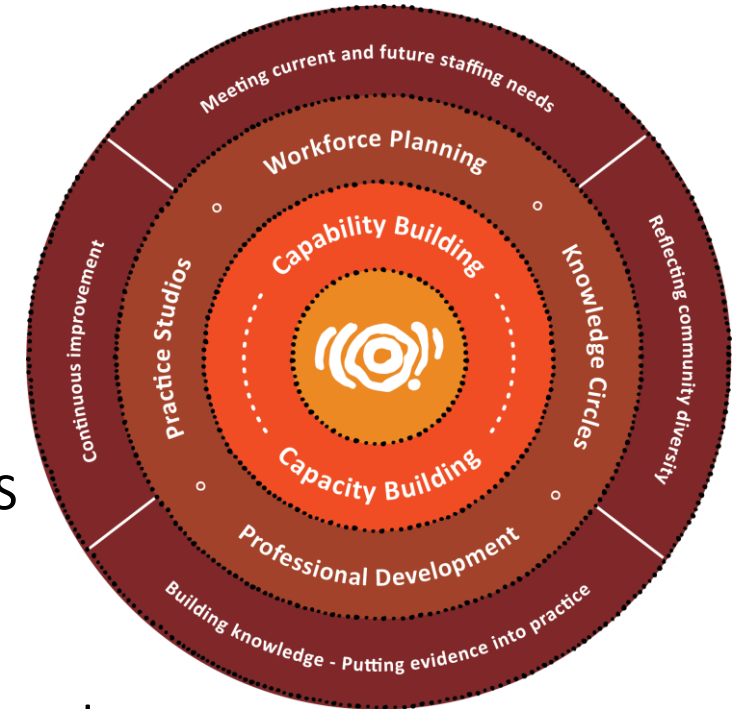




Workup
QUEENSLAND

WorkUP Queensland

- Workforce Capacity and Capability Building Service for Queensland:
 - Sexual violence;
 - Domestic and family violence; and
 - Women's health and wellbeing services
- Delivered in partnership between The Healing Foundation and ANROWS
- Responding to Not Now, Not Ever: Putting an End to Domestic and Family Violence in Queensland report
- Funded by Queensland Government through the Department of Justice and Attorney-General.



In 2022-23

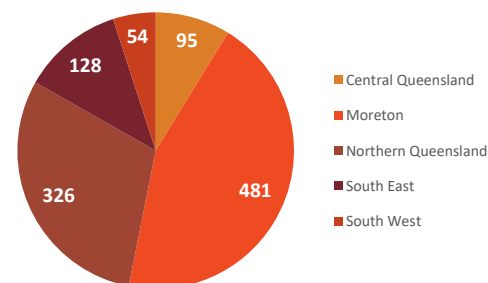
37

Professional development events

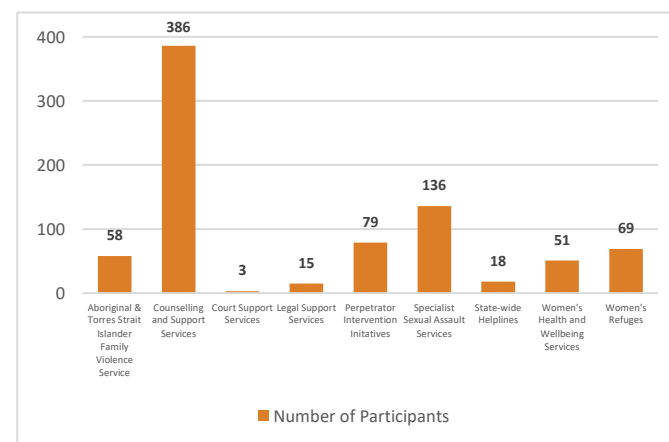
1130

Participant engagements

Sector Engagement by Region



Professional Development Attendance by Service Type



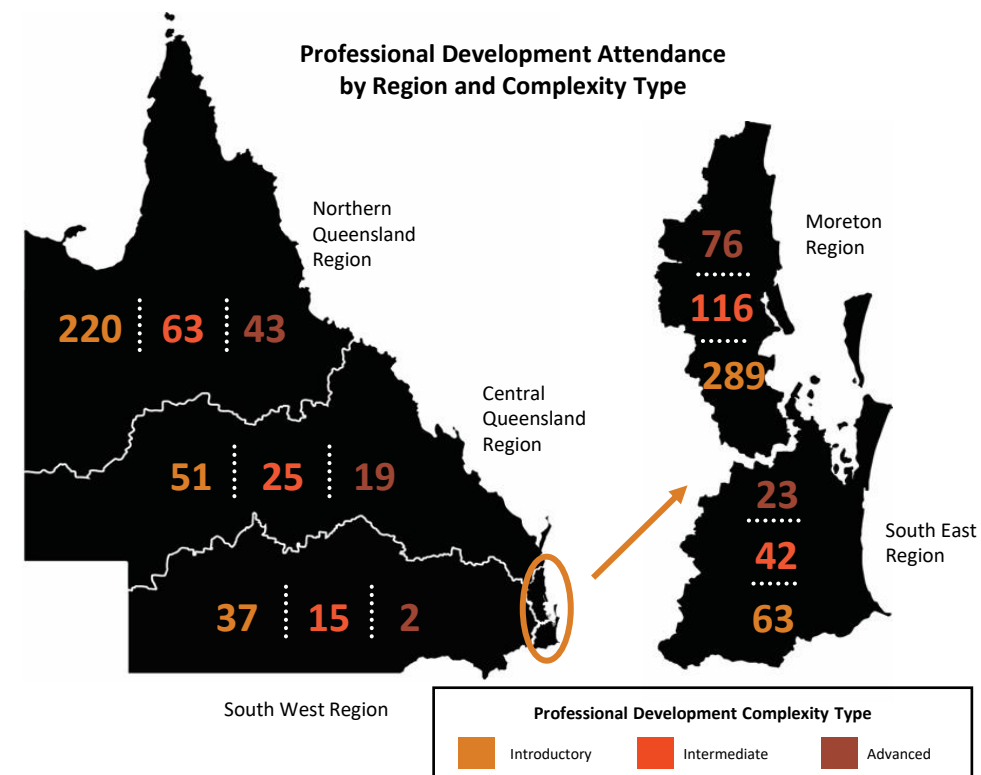
59.7%

Average knowledge rating before training

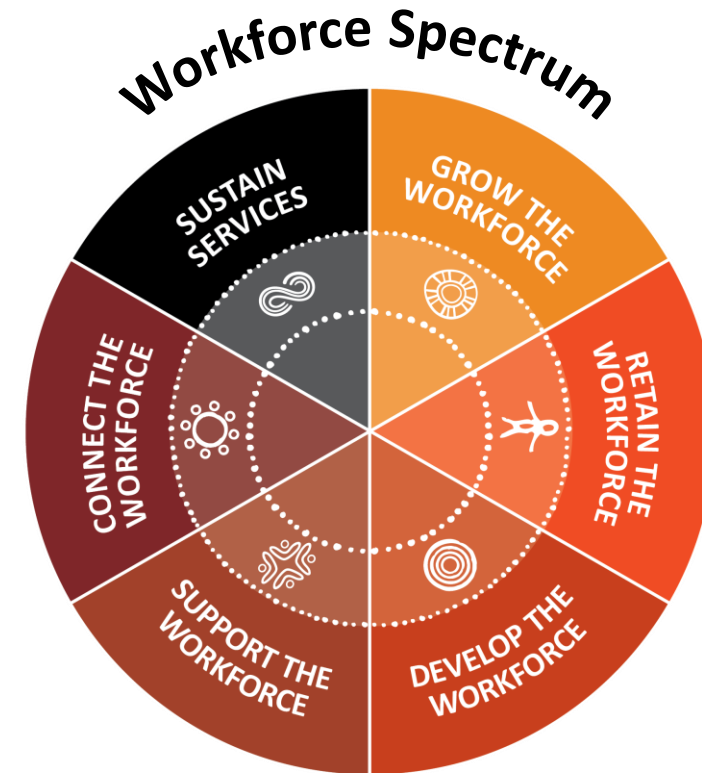
80%

Average knowledge rating after training

Professional Development Attendance by Region and Complexity Type



WorkUP believes the workforce is a powerful driver of change in ending violence...



WorkUP Queensland is responding to workforce challenges by:

- Developing foundational skills and knowledge
- Strengthening practice
- Supporting implementation of new research
- Growing the workforce
- Enhancing collaboration
- Strengthening responses for First Nations People
- Building leaders in the sector



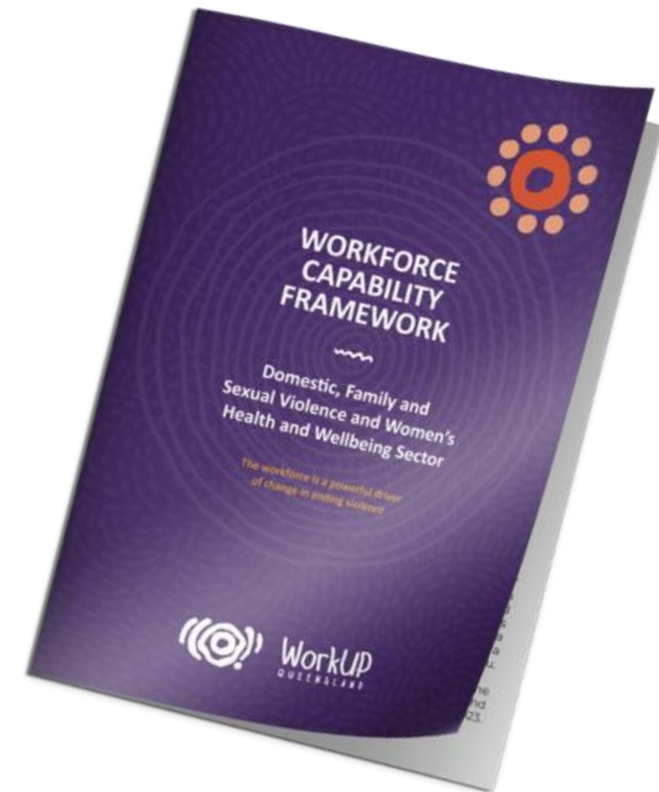




Workforce Capability Framework Project

What does good look like in our workforce?

A capability framework sets out how individuals and organisations need to adapt, grow and continuously improve to achieve the highest standards of practice.



Underpinning principles

1

Iterative

Engender a spirit that conversation is building the picture.

2

Flexible

Adjust and pivot calmly and quickly; be open to new ideas and eyes.

3

Curious

Adopt a lens of enquiry and interest around the nature of the work.

4

Inclusive

Infuse diversity, belonging and contribution of all into the approach.

Our Approach

PROCESS SUMMARY

This project was developed through intensive engagement with sector stakeholders to understand the nature of the work and ensure workforce capabilities are led through this understanding the using the language of the sector.

Here is a brief journey of the work thus far to provide an understanding of the evolution of the work:

JUNE-AUG 2021

Discovery research project
and final report with
recommendations



SEPT 2021 – JAN 2022

Stakeholder engagement and
consultation 'every conversation is
part of the story'



KEY PRINCIPLES

curious | iterative | flexible | inclusive



- ✓ Open information sessions and Q and A's
- ✓ Content Creation Sessions targeting front line and leaders
- ✓ Open written submissions / input capacity
- ✓ Targeted discussions with key groups and networks
- ✓ One to one discussion with anyone interested

SEPT 2021 – JUNE 2022

Communication strategies
to connect and keep people
connected to the work



- ✓ Web landing page
- ✓ Introductory Video
- ✓ Project and Info Fliers
- ✓ Newsletter articles
- ✓ Ongoing and iterative testing and validation with key sector networks
- ✓ Endorsement and approval through governance mechanisms

Establishment of
Wise Hive Group,
a project advisory group who were
critical friends to guide the process
and product development

Up to 120 individual sector stakeholder contacts including:

- > QDVSN
- > QSAN
- > WHSA
- > CWRG (Southeast)
- > SPEAQ
- > WorkUP Reference Group
- > Individual and service (team) interviews
- > Sector wide invitation to participate at practitioner/ leadership levels

+ Sector Bodies and other jurisdictions such as

- > Victorian Department of Child Safety
- > No to Violence
- > CQUniversity, QCDFVR
- > WA Department of Communities
- > Awakening Cultural Ways
- > Flinders University

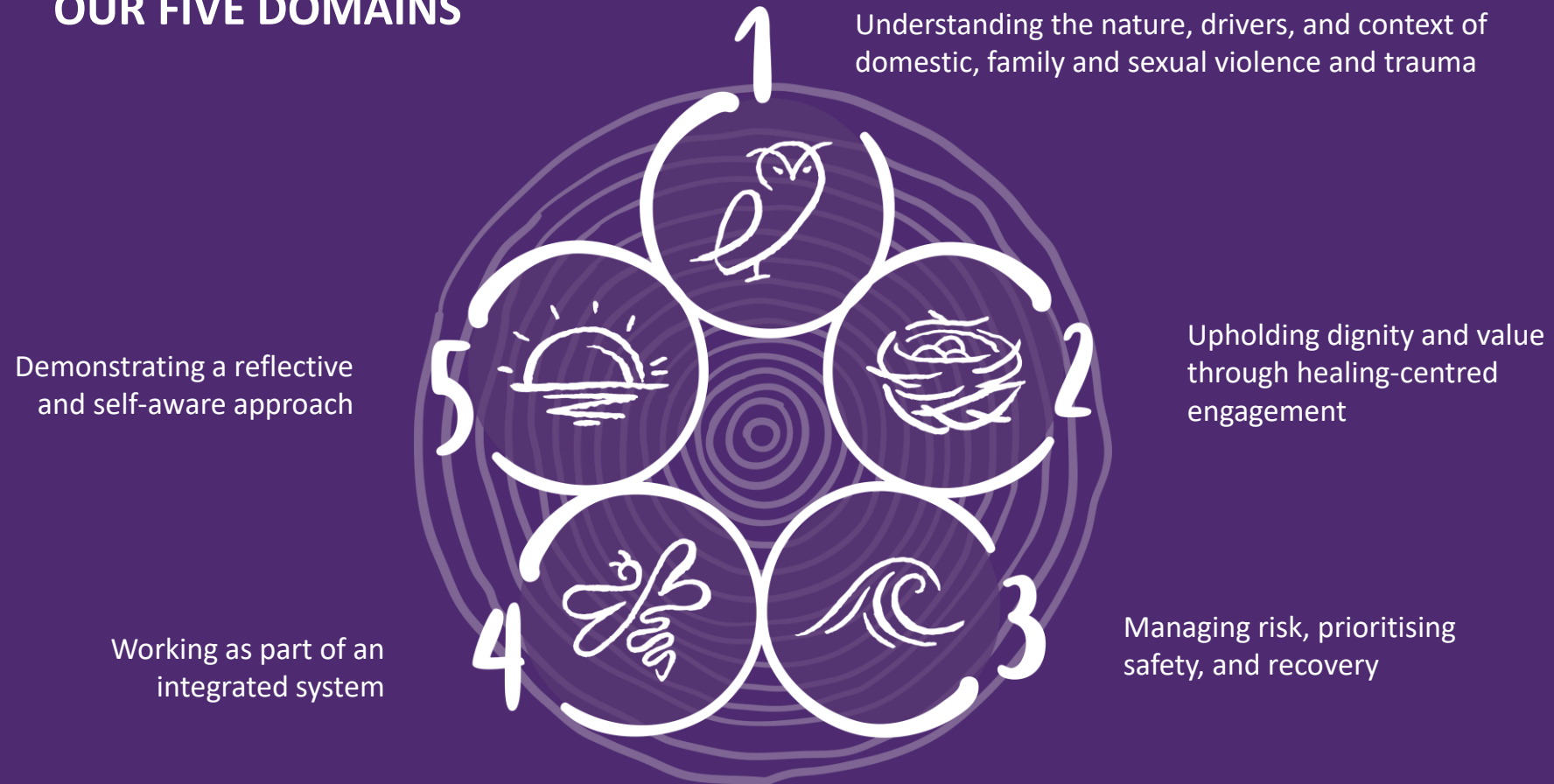
Types of questions we explored

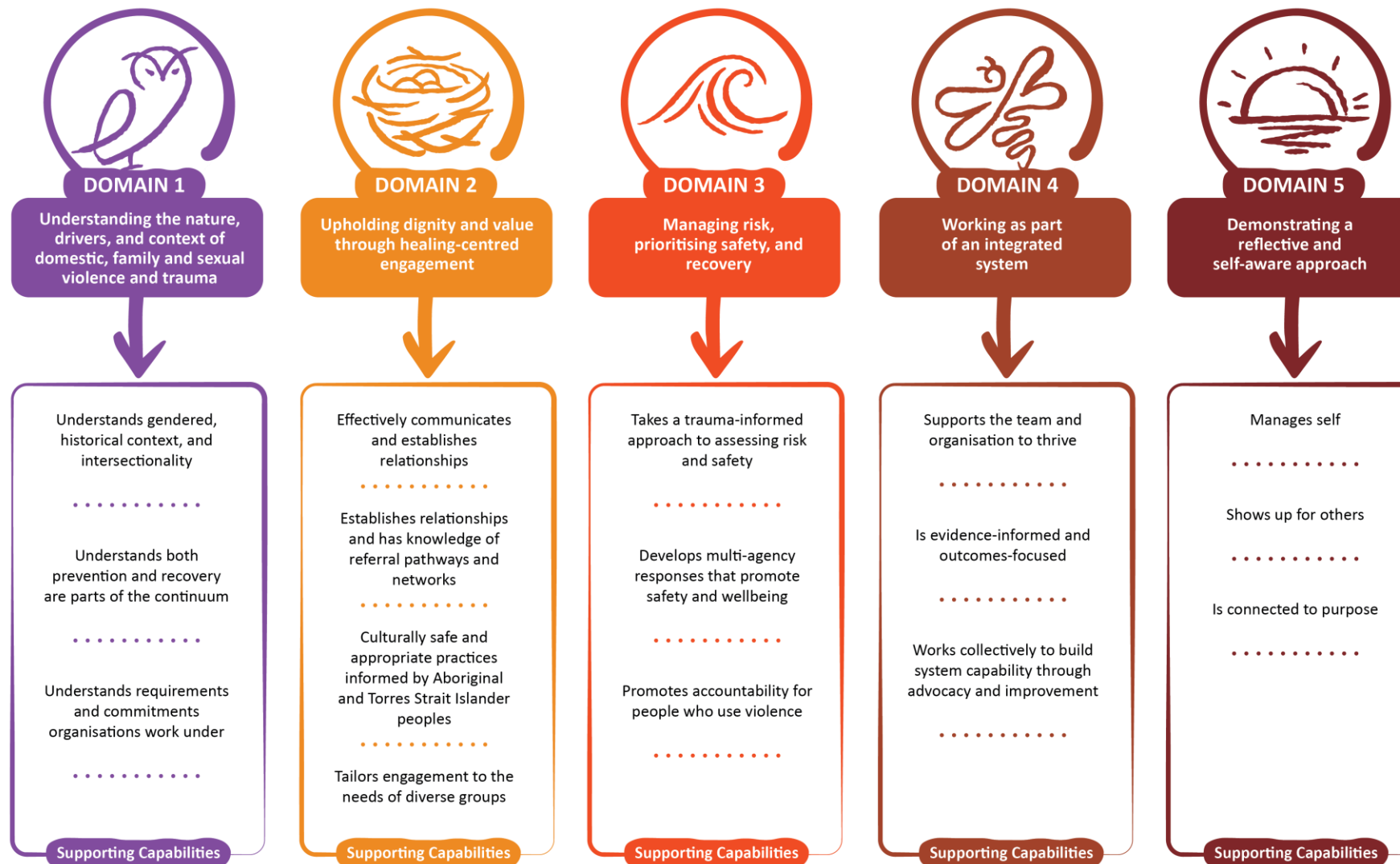
Think of your 'best' performing practitioner (either in your org or that you work with)...discuss and describe what it is that makes them so great?

Think about your role as a manager/leader...discuss and describe the most underestimated or challenging aspects of your role and the key abilities you need to perform well?



OUR FIVE DOMAINS

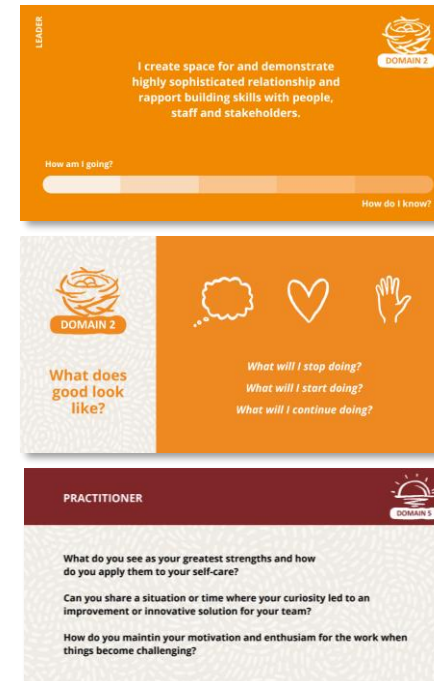




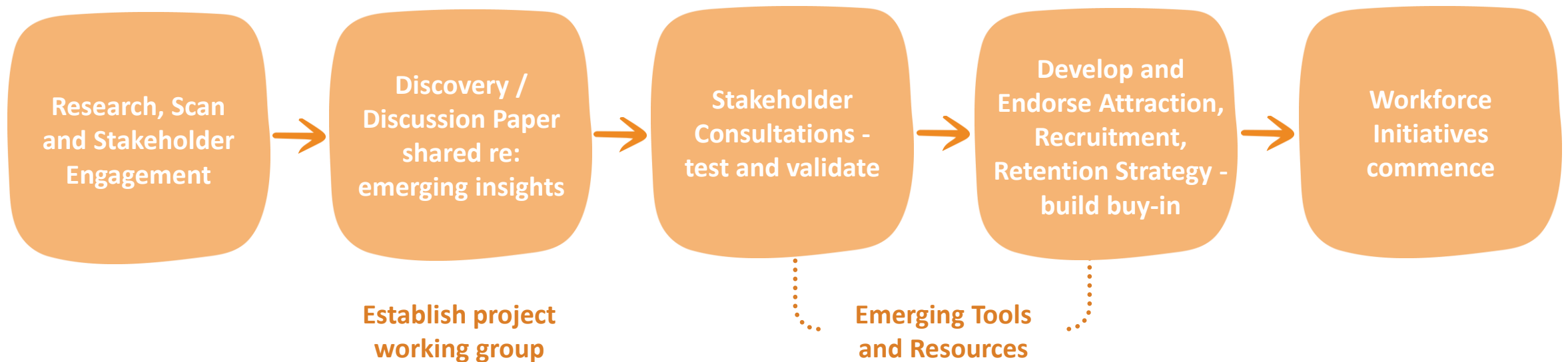
“ This work is not about a quick win, it’s about setting the journey for the long haul and being excited about what is yet to be created. ”

Practical resources that are easy to use

- People, Culture and HR Video Series & videos
- Service Support
- Reflective Practice Resources
- Job Interview Question Bank



Growing the Workforce Project – Approach





Strengthening responses for First Nations Peoples

To ensure culturally safe responses



- Aboriginal and Torres Strait Islander Mentoring program
- Beyond Awareness: Culturally Safe Practice in our Sector



Knowledge translation

To implement new practice across services

- Speakers Provoking Action, Reflection and Knowledge: SPARK Webinars
- Mapping evidence
- Practice Studio



Inform



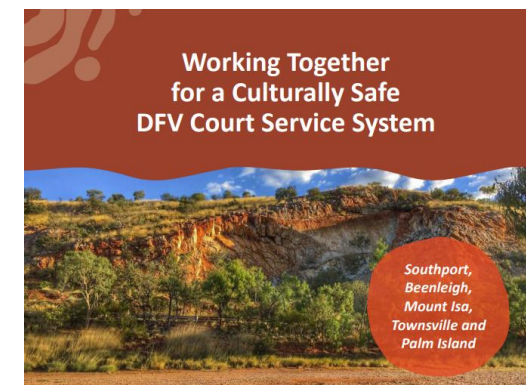
Identify



Implement

Our other work

- Domestic and Family Violence training and resources for the disability workforce
- Auditor training
- Working Together for a Culturally Safe DFV Court Service System
- Respect training for youth workers





WorkUP
QUEENSLAND

Strengthening practice: Creating healing

www.workupqld.org.au