



# CheckUP Workforce Programs

## Introduction

CheckUP's unique approach to the design of programs and services we deliver is informed by our in depth understanding of the demographic diversity of Queensland communities and their needs. We are committed to working collaboratively and strategically at both local, regional, and statewide levels to ensure targeted and responsive services and workforce solutions are provided for all members of the communities.

A strong, sustainable, and resilient workforce is at the core of Queensland's health system and the wellbeing and economic prosperity of our regions. In recognising the workforce and skilling issues that the health industry is facing, CheckUP has made a concerted effort to build our workforce planning and workforce development capability and reach within the industry. CheckUP's suite of health workforce programs, are being implemented across Queensland in collaboration with industry. These programs acknowledge that as the health industry is facing growing demand, an increasingly complex service environment, and workforce shortages, the industry needs to attract and develop a future workforce by providing industry-backed resources and adapting more contemporary and innovative workforce planning models.

## Workforce program summary

- Health Industry Skills Advisor (ISA)
- Industry Workforce Advisor (IWA) – Health and First Nations health care and social assistance
- Health Gateway to Industry Schools Program
- Choose Your Own (CYO) Health Career
- Grow Your Own (GYO) Workforce
- Micro-credentialling program – Going all OUT for Outreach

## About CheckUP

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.

## CheckUP Workforce Programs (continued)

### Health Industry Skills Advisor (ISA)

As the ISA for Health, CheckUP engages with employers, small business, and industry stakeholders to provide high-quality, evidence-based, industry advice and intelligence about current and emerging industry directions, regional skill needs, training solutions, and employment opportunities. To date, the Health ISA has conducted over 300 targeted industry engagement activities; this is in addition to business-as-usual meetings and ad hoc discussions.

### Industry Workforce Advisor – Health and First Nations health care and social assistance

CheckUP is the Industry Workforce Advisor (IWA) for Health and First Nations health care and social assistance. CheckUP's IWAs provide tailored workforce planning assistance to small and medium employers, enabling them to address workforce challenges, diversify their workforces, and support workforce and productivity growth. This may include identifying recruitment strategies to expand applicant pools and consider underrepresented cohorts such as migrants, skilled migrants, young people, first nations, and/or those with a disability. Maximising workforce participation enables employers to draw on a larger talent pool, ensuring all Queenslanders have access to employment opportunities, particularly people who have previously been underrepresented in the workplace.

### Health Gateway to Industry Schools Program

The Health Gateway to Industry Schools Program is an initiative being implemented in partnership with DESBT. The initiative aims to develop Queensland's school students' practical knowledge in, awareness of, and access to the wide array of opportunities in the health sector and enable them to contribute to the state's growing health workforce. To formalise their Health Gateway School status, over 70 schools have signed a Memorandum of Understanding with CheckUP.

### Choose Your Own (CYO) Health Career

Choose Your Own (CYO) Health Career is an online resource developed by CheckUP in partnership with Queensland Health and industry leaders to provide guidance for students that may be considering a career in health. The CYO website has been designed for high school students, VET coordinators, career advisors, guidance officers and parents. It illustrates a range of study and job opportunities which are available within the health sector that can be achieved through a VET pathway – from entry level roles to more senior positions.

### Grow Your Own (GYO) Workforce

As part of a collaborative partnership between CheckUP and Queensland Health's Workforce Strategy Branch, the Grow Your Own (GYO) Workforce resource hub is an exciting resource that has been developed in consultation with industry experts to support health providers to attract, recruit and develop their own local workforce. Designed to be a one-stop shop, the online resource hub provides employers with easy access to a range of practical information, tools, resources, and best practice case studies to support the implementation of sustainable place based workforce solutions.

### Micro-credentialling program – Going all OUT for Outreach

Going all OUT for Outreach is a micro-credentialling program that addresses a range of workforce development issues in the health sector. The program is working in partnership with industry to design, develop and deliver micro-credential courses for health professionals and organisations currently engaged in the delivery of outreach health services. The aim of the Going all OUT for Outreach Micro-credentialling Program is to ensure that health providers have the appropriate knowledge and skills to respond to the complexity of Outreach work and can confidently identify skill needs and provide upskilling to the local workforce and supervision to students.