

Vision and evidence – Shared vision and evidence base

1 Workforce environmental scan

Undertaking an environmental scan will produce evidence to inform investment in and implementation of sector workforce development initiatives. It will also identify what evidence needs to be collected in future to enable the annual collection of data to monitor emerging trends and issues.

Outcome sought—provide insights

- build a shared understanding of the sector's current workforce and operating landscape
- identify future data collection priorities for ongoing monitoring
- highlight potential gaps in the future-focused strategic vision (priority 2 and 3)
- create a more robust and contemporary career and capability framework (priority 4)
- identify which parts of the workforce need extra strategic interventions to realise the future work priorities over the coming decade (priority 5 and 6).

2 Confirming the future lens

This priority focuses on building a series of shared and plausible future narratives to inform other priority areas and sector workforce strategies.

Outcome sought—provide insights

- understand where capacity will need to be strengthened to meet future scenarios
- outline the scope of likely workforce change required by market segments (government, non-government and community-controlled service provider subsections of the sector) and assess readiness for significant workforce transformation
- understand the implication of scenarios on workforce demand and supply, including growing and fading occupations, location, mobility, agility and flexibility of work
- describe core shifts in capability, roles, qualifications, skill mix, re-skilling, training and education pathways necessary to meet future requirements
- identify policy and structural interdependencies across community services workforce reform agendas.

Capability building – Positioning the reform responses

3 Towards culturally safe practices and systems

This priority seeks to facilitate the authorising environment needed to grow the sector's maturity towards employing culturally safe practices and systems to redress Aboriginal and Torres Strait Islander peoples' disproportionate representation in child protection.

Outcome sought—provide a set of strategic actions

- identify the systemic and organisational changes required in sector stakeholders to eliminate Aboriginal and Torres Strait Islander children's over-representation in the child protection system
- explore the leadership actions needed within the sector to redress structural and systemic bias
- understand the (substantial) workforce individual capability shifts needed to support an integrated agenda towards well-being and reduce demand on tertiary systems (priority 4)
- create approaches to build greater capacity within the sector to attract and retain more Aboriginal and Torres Strait Islander staff within targeted roles.

4 Define emerging capabilities

This priority brings together multiple workforce future priority areas to enhance work completed under the Strengthening our sector strategy 2016–2019. Align workforce capabilities and career pathways within a framework integrated to the broader vision of the sector to 2030.

Outcome sought—develop a career and capability framework

- integrate culturally appropriate practices as determined by Aboriginal and Torres Strait Islander peoples into broader sector capabilities
- use emerging practice trends and improve the sector's capacity to meaningfully engage with community stakeholders
- inform specific development opportunities within priority cohorts
- describe shifts in sector capability and roles needed to increase workforce capacity and sustainability
- align qualifications, learning and development and career pathways.

Capacity and sustainability – Influencing and connecting stakeholders

5 Qualification affordability and access

This priority focuses on strengthening and broadening existing qualification and education—contributing to enhanced workforce supply to reflect the communities we serve.

Outcome sought—potential leverage points

- develop a sector employee value proposition that makes clear the sector's value to potential and current students/employees
- increase subsidies for identified and promoted qualifications
- provide more equitable access into and through qualifications including targeted, tailored and flexible learning options
- strengthen student support pathways such as internships, scholarships and traineeships
- establish career pathways and life-long learning from vocational through to tertiary education, including credentialing and expanded micro-credentialing
- additional employability skills training for students to support the transition into employment.

6 Quality and development

This priority focuses on enhancing qualifications to better prepare and develop the sector workforce, such as contemporary pedagogical methods, best practice standards/frameworks, and Aboriginal and Torres Strait Islander perspectives.

Outcome sought—potential leverage points

- recognise and prioritise Aboriginal and Torres Strait Islander perspectives in qualification curriculum and culturally safe teaching pedagogies
- have education and training on Aboriginal and Torres Strait Islander topics informed, lead, and taught by Aboriginal and Torres Strait Islander peoples
- have best practice foundational standards, principles and frameworks embedded in qualifications
- ensure qualification program delivery is flexible, accessible and meets student and industry expectations.