Implementation of the Workforce Plan

ACT Community Services Workforce Plan 2017-2020 (Workforce Plan) responds to the need for a skilled workforce to meet the growing demand for services and provide more flexible and responsive client centred care. It promotes strategies which can support shared training programs and cross skilling of workers including upskilling of volunteers. Strategies aimed at attracting and retaining appropriately qualified staff are also to be considered which could include joint marketing campaigns and other resource sharing initiatives.

Objectives

- Grow the workforce to meet current and future needs
- Strengthen capability and career development
- Improve retention of the current workforce
- Cultivate leadership and succession planning

Initial Activities & Timeline

The initial activities are all interrelated and while funded separately each will co-contribute to the overall objectives for workforce development.

Workforce Data Project (Aug 2018 – Feb 2019)
Collate and analyse relevant data to provide a baseline workforce profile and community needs assessment and inform further work on trends and projections to inform the Community Services industry and support workforce planning
Expenditure $170, 000 , Insight Consulting

Entry Pathways and Career Mapping Project (Oct 2018 – Mar 2019)
Develop ACT-specific community services industry reference documents that articulate promote and facilitate entry points to working in the Industry
Expenditure $73,400 , Insight Consulting

Recruitment and Retention Project (Aug 2018 – Apr 2019)
Develop a framework and tools to support consistent approaches for on-boarding, peer support, supervision, coaching and mentoring.
Expenditure $132, 000 , Volunteering and CONTACT ACT

Emerging Leaders Project (Aug 2018 – July 2019)
Support the identification and development of emerging leaders in the Industry
Expenditure $45, 600 , YellowEdge

Communications Project (to commence 2019)
Develop and implement a Communications Strategy to promote the benefits and opportunities of working in the Industry

Aug 2018 **Oct 2018** **Dec 2018** **Feb 2019** **Apr 2019** **Jun 2019** **Aug 2019**