



Workforce Advisory Programs

Overview



Why a focus on health workforce



Programs

Health Industry Skills Advisor
Health Industry Workforce Advisor
First Nations Industry Workforce Advisor
(Health and Social Assistance)



Workforce Planning Process



How to connect

Workforce skills, development and planning

- The health industry is faced with several challenges including:
 - Growing service demand
 - Increasingly complex health service environment
 - Skilled workforce shortages.
- There is a need to develop innovative and creative solutions to attract, develop and retain the skills, capability and talent needed to deliver services, with a strong focus on diversity and inclusion, reflecting community needs.
- Achieving this will require:
 - Creating multiple workforce supply pipelines (including entry pathways and upstream activities that lead to real job outcomes).
 - Identification of critical skills needed for the workforce, now and into the future (including new and emerging roles).
 - Partnerships are needed to strategically address workforce barriers and challenges.

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? <ul style="list-style-type: none"> • Response to demand • Practice trends • Frameworks • Funding • Technology • Legislation • Organisational vision
Demographics of regional population	Government policies	
Training supply and accessibility	Identification of existing/ forecasted workforce and future workforce needs	
Regional services available (in place and visiting)		

Responding to workforce issues at various levels

Planning for the health workforce

Individual:

Skill and career development, meaningful work, real job outcomes.

Organisational:

Workforce design, workforce utilisation, role definition, HR practices, professional development models, management and leadership.

System:

Social, economic, and policy factors supporting the industry that affect the workforce we can attract, retain and develop.

Health Industry Skills Advisor

Industry Skills Advisors play a day-to-day role in ensuring that the Vocational Education and Training system (VET) and supporting programs in Queensland meet the needs of the industries they represent.

Engage with employers, small business and industry stakeholders to provide high quality, evidence-based industry advice and intelligence about:

- current and emerging industry direction,
- regional skills needs and training solutions, and
- jobs growth and employment opportunities.

Focus is VET qualified health workforce and the HLT Training Package.

Contracted since 1 March 2020 by Department of Employment, Small Business and Training (DESBT).

How does the ISA support Industry?

The Industry Skills Advisor program provides the opportunity for CheckUP to:

- Synthesise and articulate the industry's advice concerning training products, pathways, training quality and delivery methods
- Provide advice on emergent demand issues and trends affecting industry
- Provide an analysis of economic, social, demographic, environmental and technological factors and Government policies impacting on current and future demand for skills, labour and workforce development.

The Benefits of Vocational Education and Training



Industry Workforce Advisors

- Industry Workforce Advisors have been established under the *Good people. Good jobs: Queensland Workforce Strategy 2022–2032* to help employers:
 - identify solutions to workforce challenges
 - connect with relevant Queensland programs and funding, industry-based initiatives and grant funding, and Australian Government wage subsidies and employer incentives.
- The Industry Workforce Advisor program aims to provide workforce planning assistance to employers in small and medium sized businesses, enabling them to address workforce challenges, diversify their workforces, and support workforce growth.

CheckUP has two Industry Workforce Advisors

- Health Industry Workforce Advisor
- First Nations Industry Workforce Advisor (Health and Social Assistance)

How do Industry Workforce Advisors support businesses?

- Industry Workforce Advisors work directly with individual employers to:
 - identify workforce challenges, develop a workforce plan and suggest options to address the challenges including accessing grants and incentives
 - refer small businesses to the Workforce Connect Fund for new and innovative human resource (HR) solutions
 - assist employers to develop strategies to recruit and attract people for their workforce, including from diverse groups, and other potential labour supply (e.g. skilled migration)
 - connect employers with programs including grants and initiatives, this includes Business Queensland, Queensland and Australian Government programs and incentives.



Get Started

Understand what workforce planning is and why it is important to your business.

Consider who should be involved and at what stage.

Look at the information you already have.



Gather Information

Define your business goals and operating environment for the period of the workforce plan.

Know your current workforce – who they are, what skills they have, where they are located and what their plans are.

Consider your future workforce requirements.



Identify issues and find solutions

Identify strategies and actions to fill any workforce gaps to address workforce risks.



Develop, implement and Monitor

Develop, implement and monitor your workforce plan to make sure it is achieving its aims.

Review your workforce plan each time there is a change in your business or workforce.

Workforce planning – four key stages

CheckUP's Workforce Advisors

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