

The Specialist Homelessness Sector Transition Plan (2018-2022)

Develop workforce pathways

The Specialist Homelessness Sector Transition Plan (2018-2022) outlines 15 goals.

Action tables have been developed to provide more specific detail on what each goal means, why it is important, future vision, relevant literature, good practice examples and helpful resources.

The action tables are designed to be a useful reference and a good starting point for organisations or individuals wanting to action any of the 15 goals in the SHS Transition Plan.

All 15 action tables can be found at: chp.org.au/shs-transitionplan18/.

12. Develop workforce pathways

What we mean	<p>Developing workforce pathways includes recruitment strategies such as alliances with education providers, extended training for the existing workforce and other methods to support worker development.</p> <p>Providing workforce pathways includes consideration of both traditional and non-traditional education pathways into the SHS, it is also important to consider mainstream and specialist workforce cohorts, for example from Aboriginal and Torres Strait Islander backgrounds, and those with a lived experience of homelessness.</p> <p>In developing workforce pathways it is important to consider the development steps available for the existing SHS workforce to help those seeking further career advancement or opportunities to develop new skills.</p> <p>Workforce pathways must be considered in relation to broader workforce development goals. See:</p> <ul style="list-style-type: none">• Goal 11 - Build a workforce development strategy and,• Goal 13 - Develop an SHS workforce capability framework
Why is this important	<ul style="list-style-type: none">• A skilled and capable SHS workforce is central to good SHS service provision• Employing people from a wide range of different cultural and experience backgrounds increases diversity in the SHS workforce• Providing clear pathways for specific workforce cohorts will help them gain employment in the SHS• Providing further training and development opportunities for existing SHS staff will help them build on their skills and support workforce retention.

Future Vision	<ul style="list-style-type: none"> • A well regarded and promoted SHS that encourages capable and skilled people to join and remain in the workforce • A SHS with strong connections to education institutions which facilitates provision of key homelessness content into education programs and creates vocational pathways into the sector • An increasing percentage of the SHS workforce are: aboriginal people, people with a lived experience of homelessness, people with disability and people from culturally and linguistically diverse backgrounds.
Literature	<p>For literature relevant to developing workforce pathways please see goal:</p> <ul style="list-style-type: none"> • Goal 11 - Build a workforce development strategy
Good practice examples	<p>Family Violence Industry Plan: Building From Strength: 1—Year Industry Plan for Family Violence</p>
Helpful Resources	<ul style="list-style-type: none"> • St Vincent’s Hospital – Aboriginal and Torres Strait Islander Employment Plan (2016-2018) • Lived Experience Project (2013). (Department of Education, Employment and Workplace Relations) • Workforce Development - CALD communities (2016-2019). Culturally and Linguistically Diverse (Multicultural) Employee Plan