

The Specialist Homelessness Sector Transition Plan (2018-2022)

Develop a SHS workforce capability framework

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/.

13. Develop a SHS workforce capability framework

What we mean	Developing a framework which articulates the workforce capabilities required for all roles in the SHS, including both generalist capabilities, and specific capabilities. Articulation of specific skills for each capability across a continuum from entry level to advanced.
Why is this important	<ul style="list-style-type: none">• A clear understanding of the capabilities required by the SHS workforce, and why these are important will help structure programs and services effectively• A clear understanding of the capabilities required by the SHS workforce will help identify gaps in current the workforces capabilities• To inform the development of a training and professional development strategy for the SHS.
Future Vision	<ul style="list-style-type: none">• Clearly articulated workforce roles, functions and capacities which are demonstrated to assist SHS consumers• Alignment of SHS capacity building activities to the SHS workforce capability framework.
Literature	For literature relevant to developing workforce capabilities please see goal: <ul style="list-style-type: none">• 10. Build a SHS Workforce development strategy <p>The Council to Homeless Persons has outlined the importance of considering both current and future skill needs for the sector. CHP suggests that <i>“transitioning to a new service system will require new ways of working</i></p>

	<i>and new skills for many people in the SHS workforce, underpinned by a robust understanding of the knowledge and skills that are essential”¹.</i>
Good practice examples	The Community Sector Workforce Capability Framework developed by Hanover Welfare Service for DHS (2011). The framework described the broad capabilities required by people in community sector organisations. It is currently being adapted by Homelessness NSW for use as the foundation of a trial workforce capability framework for the NSW SHS.
Helpful Resources	<ul style="list-style-type: none"> • DHHS Workforce Capability Tools • VincentCare Service Framework - VincentCare Trauma and Homelessness Service Framework. • Homelessness Sector Competency Framework - Ireland • NSW Public Sector Capability Framework

¹ Council to Homeless Persons (2014). Position paper on the Victorian Homelessness Action Plan Reform Project: A Framework for Ending Homelessness.
[CHP Position Paper - Victorian Action Plan Reform Project](#)