



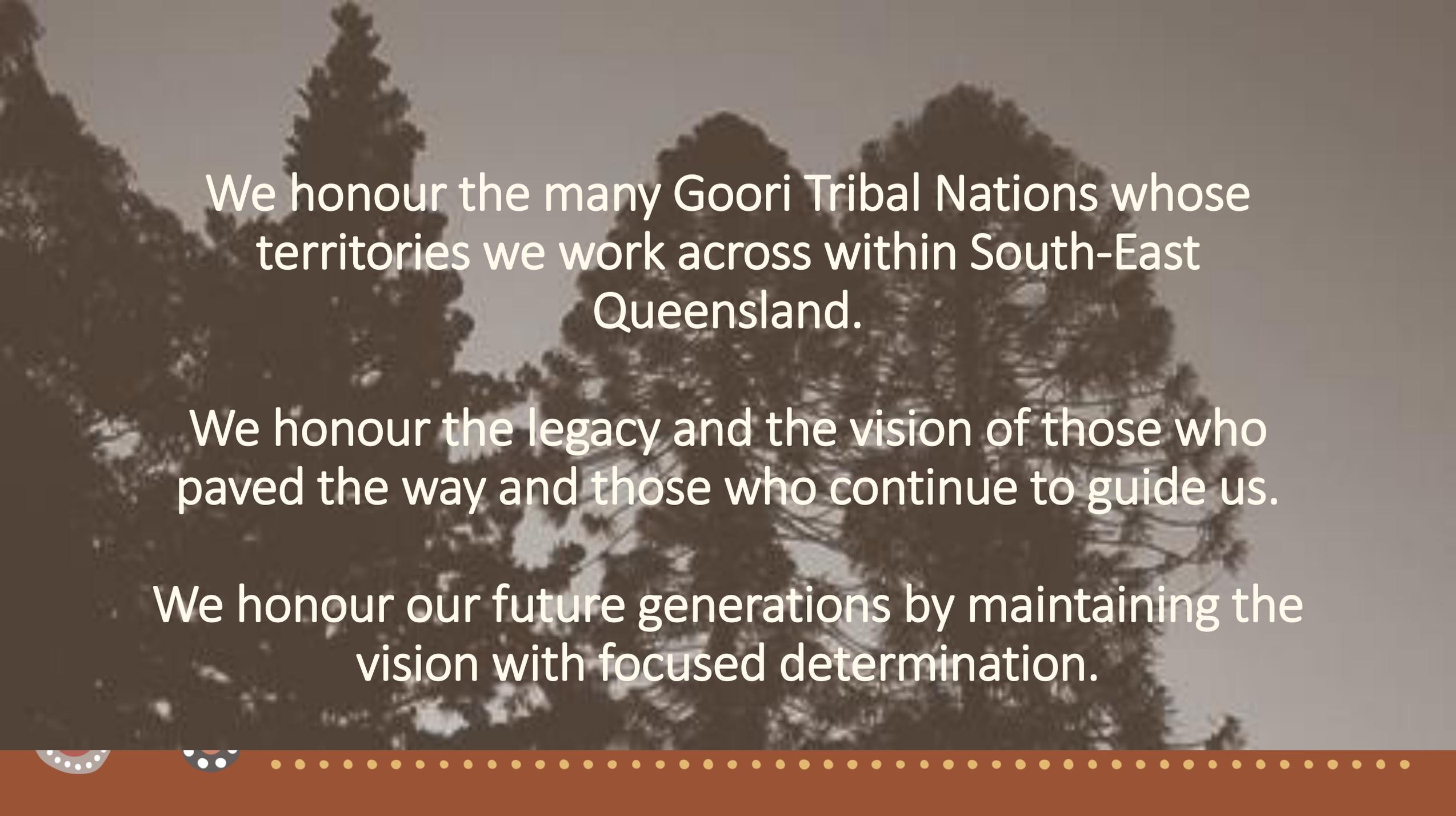
IN ACTION CONFERENCE

FNHE Workforce
strategy: Where are we
up to?

Overview of the progress
against the FNHE
Workforce Strategy

Dr Alison Nelson

Executive Director – Organisational
Development, UIH



We honour the many Goori Tribal Nations whose territories we work across within South-East Queensland.

We honour the legacy and the vision of those who paved the way and those who continue to guide us.

We honour our future generations by maintaining the vision with focused determination.

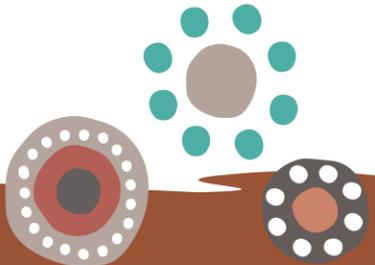
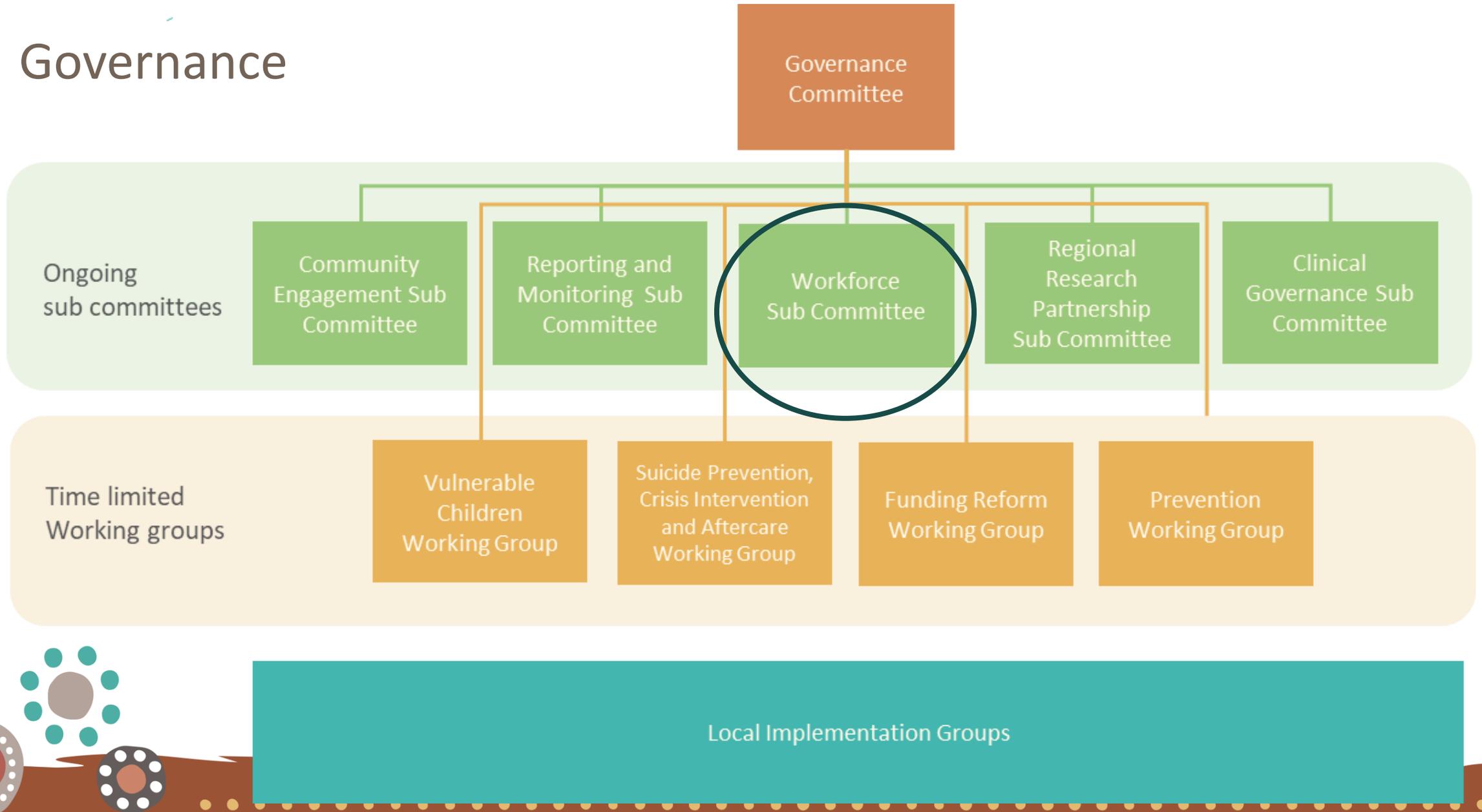
Key Priority Areas

SEQ First Nations Health Equity Strategy Key Priority Areas

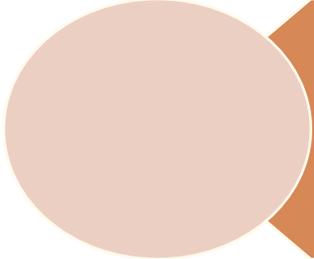
- KPA1 Cultural Safety: Actively eliminating racial discrimination and institutional racism within services.
- KPA2 Access: Increasing access to healthcare services.
- KPA3 Determinants: Influencing the social, cultural, and economic determinants of health.
- KPA4 Delivering Quality Healthcare: Delivering sustainable, culturally safe, and responsive healthcare services.
- KPA5 Service Delivery Partnerships: Working with First Nations people, communities, and organisations to design, deliver, monitor, and review health services.
- KPA6 A Strong and Capable Workforce: Strengthening the First Nations health workforce.



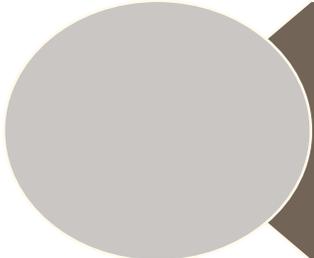
Governance



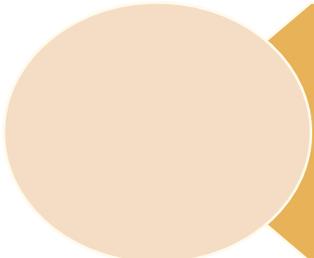
Why a SEQ FNHE Workforce Strategy?



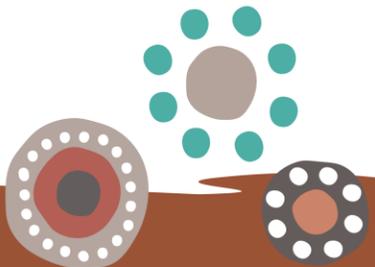
Employment gap



Workforce shortages



Competitive environment



Developing the strategy



The SEQ FNHE Workforce Strategy 2023-2031

1

Jointly develop a SEQ regional health workforce strategy that incorporates culturally appropriate governance

2

Develop a culturally appropriate regional workforce training and employment pipeline for First Nations people, to 'grow our own' workforce of First Nations people with health and social service qualifications and skills, to strengthen health system responsiveness and improve employment outcomes for First Nations people

3

Develop strategies to recruit, retain, and provide career progression for, First Nations people at all HHS workforce levels

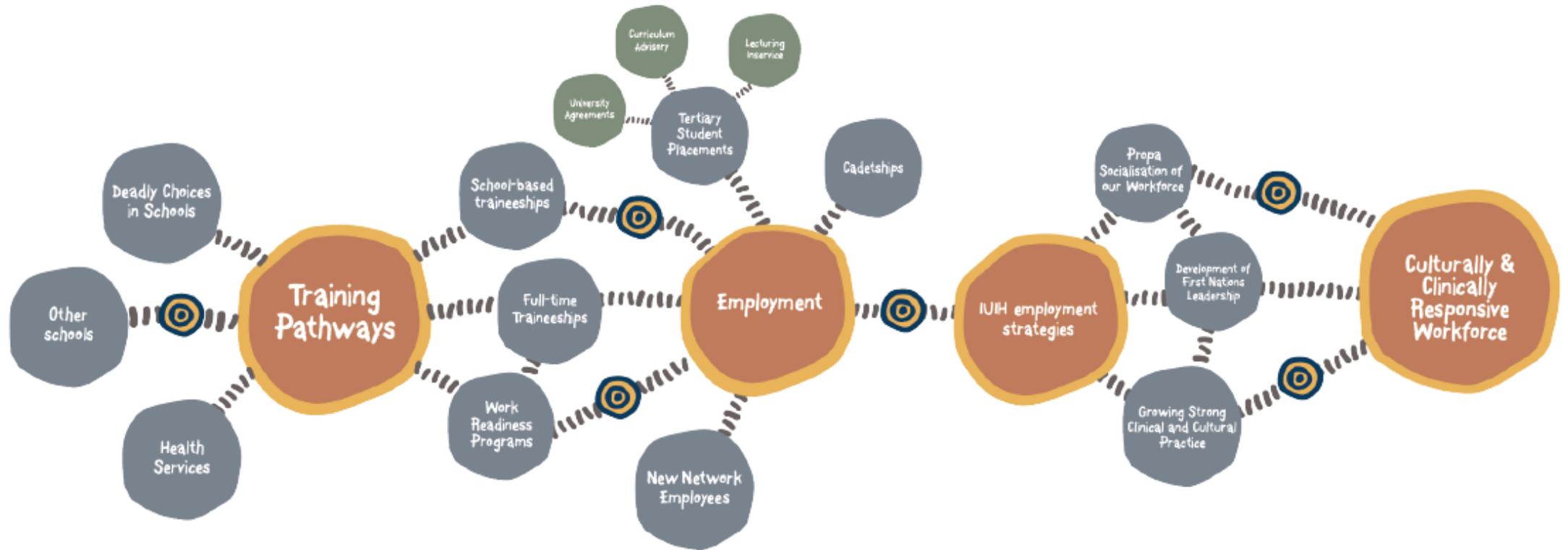
4

Develop a culturally and clinically responsive First Nations Health workforce



A First Nations Workforce Pipeline

An ongoing collective commitment to the Pipeline by all SEQ FNHE partners and collaborators will enable increased access to culturally responsive healthcare services and strengthen recruitment, retention and on-the-job support planning, allowing the FNHE shared vision of strengthening a culturally responsive workforce system-wide



1 Jointly develop a SEQ regional health workforce strategy that incorporates culturally appropriate governance

1.1 Co-design a workforce strategy with SEQ FNHE partners ✓

★ 1.2 Establish data sets which capture Aboriginal and Torres Strait Islander workforce / workforce culture, including

- Number and proportion of the workforce that identifies as Aboriginal and/or Torres Strait Islander people
- Proportion of Aboriginal and/or Torres Strait Islander people at: entry level, professional level, middle management, senior management and executive levels of each organisation.

★ 1.3 Develop a submission to the Commonwealth and State governments regarding wage parity across ACCHOs and Queensland Health

★ Priorities for 2023/2024



2

Develop a culturally appropriate regional workforce training and employment pipeline for First Nations people, to 'grow our own' workforce of First Nations people with health and social service qualifications and skills, to strengthen health system responsiveness and improve employment outcomes for First Nations people



2.1 Establish a regional approach to traineeship pathways



2.2 Explore and progress the feasibility of a coordinated approach to Program awareness strategies (school and community engagement) and an accessible and coordinated joint intake process between POWA (IUIH), Deadly Start (MNHHS), and other Partners.



2.3 Establish transition pathways into employment and further study for school-based trainees

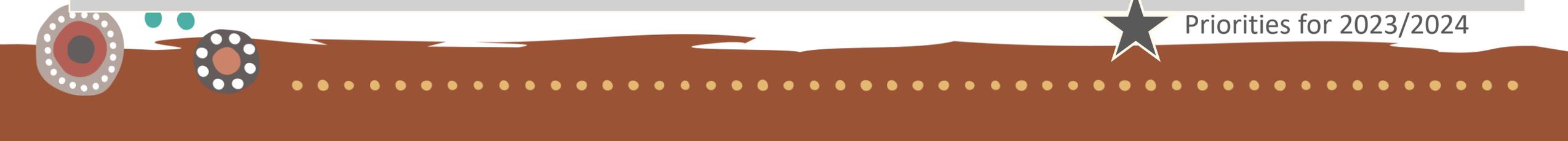


2.4 Establish a community-controlled Registered Training Organisation (RTO)

2.5 Increase Aboriginal and Torres Strait Islander people gaining VET sector health qualifications



Priorities for 2023/2024





3

Develop strategies to recruit, retain, and provide career progression for, First Nations people at all HHS workforce levels



3.1 Start creating opportunities for secondment of emerging Aboriginal and Torres Strait Islander leaders into leadership positions



3.2 FNHE partners develop a cross-sector approach to leadership program development- leadership and professional development.

3.3 Scope what programs can be shared. Establish infrastructure for enabling access to leadership programs and opportunities/exchanges.



3.4 Investigate learning platforms

3 Develop strategies to recruit, retain, and provide career progression for, First Nations people at all HHS workforce levels

 3.5 Address barriers to shared workforce, including:

-  • Implement cross-employment partnerships across the system e.g. rotational internships or traineeships, **secondment arrangements**.
- Develop program logic and evaluation framework to measure the success of coordinated models and pilots.
-  • Capture learning / evaluate existing collaborative service delivery models / **methods that rely on staffing partnerships or shared workforce arrangements** (Identify key stakeholders, project methodology / large scale, duplicate / grow and improve).

3.6 Identify partnerships and promote – tool kits for partnerships

 3.7 Provide cadetship support and coordination

 3.8 Expand existing talent pool portal to enable access to all FNHE partners

3.9 Use and expand existing career promotion campaigns and health role models (Indigenous GPs, RNs, AHWs, etc)

4

Develop a culturally and clinically responsive First Nations Health workforce

4.1 Explore ICT mechanisms to facilitate cross-sector communication about professional development opportunities. E.g. IUIH Network could access clinical specialist clinical training. HSHs could access IUIH Network training on vicarious trauma/ Circle of Security or trauma informed practice

 4.2 Create infrastructure for Graduate exchanges/rotational opportunities:

- Junior Residency Community Placements
- Nursing graduate rotations

 4.3 Map and share position descriptions, opportunities and knowledge/skills

4.4 IUIH to lead the development of a regional anti-racism campaign

4.5 HSHs to implement a regional anti-racism campaign

 Priorities for 2023/2024

What is next?

- August 2024 Workshop priorities:
 - Creating Rotational Opportunities (Shared Aboriginal and Torres Strait Islander Workforce incl cadetships, graduate programs etc)
 - Aboriginal and Torres Strait Islander leadership growth
 - Workforce Development (all staff) clinical and cultural upskilling
 - Joined up traineeship pathways.



Questions?

