



2025 South East Queensland First Nations Health Equity Conference

Operationalising the workforce pipeline for entry-level roles

Workshop summary

The Operationalising the Workforce Pipeline for Entry-level Roles workshop was held on 24 October 2025: day 2 of the SEQ First Nations Health Equity In Action Conference, 2025.

The workshop was facilitated by David Collins, CEO, Yulu-Burri-Ba, and Kristy Hayes, Executive Director, Aboriginal & Torres Strait Islander Health Services, Gold Coast Hospital and Health Service.



Workshop purpose

This workshop explored opportunities to operationalise a coordinated Training and Employment Pipeline, learn from current stories of success and develop an action plan for growing entry-level roles over the next 12 months.

Workshop attendees

Approximately 60 people attended the workshop with representatives from SEQ First Nations Health Equity partners, Queensland Health Workforce Division, and Department of Trade, Employment and Training.

What we heard

We heard about why we should do this work in a joined-up way. It makes sense because:

- our workforce moves across the whole system
- some parts of the system are better equipped for different parts of the journey
- it reduces system confusion for our potential staff
- it increases opportunities for First Nations employment
- it makes the most of our resources.

We unpacked the **SEQ First Nations Coordinated Training and Employment Pipeline** and how it relates to entry-level roles and yarned about where and how to create opportunities for **adult traineeships**. IUIH's Pathways Our Way Academy (POWA) Manager talked about different models to progress this work (Direct Employment Model or IUIH employs and hosts out to HHS) and that pilot opportunities are available. Participants reflected on opportunities for traineeships in their organisation and on the experiences of CHQ and Metro North HHS's Aboriginal and Torres Strait Islander Talent Portals. We heard and talked about creative, joined-up recruitment strategies and what the first 4-6 weeks of onboarding could look like and why wrap-around support and cultural mentoring are integral to the model.

What we'll do next

A report and action plan will go to the next SEQ FNHE Workforce sub-committee, and working groups will form to progress approved pilot projects. This includes continuing and expanding mechanisms for shared talent pools and recruitment across partners.

Thank you

We thank the following people for presenting, facilitating and participating in panel discussions at this workshop:

- Kym Strachan, Manager Care Coordination, Brisbane North Primary Health Network (PHN)
- Tracy Hill, Pathways Our Way Academy (POWA) Manager, IUIH
- Alison Nelson, Executive Director, Organisational Development, IUIH
- Maddison Backen, Team Leader, Recruitment Metro North Hospital and Health Service (HHS)
- John Hammond, A/Executive Director, People and Governance, Children's Health Queensland
- Sheringa Minniecon, Principal Project Officer, First Nations Training Pathway Programs, Statewide Cadetships & Deadly Start Expansion Metro North HHS
- Tamsyn Borton, Manager, Disability Services, IUIH

On behalf of the SEQ First Nations Health Equity Governance Committee, we thank all participants in this workshop. Your contribution has invaluable as we **move forward together, with energy, optimism, and intent** to achieve health equity for Aboriginal and Torres Strait Islander people in South East Queensland.

