



**Community  
Mental Health  
and Wellbeing  
Workforce Project**

# Background

*Challenges relating to the employment of a suitably qualified and skilled workforce that is sufficient in size to meet demand remains one of the most important issues facing the CMO sector in 2022*



# Community Mental Health Workforce Strategy and Action Plan

- Research
- Core Capability Mapping
- Educational and Career Mapping
- Statewide Sector Consultation
- Project Advisory Committee-  
engaging relevant stakeholders



# Key Project Dates

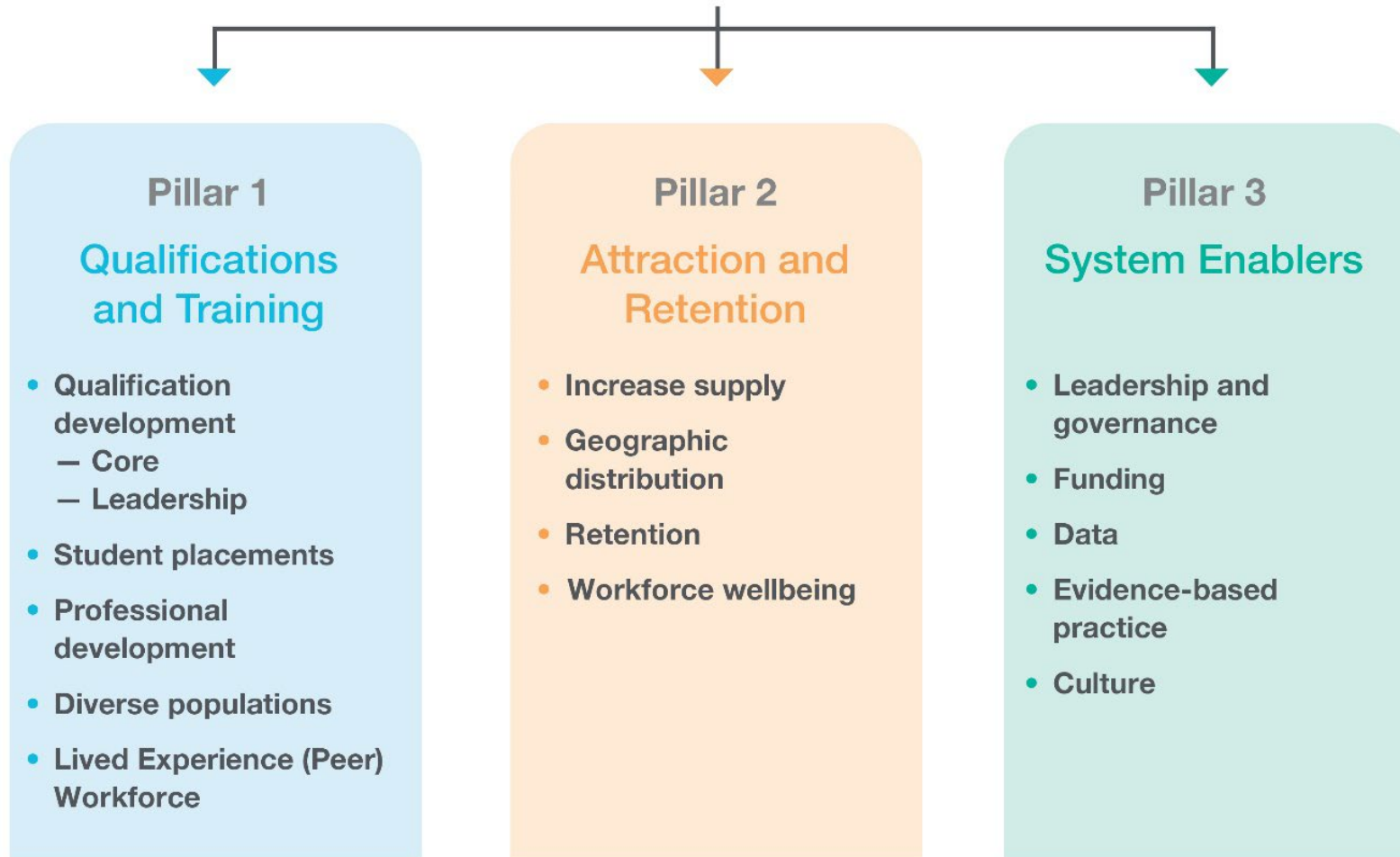
<b>18 November 2022</b>	<b>Draft Issues Paper released</b>
<b>27 January 2023</b>	<b>Closing date for submissions</b>
<b>27 February 2023</b>	<b>Final version Issues Paper published</b>
<b>March – June 2023</b>	<b>State-wide consultation - TBC</b>
<b>August 2023</b>	<b>Draft Workforce Strategy released - TBC</b>
<b>September – November 2023</b>	<b>Consultation with sector - TBC</b>
<b>December 2023</b>	<b>Workforce Strategy published - TBC</b>

# Launched DRAFT Issues Paper

- Based on available evidence (PC Report, Qld's Parliamentary Inquiry)
- Arranged into 3 pillars
  - Qualifications and Training
  - Attraction and Retention
  - System Enablers
- Provides possible solutions and high-level recommendations to govt
- Seeking feedback!

# Community Mental Health and Wellbeing Sector

## Workforce Issues



# Summit Discussions

- **“This is not a skills shortage it’s a warm body shortage..** declining working aged population, year 12 completion rates (56% in 2021) and low and falling birth rates.. The Australian Health and Community Sector could absorb all year 12 graduates and 5 times as many tomorrow .. We need real solutions. True innovation and real flexitime training , job design and workforce development” (David Bradford, Principal Consultant, DavAnge Group)
- **Pipeline into Industry** – not just from school to Tafe, but Tafe to Industry
- Addressing **barriers to course completion** – (time, money placements and mentoring supports)



# Summit Discussions

- Brett Hall, A/ED Workforce strategy, DESBT – Workforce is a significant area of Focus for the Queensland Government – **need to leverage off existing government initiatives** – skilling Queenslanders for Work, Industry skills advisors, gateway to Industry Schools Programs, Diverse QLD Workforce Program, Multicultural Affairs Settlement Team, Regional School Industry Partnerships Manager
- **Traineeships**- as per New Zealand (Andy Bun- Careerforce).” Earn as you learn” – supporting communities to grow their own workforce
- **Micro credentials** – a quick way to upskill workers

# Lived Experience Workforce Discussions

***“We’re just setting our Lived Experience workforce up to fail if we don’t pay them properly, don’t give them professional development opportunities, don’t supervise or support them”***

- Lived Experience needs to be woven through all workforce reforms or a separate pillar?
- Lived Experience on advisory committee to workforce strategy project
- Fair and equitable remuneration
- “professionalise” the LE workforce?

***“I 110% believes that we can professionalise the LE workforce and still keep our ‘peer-ness’” Viv Kissane***

# How to make a Submission

Email submissions to: [admin@qamh.org.au](mailto:admin@qamh.org.au) by Friday, 27 January 2023

- Do you agree with the definition of the 'Community Mental Health and Wellbeing Workforce' included in this document (page 6)?
- Have we captured the issues correctly? Can you think of any others? Are there any issues that should not be included?
- Which issues are the most important to your organisation?
- Do you agree with the proposed solutions? Do you have any others?
- Do you have any additional high-level recommendations for government which could form part of QAMH's advocacy work around workforce?