



An engaged approach to workforce planning for a diverse and geographically dispersed workforce

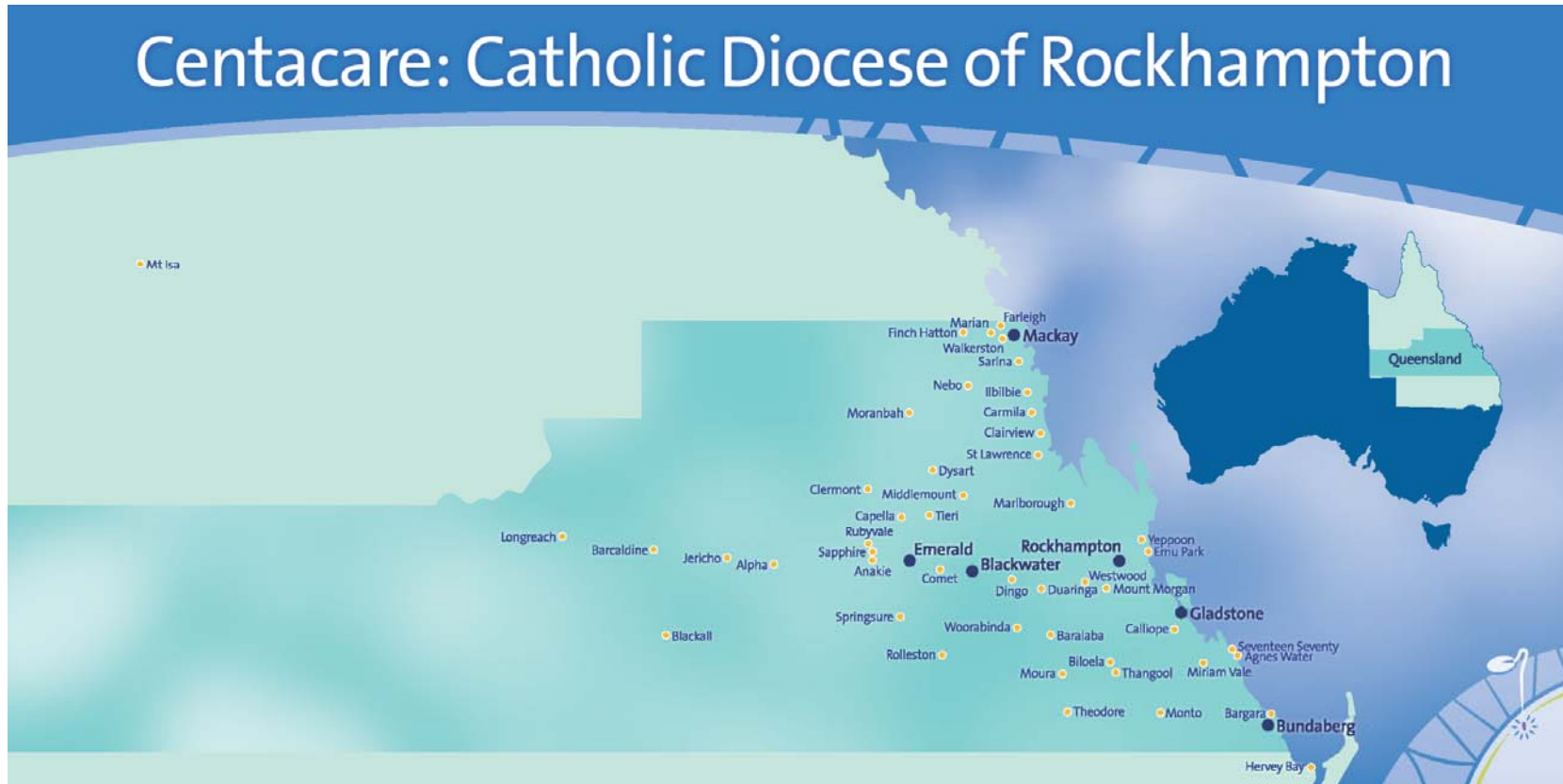
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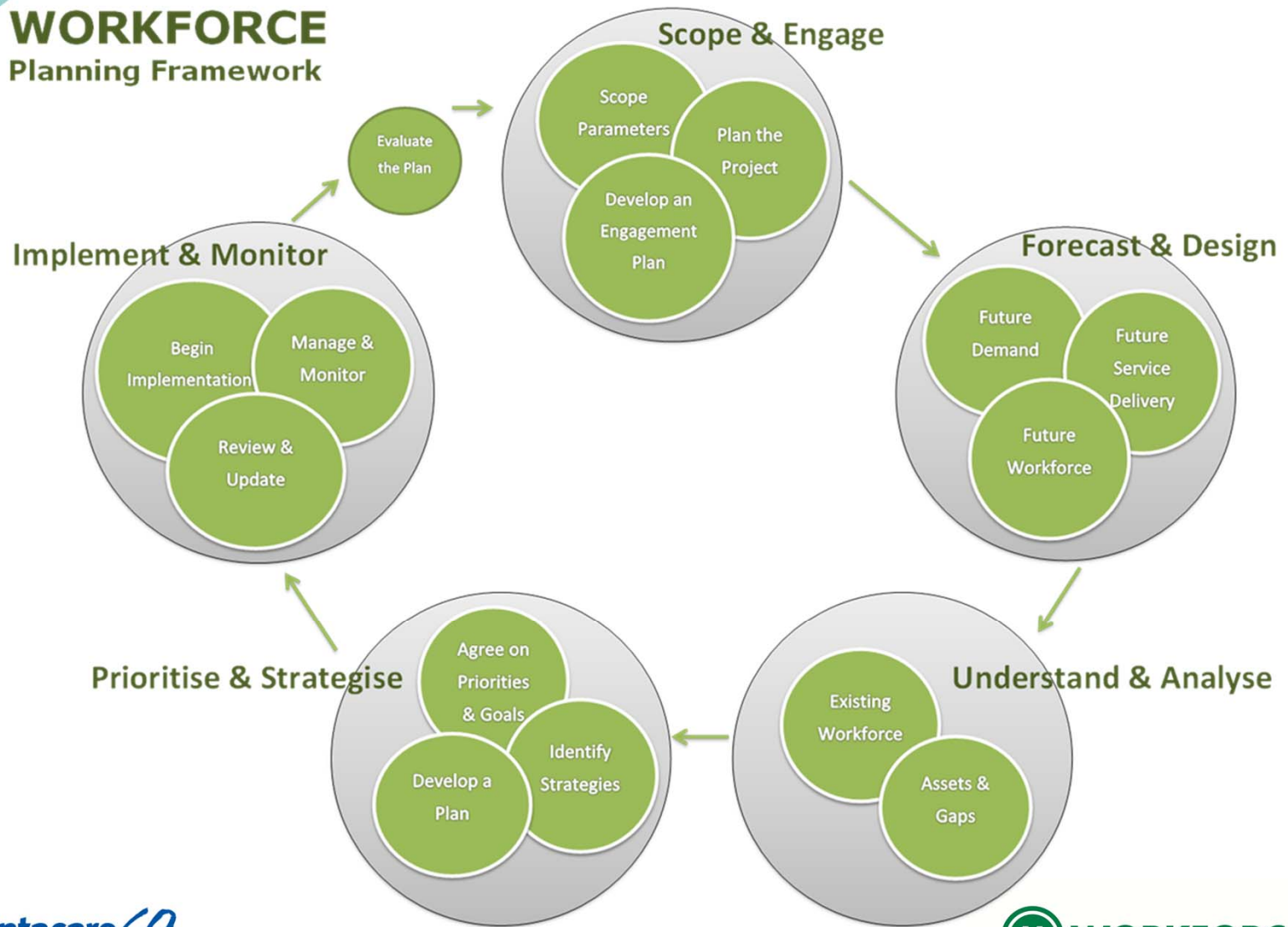


Why a Workforce Plan?

- Changes in service delivery
- Changes in demand
- Changes in available resources

What we did

WORKFORCE Planning Framework





So what did that get us?

- Change is the only constant
- Some of the changes are systemic, some are sectoral, some are regional
- We got to know our organisation

So we had 33 issues that could influence our future workforce – and we pared this back to 9



What were the challenges?

- When to stop!
- How to engage as many stakeholders as possible in a short period of time (18 months)
- Moving from planning to implementation

Data to inform workforce planning

Productivity Commission reports and resulting reforms

- Contribution of the NFP sector (2010) – ACNC
- Disability Care and Support (2011) – NDIS now DisabilityCare
- Caring for Older Australians (2011) – Living Longer, Living Better

Research reports (examples)

- FaHCSIA occasional paper series and other relevant research papers
- Australian Institute of Health & Welfare (AIHW)

Workforce/Labour Market Data

Peak Bodies

FRSA, CSSA, QCOSS/ACOSS, NDS, LASA Q, H&CS Workforce Council, PeakCare, YANQ, QShelter

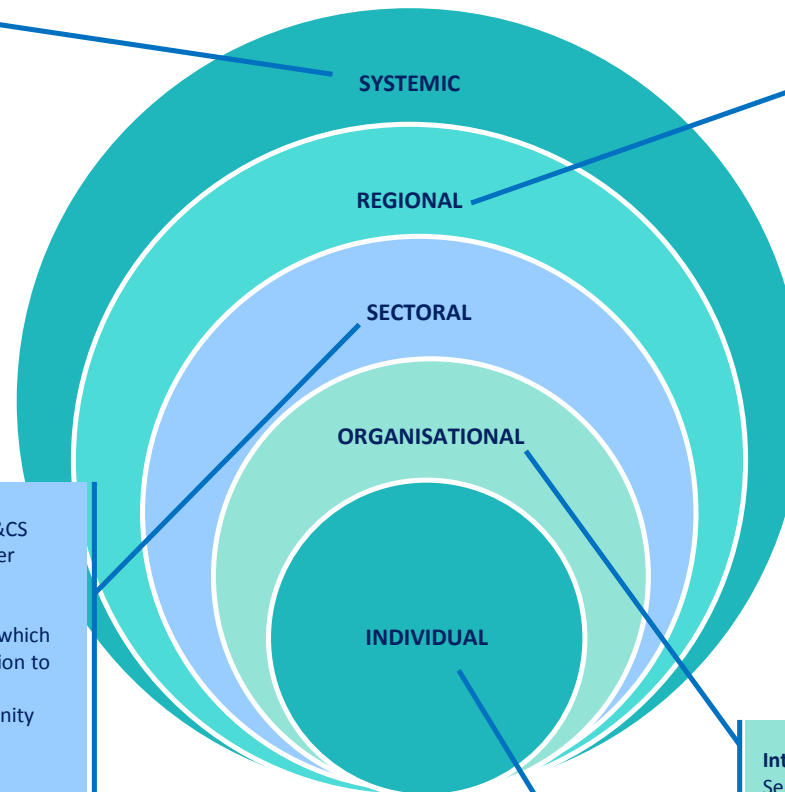
Board Participation by CCDR Staff

FRSA, Dementia Qld, CQML, CCDA (through which we are involved in Futures Forum, contribution to disability productivity commission report, Workforce Compact Subcommittee, Community Services Industry Body steering group)

Conferences and Forums

Workforce/Labour Market Data

H&CS Workforce Council
Community Services & Health Industry Skills Council
ABS
REMPAN



Regional Economic Development profiles

- Bundaberg Regional Council
- Central Highlands Development Corporation
- Capricorn Enterprise Limited
- Gladstone Area Promotion & Development Limited
- Mackay Whitsunday Regional Economic Development Corporation

Regional profiles OESR

- Qld
- Diocese (approximation)
- LGAs – Bundaberg, Rockhampton, Central Highlands, Mackay, Gladstone

Maps

funding body boundaries vs Diocesan boundaries

Internal research

Service Demand Trends (2009/2010)
Aged Care Review (the "Randall Review")

??



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What's next?

- We're into implementation
- What happens at the regional level?
- In about 2 years, we start the process again



The authors

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