

TASMANIAN COMMUNITY SERVICES INDUSTRY PLAN 2021 - 2031

Workforce Coordination Project



A message from the Workforce Coalition Network: Celebrating the path we've walked together

With the Workforce Coordination Project drawing to a close, now is a time to look back on what we have achieved together and the footprints we have left, but also to look forward to where our path is leading into the future.

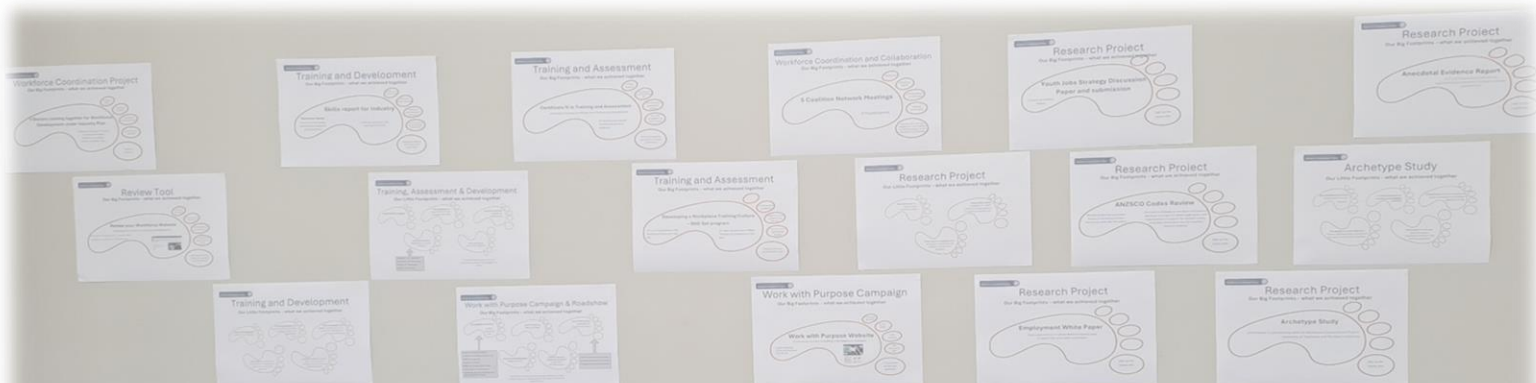
For the first time ever, this project provided a vehicle to bring together all sectors of the community services industry and those that support the industry, to focus on common, industry-wide goals that were identified by all the stakeholders. Working with you, we have identified priorities and leveraged industry expertise to create a project with a strong focus on ensuring a more sustainable workforce, providing clear paths into employment, understanding and improving recruitment and retention of staff, skilling trainers and assessors, and showcasing the value of the industry to Tasmania.

Focussing on solutions, the project has built capacity and capability across all sectors. Our collaborations have left many footprints for the industry with many more paths to follow in the future. Our achievements as a group are highlighted in the footprint posters presented at the last Coalition Network Meeting. [Click here to see all the footprint posters.](#)

Over the page you will find further information on where resources for the future will be located, as while this project is finishing the [Community Services Industry Plan \(2021-31\)](#) will continue to exist. The Industry Plan is currently under review, to keep up-to-date on what is happening you can [subscribe to the Community Services Industry Plan \(2021-31\) newsletter.](#)

We would like to take this opportunity to thank all the members of the Workforce Coalition Network and everyone from across the industry for your involvement, your generosity of spirit and contributions that have made this project a success.

**Workforce Coalition Network Chairs
Lee Veitch and Brenton West**





Our Footprints: Resources and where to find them

Work with Purpose

We've worked together to create the [Work with Purpose](#) website which showcases career guides for the career curious, as well as career pathways in each of the four sectors and included information guides and real life stories of people working in each sector. People using the website can send a postcard to thank someone working in the industry or reach out to someone who may be interested in a career in the community service industry. The website will remain available to the public and industry until July 2027.

Review Your Workforce Tool

Working with input from industry, we created the [Review Your Workforce Tool](#) to guide organisations through systems and process changes that support staffing needs. This unique interactive tool provides organisations with the opportunity to review the strengths and challenges of their organisation across four domains and determine where they sit in their workforce development capacity. The four domains of strategic planning, operational planning, organisational development and employee lifecycle focus on people and culture (HR) practices, systems and documentation. The Review Your Workforce Tool allows users to work through each of the domains or focus on one of particular interest and provides users with a unique login to ensure anonymity of users.

Research for the Future

The Workforce Coordination Project captured the diverse voices that make up community services, and drew upon their experiences to help build a collective vision for the future. Nothing illustrated this more strongly than the research program, which included the Archetype Project and Anecdotal evidence collection. The research program drew on over 100 conversations with workers in the industry across all sectors and analysed them for emerging challenges and solutions, a truly industry-led approach that resulted in the creation of an Anecdotal Evidence Report. The Archetype research continued to work with people from across all sectors to examine frontline workforce experiences, looking at why people come into the industry, why they stay, and why they move on to other things. This is now being developed into a tool that will help identify the types of people who thrive in the industry and their values and expectations, and will assist in informing the recruitment, training and support needs of a future workforce.

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Leveraging Industry Knowledge to Address Skills Needs

In the coming weeks, the [TasCOSS website](#) will host new library of resources and a training and development resource that can be used as a reference to better understand and respond to future training and development needs. The library has been developed as a result of discussions in which stakeholders who identified the need for a resource that was easily accessible and covered a range of topics.

You can continue to have input into the future of the community services industry by engaging with HumanAbility, the Jobs and Skills Council for workforce development in the community services industry. To keep up-to-date, you can [sign-up to the HumanAbility newsletter mailing list](#) or [join the HumanAbility Partners Program](#).

