



# VISION

A contemporary, person-led and culturally safe Community Mental Health and Wellbeing Workforce equipped with the optimal mix of skills and knowledge to meet the needs of Queenslanders experiencing mental health challenges along the full continuum of care.

THE THREE PILLARS

## Pillar 1: Qualifications and Training



### Qualifications and Training

- Priority 1** Ensure the core qualifications are contemporary and valued by the sector
- Priority 2** Establish traineeships as a training pathway for the core qualifications
- Priority 3** Improve availability and access to high quality and relevant professional development opportunities
- Priority 4** Enhance leadership qualifications and development opportunities
- Priority 5** Standardise and professionalise the Community Mental Health and Wellbeing workforce

## Pillar 2: Attraction and Retention



### Attraction and Retention

- Priority 1** Enhance employment conditions to position the sector as an attractive career choice
- Priority 2** Widely promote the sector as an attractive career choice
- Priority 3** Increase accessibility of vocational qualifications
- Priority 4** Enhance organisational diversity
- Priority 5** Maximise local resources and expertise
- Priority 6** Develop clearly defined career progression pathways
- Priority 7** Embed a culture of worker wellbeing broadly throughout the sector

## Pillar 3: System Enablers



### System Enablers

- Priority 1** Ensure Community Mental Health and Wellbeing programs and services are resourced to enable delivery of high quality supports
- Priority 2** Ensure workforce data is systematically collected, publicly available and utilised for commissioning and planning purposes
- Priority 3** Enhance the visibility and value of the Community Mental Health and Wellbeing workforce within the mental health system and broader community
- Priority 4** Embed Lived Experience within and across all levels of organisations
- Priority 5** Embed First Nations' cultural safety and capability across all mainstream community mental health and wellbeing organisations
- Priority 6** Collaborate at multiple levels to enhance all workforce priorities including:
  - Within the Community Mental Health & Wellbeing Sector
  - Between the Sector & broader mental health system
  - With the education & training sectors
- Priority 7** Ensure oversight and accountability for the implementation of the Community Mental Health and Wellbeing Workforce Strategy that is aligned with national and state workforce strategies and initiatives