Workforce Development

Strengthening the specialist family violence workforce
The Victorian Government is developing the second Family Violence Reform Rolling Action Plan 2020 – 2023 (RAP2) as part of its commitment in the 10-year plan: ‘Ending Family Violence: Victoria’s plan for change’. RAP2 will be launched at the end of 2020 as the plan for the next phase of the long-term reform of Victoria’s family violence system.

Over the period of the first RAP (2017 – 2020) we have delivered key parts of the reform and we are beginning to make a difference to the lives of victim survivors. For example, the first specialist family violence courts are up and running, investment in housing and support pathways is enabling us to help more families, quicker, with better and more stable housing options. More than 1,480 Victorian schools have signed on to the whole school approach to Respectful Relationships to create a culture of gender equality and respect and change the story of family violence for future generations.

While more than two thirds of the Family Violence Royal Commission recommendations have now been implemented, we are nearly four years into a 10 year plan to rebuild the family violence system. Through RAP2 we will continue to deliver the key parts of the reform such as the continued roll out of The Orange Door, building a specialist family violence workforce and providing training in risk assessment (MARAM) and information sharing. We will have an increased focus on perpetrators and prevention which will embed the reforms to ensure the family violence system is sustainable and enduring.

We will continue to incorporate what we have learnt so far, and from coronavirus (COVID-19), into the reform, to ensure it is responsive and adaptive. As the reform evolves from implementing the Royal Commission recommendations we will tell the community how we are going by measuring our progress through reporting against the Family Violence Outcomes Framework (FVOF).

Our RAP2 priorities are 10 themes and programs that we will prioritise for the next three years to ensure we remain on course to deliver long-term reform.

Underpinning the 10 priorities are these 3 reform principles which inform our approach to all our activity:

- Valuing lived experience
- Aboriginal self-determination
- Intersectionality

Consultation content – Workforce Development

This set of slides highlight what government has done so far, and what it intends to do over the coming three years, to develop a sustainable specialist family violence workforce:

- **Slide 3**: summarises what government is doing and shows how workforce development activities support the achievement of the Family Violence Outcomes Framework (FVOF) as we continue to implement Royal Commission recommendations
- **Slide 4**: showcases key achievements during RAP1
- **Slide 5**: sets out the activities government proposes to deliver for this priority over the next three years
- **Slide 6**: reflects on how coronavirus (COVID-19) has impacted workforce initiatives
- **Slide 7**: shows how the three reform principles have been considered in designing our strategy for building a specialist family violence workforce
Reform Intent
Building a specialist family violence workforce is at the core of Victoria’s family violence reform. The government’s Building from Strength: 10-year Industry Plan is the strategy that will deliver this.

Strengthening the Foundations is the first of three rolling action plans under the Industry Plan. It sets out the key initiatives to building workforce capability across specialist family violence prevention and response, and the broader workforces intersecting with family violence. This first phase includes activities focused on recruiting an retaining a diverse workforce where practitioners are supported, valued and skilled.

How we are building and developing workforce capability

- **Multi-Agency Risk Assessment and Management Framework (MARAM)** is helping workers identify, assess and manage family violence risk
- The accredited and non-accredited training sectors are building family violence knowledge and capability across workforces intersecting with family violence
- Supporting the development of an expert workforce that can lead and embed prevention in Victorian communities
- Ensuring the family violence workforce and service system is supported and developed to achieve sustainable change

Royal Commission into Family Violence (RCFV)
With more than two-thirds of the Family Violence Royal Commission recommendations now implemented, delivery of activities under this priority over the next three years will continue to support recommendation implementation. Updates will continue to be provided via the vic.gov.au website.

The Family Violence Outcomes Framework (FVOF)

The FVOF articulates the government’s vision to end family violence.

- The four FVOF domains reflect the long term outcomes sought through the collective efforts of the reform.
- The FVOF represent the key priorities in preventing and responding to family violence and clarifying what constitutes success.

Activities in this priority area will likely have the greatest impact in achieving outcomes against the following highlighted FVOF domains:
<table>
<thead>
<tr>
<th>CAPABILITY</th>
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<tbody>
<tr>
<td>We are building sector and organisational capability</td>
<td>Providing change management support to train workers as we continue the roll out the Multi-Agency Risk Assessment Management Framework (MARAM)</td>
<td>Developing resources to support capacity-building on intersectionality for the specialist family violence and broader community services sector</td>
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<tr>
<td>PREVENTION</td>
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<tr>
<td>We are building prevention and response capability</td>
<td>World-first Family Violence Centre of Learning created and built by Victoria Police to improve family violence education across all ranks</td>
<td>Developed and implemented accredited training units and courses to grow the skills and capabilities of workforces intersecting with family violence</td>
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<tr>
<td>JOBS</td>
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<td>We are developing family violence career pathways to support a sustainable, specialist family violence sector</td>
<td>Launched the Family Violence Job Hub web portal and “So what do you do” attraction and recruitment campaign in May 2020 to help grow the family violence workforce</td>
<td>Developed the Fast Track Professional Development Program to grow senior management and leadership positions within the specialist family violence workforce</td>
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<tr>
<td>WELLBEING</td>
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<td>We are building the health, safety and wellbeing of the workforce</td>
<td>Ongoing development of the Family Violence Health, Safety and Wellbeing Framework</td>
<td>Prioritising the health, safety and wellbeing of the workforce through providing a positive and supportive work environment</td>
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Preventing and responding to family violence is systemic and enduring

**FVOF Domain**

**Summary of proposed activities**

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<tr>
<th>Year</th>
<th>Activity</th>
<th>Details</th>
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<tr>
<td>2020</td>
<td>Analyse the 2019 Census of Workforces to continue to provide evidence-based systems</td>
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<td>2021</td>
<td>Implement minimum qualifications for the Specialist Family Violence Response Sector</td>
<td>Minimum qualification 5-year transition period commences</td>
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<tr>
<td>2022</td>
<td>Develop an attraction and recruitment campaign and jobs portal for specialist family violence practitioners</td>
<td>&quot;So what do you do&quot; Campaign launched (May)</td>
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<tr>
<td>2023</td>
<td>Complete and roll out the new Family Violence Health, Safety and Wellbeing Framework, a guide for specialist family violence organisations</td>
<td>New Framework complete</td>
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<tr>
<td>2024</td>
<td>Deliver the Fast Track Professional Development Program to support the rapid development of practitioners into response and prevention roles</td>
<td>Program commences with Year 1 prevention and response</td>
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<tr>
<td>2025</td>
<td>Develop and implement accredited courses in the primary prevention of violence against women and family violence response</td>
<td>July 2020 Identifying and responding to family violence courses commence</td>
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**Notes:**
- Timeline milestones have been included where applicable; text in panels indicates an ongoing and/or non-date specific activity.
- All accredited courses being delivered.
Service delivery adaptation, learnings and innovations during coronavirus (COVID-19)

Coronavirus (COVID-19) has impacted service delivery across the family violence reform. The most significant impact for the family violence workforce has been a transition from face-to-face to online delivery for most activities.

Impact on training and development

There has been no significant impact on the overall timeframes for delivery of planned workforce development activities arising from coronavirus (COVID-19). While organisations continue to provide information, skills and knowledge for practitioners to undertake prevention and response activities, the working from home directive has resulted in changes to how these activities are delivered.

- As required by Vocational Education and Training, delivery of all training will be underpinned by high quality approaches that actively manage risks such as trauma.

Operational response

- While not developed as a response to coronavirus (COVID-19), the launch of the Victorian Government Family Violence Job Hub may help fill urgent short-term roles during coronavirus (COVID-19).
- Hotel for Heroes accommodation is available to critical workforces to self-isolate during coronavirus (COVID-19), delivering on the Workforce Development commitment to consider the health, safety and welfare of the family violence workforce.

NB: This is an interim summary of the impacts, adaptations and innovations which have arisen as a result of coronavirus (COVID-19). These will continue to be monitored and considered as the final RAP is developed.
The principles that underpin the reform have been considered in designing our strategy for building a specialist family violence workforce.

**Lived Experience**
- Specialist knowledge, expertise and lived experience are central in the design and delivery of training initiatives and pathways to minimum qualifications for family violence practitioners.
- The Industry Taskforce, which is the critical stakeholder lead on the development of the Industry Plan and *Strengthening the Foundations*, includes representation from the Victim Survivors Advisory Council to ensure family violence reform policy and strategy is informed by lived experience.

**Intersectionality**
- Actions under *Everybody Matters: Inclusion and Equity Statement*, including the Intersectionality Capacity Building project have been funded through the Industry Plan.
- *Strengthening the Foundations*, the first of three rolling action plans under the Industry Plan was developed using a gendered and intersectional lens, ensuring intersectionality is embedded in all the key focus areas.
- The detailed action plan includes as Action 3.8: Reduce workforce entry barriers to increase workforce diversity, working towards achieving a workforce that reflects the community.

**Aboriginal Self-Determination**
- In line with Aboriginal self-determination, the design of pathways and support for Aboriginal practitioners will be led by the Dhelk Dja Partnership Forum.
- Activities will be guided through the implementation of *Dhelk Dja: Safe Our Way*, Strategic Priority Three: Self-determining Aboriginal family violence support and services, and a forthcoming Aboriginal Family Violence Industry Strategy.