



Australasian **Housing** Institute

A national housing workforce strategy

In this session

- A national housing workforce strategy – why?
- What do we know about the housing workforce?
- What are the most significant workforce issues for social housing?
- Some goals and principles for a national workforce strategy
- Ideas for action

Why do we need a strategy

- Housing is important
- Move on from policy to practice
- Collaborative, multi-disciplinary workforce
- Significant challenges in housing and the workforce generally

What do we know about the housing workforce?

- Not much
- Demographic change
- Skill shortages



Significant issues for you

Significant Issues

- Recruitment and retention
- Changes in education and training
- Regulation
- Growth
- Employment conditions

Goals



- Customer focus
- Sustainable
- Competent
- Flexible, adaptable and collaborative

Principles



- Workers doing what is needed, where it is needed
- Housing is a career people want
- Workers are valued and supported
- Collaboration with education and training sectors
- Re-design work to meet customer needs

Possible strategies

- Workforce planning
- Research and data collection
- Link service development with workforce development
- Link regulatory arrangements with workforce issues

Possible strategies

- Align education and training supply with workforce requirements and service needs
- Establish a housing education and training advisory body
- Flexible and innovative education and training delivery
- Workers keep up to date and align skills with customer needs and changes in service delivery

Possible strategies

- Improve workforce re-entry
- Incentives to work in areas of greatest need and workforce shortages
- Flexible working environments
- Supportive and collaborative workplace cultures

Possible strategies

- New service delivery models for areas of greatest need
- Information sharing
- Mentoring programs