“Actions by all levels of government to address economic, environmental and social sustainability will require an approach to location that recognises the different needs of our regions and urban areas.”

*Why place matters. Sustainable Australia – Sustainable Communities 2011*

“The Territory continues to grow the size and skills of its workforce to meet the growth target.”

*Territory 2030 Strategic Plan*

This symposium will present research conducted over the past three years focusing on the shared problem of recruiting and retaining high quality professional staff for rural and remote Australia, particularly for communities with high Indigenous populations.

An Australian Research Council Linkage Grant project, with partners the Western Australia and Queensland Governments, the project was established to enable the development of breakthrough technologies and best practice models as well as deeper appreciators of the current complex community practice environments in support of future attraction and retention strategies.

The project has broadly focused on two key areas – the relationship between recruitment and retention and place and the complexities associated with cultural competency and practice.

*The program is developed to enable focused discussion on the issues as they relate to the Northern Territory.*
About the project partners and investigators

Our major Linkage Partners are the
- Western Australian Department for Child Protection
- Child Safety Services, Queensland Department of Communities

Chief Investigators
Professor Daniela Stehlik
Director, The Northern Institute
Charles Darwin University, Darwin. NT.

Professor Lesley Chenoweth
Professor of Social Work and Head of Campus
Griffith University, Logan Campus. Qld.

Professor Clare Tilbury
Life Without Barriers Carol Peltola Research Chair
School of Human Services and Social Work
Griffith University, Logan Campus. Qld.

Associate Professor Donna McAuliffe
Program Convenor Master of Social Work
& Master Mental Health Practice
School of Human Services and Social Work
Griffith University, Logan Campus. Qld.

International Adviser
Ms Flo Frank
Common Ground Resource Group
Saskatchewan. Canada.

Postgraduate students
Ms Ros Aitchison (Griffith)
Ms Maree Collins (ANU)

About the guest speakers

Professor Steve Larkin
is Pro Vice-Chancellor – Indigenous Leadership with Charles Darwin University. He is the first Indigenous Australian to be appointed to the position of Pro Vice-Chancellor. He is currently Chair of the Indigenous Higher Education Advisory Council, a member of the Board with Beyond Blue, Chair of the NT Board of Studies, is a member of the panel in the Review of Higher Education Access and Outcomes and a member of the Indigenous Road Injury Project Advisory Committee.

Gary Barnes was appointed as Chief Executive, Department of Education and Training, in May 2009. He came to this position from the role Deputy Chief Executive, Queensland Public Service Commission where he led sector-wide reform in the area of Workforce Performance.
# Place Matters
Human Services Workforce Recruitment and Retention for Rural and Remote Australia

**Program Outline**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.30</td>
<td>Registration, Tea &amp; Coffee</td>
</tr>
<tr>
<td>9.00</td>
<td>Welcome – Outline of Program</td>
</tr>
<tr>
<td></td>
<td>Welcome to Country</td>
</tr>
<tr>
<td>9.15</td>
<td>Workforce Futures</td>
</tr>
<tr>
<td></td>
<td>Professor Steve Larkin (CDU – PVC Indigenous Leadership)</td>
</tr>
<tr>
<td>9.40</td>
<td><strong>Pathways to better practice – a national research program</strong></td>
</tr>
<tr>
<td></td>
<td>Introduction and Overview</td>
</tr>
<tr>
<td>10.30</td>
<td>Morning Tea</td>
</tr>
<tr>
<td>11.00</td>
<td><strong>Place and its role in recruitment and retention</strong></td>
</tr>
<tr>
<td></td>
<td>Presentation and Panel Discussion</td>
</tr>
<tr>
<td>12.30</td>
<td>Lunch</td>
</tr>
<tr>
<td>1.15</td>
<td>Cultural competency and practice</td>
</tr>
<tr>
<td></td>
<td>Presentation and Panel Discussion</td>
</tr>
<tr>
<td>2.45</td>
<td>Afternoon Tea</td>
</tr>
<tr>
<td>4.00</td>
<td>Facilitated Discussion – <strong>Remote Workforce Futures</strong></td>
</tr>
<tr>
<td>5.00</td>
<td>Conclusion</td>
</tr>
</tbody>
</table>
About the Project

The Australian Research Council Linkage Grant (LP0882806) *Pathways to better practice: developing human resources in child protection services for Indigenous communities in Western Australia and Queensland* commenced in 2008. As a partnership between the W.A. and Queensland Governments, and Charles Darwin University and Griffith University it was established to focus on an identified and shared problem: the recruitment and retention of high quality professional staff to enable child protection service delivery in rural and remote communities with high proportions of Indigenous families and children. The project has 4 Chief Investigators and 2 PhD students. It has been working in identified regional centres in both Queensland and Western Australia. Findings from the project have been regularly shared with the Government partners. The project has an international expert as adviser and presentations from findings have been made to national and international conferences.

The project team wishes to acknowledge the generous support from:

For more information about the project please contact:

Professor Daniela Stehlik
The Northern Institute
cdu.edu.au/thenortherninstitute
or email Daniela.stehlik@cdu.edu.au