

OUR PEOPLE, OUR STRENGTH
THE NATIONAL TIS WORKFORCE
DEVELOPMENT FRAMEWORK

The background features a large, stylized teal shape on the left side, resembling a branch or a stylized letter 'K'. This shape is filled with a pattern of white dots and contains several white, comma-like or 'C'-shaped motifs. To the right of this teal shape is a vertical line of teal dots. The rest of the background is a light blue color with faint, larger-scale versions of the teal shape and dot patterns. On the far left edge, there is a sliver of an orange and white pattern.

ACKNOWLEDGEMENT OF COUNTRY



ABOUT ME



WHAT IS THE NATIONAL WORKFORCE DEVELOPMENT ROLE?

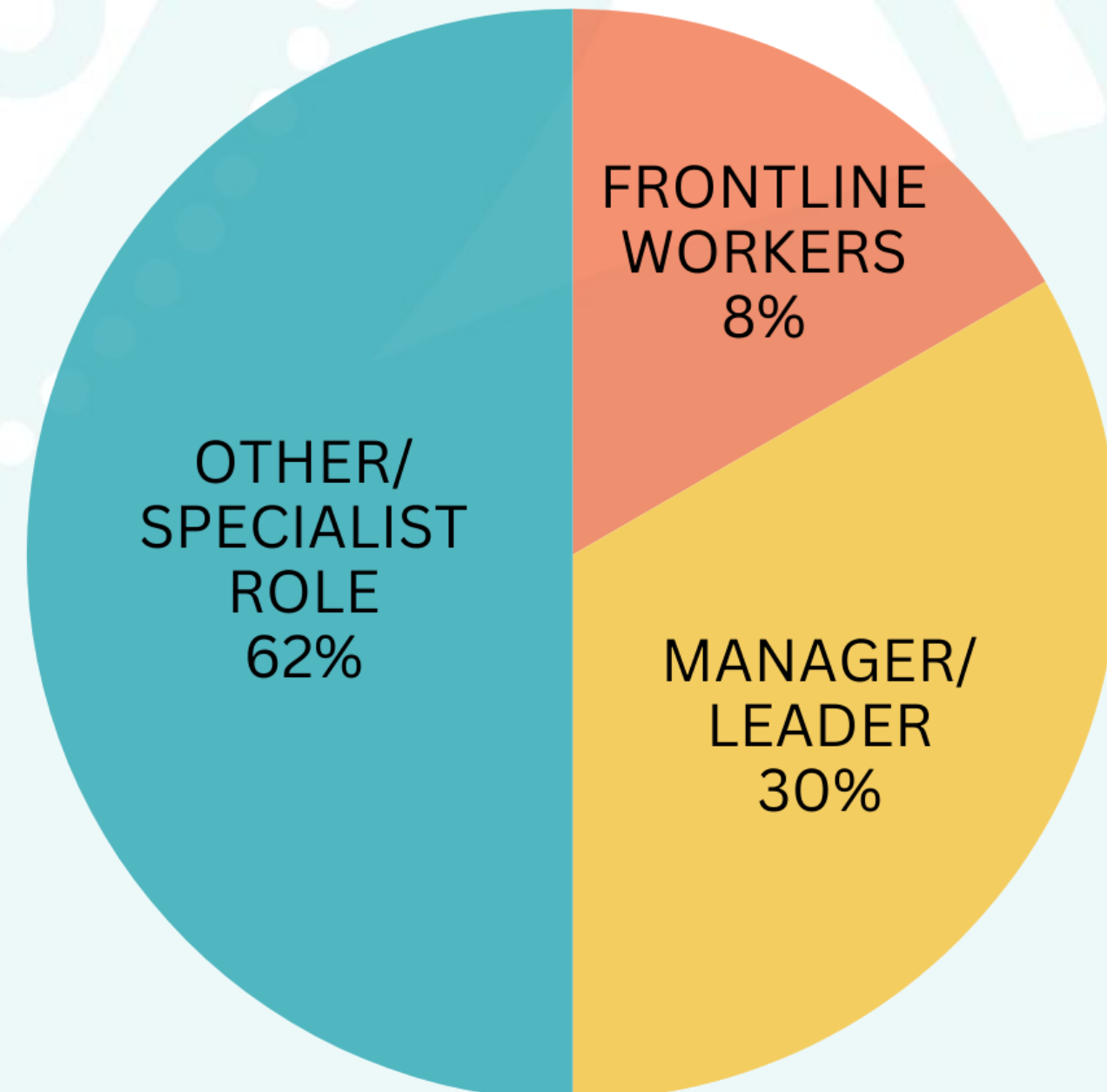
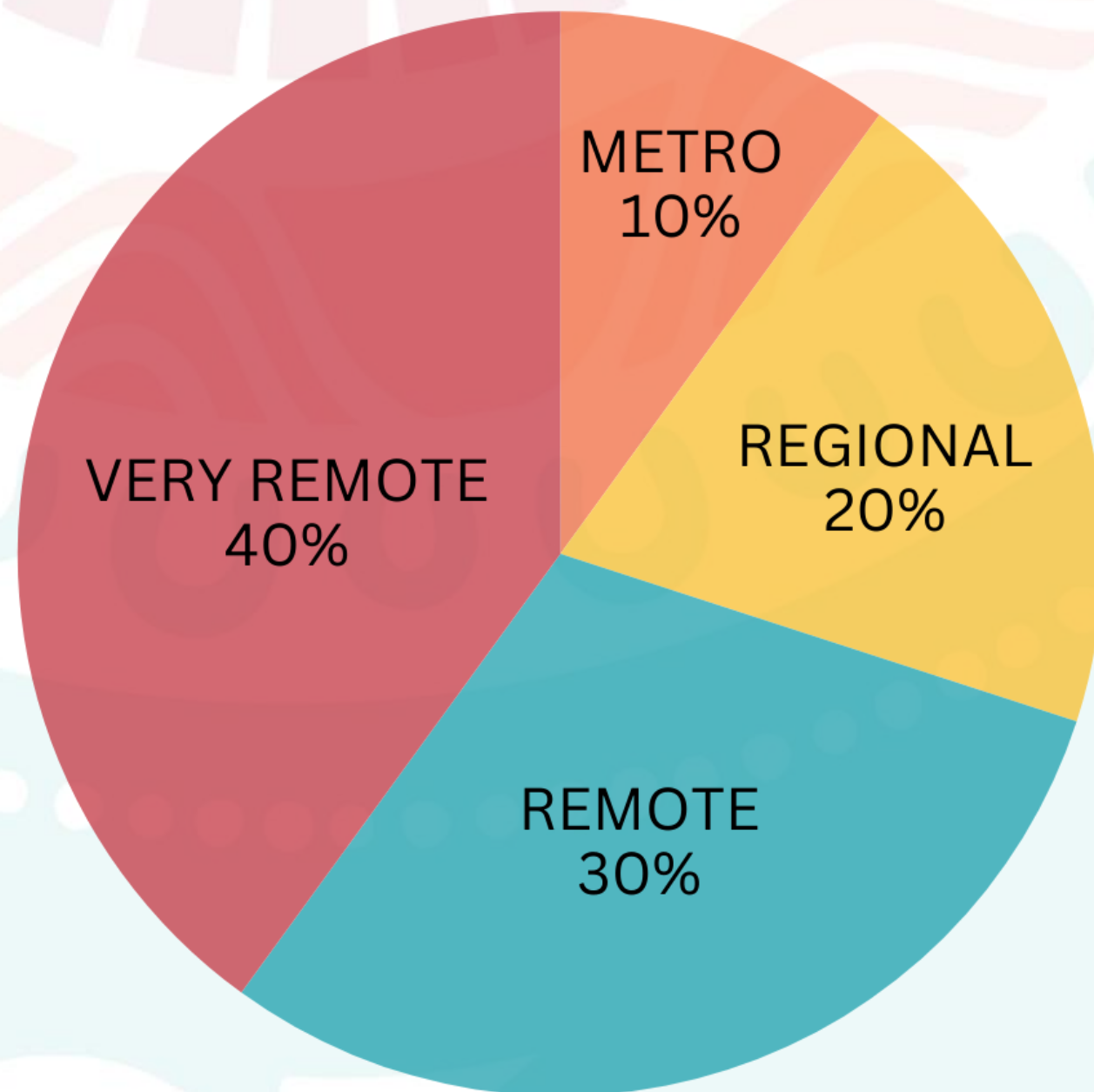
- Since 2015, NBPU TIS has delivered training for the National TIS workforce.
- While valued, workers called for accredited qualifications to support career pathways and recognition.
- This led to the development of the TIS Workforce Development Framework, built from national consultations, surveys, and a review of education programs, to strengthen long-term workforce capacity.

WHAT HAS BEEN COMPLETED TO DATE

- Workforce development days/surveys
- Mapping qualifications at jurisdictional surveys
- Business case for National workforce development advisor position
- Employ a National Workforce Development Advisor (April 2024)
- Development of Our People, Our Strength: Building the TIS Health Promotion Workforce framework (May 2025)
- National Baseline Survey (August 2025)

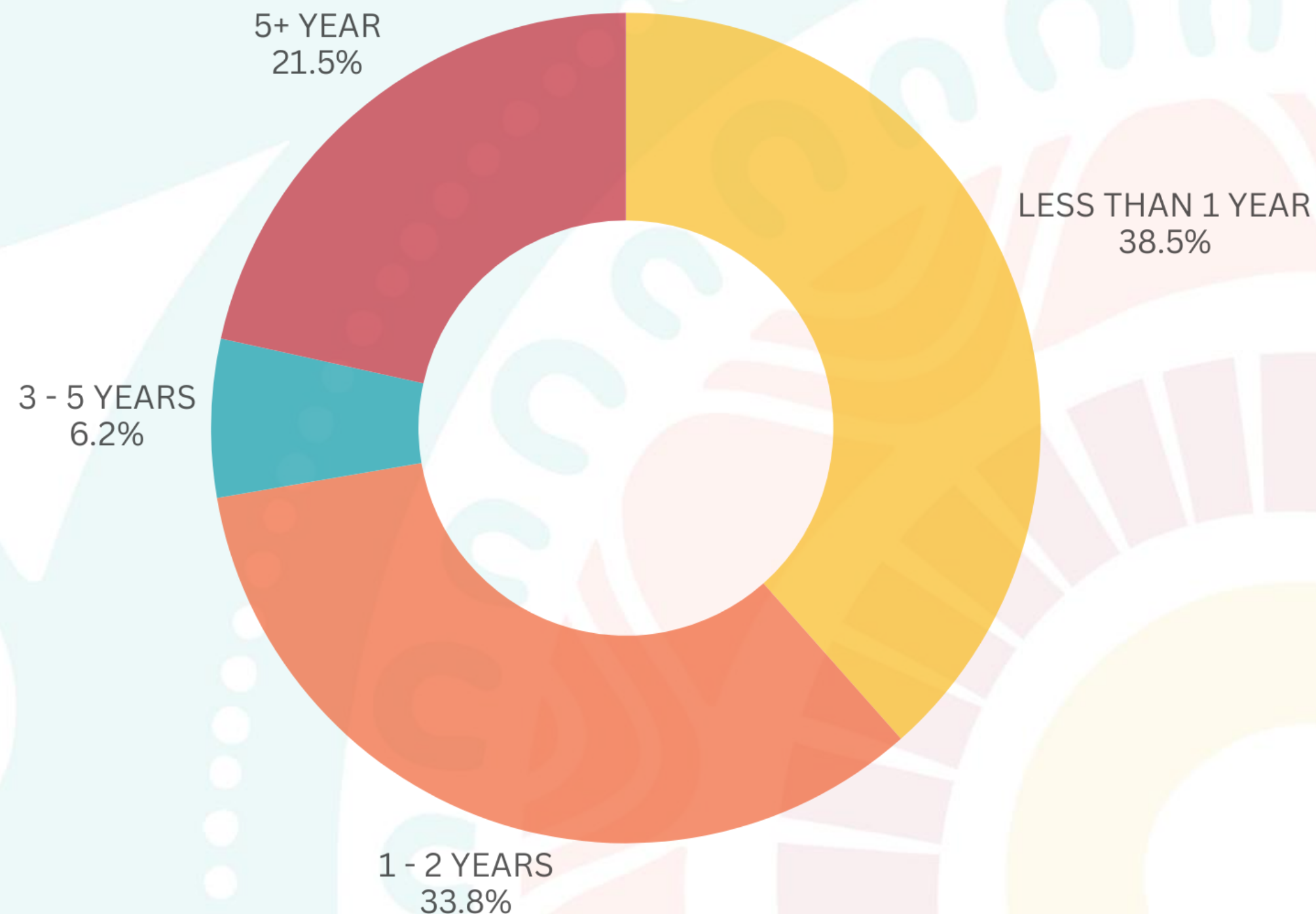
WHAT DOES THE DATA TELL US?

— WORKFORCE SNAPSHOT



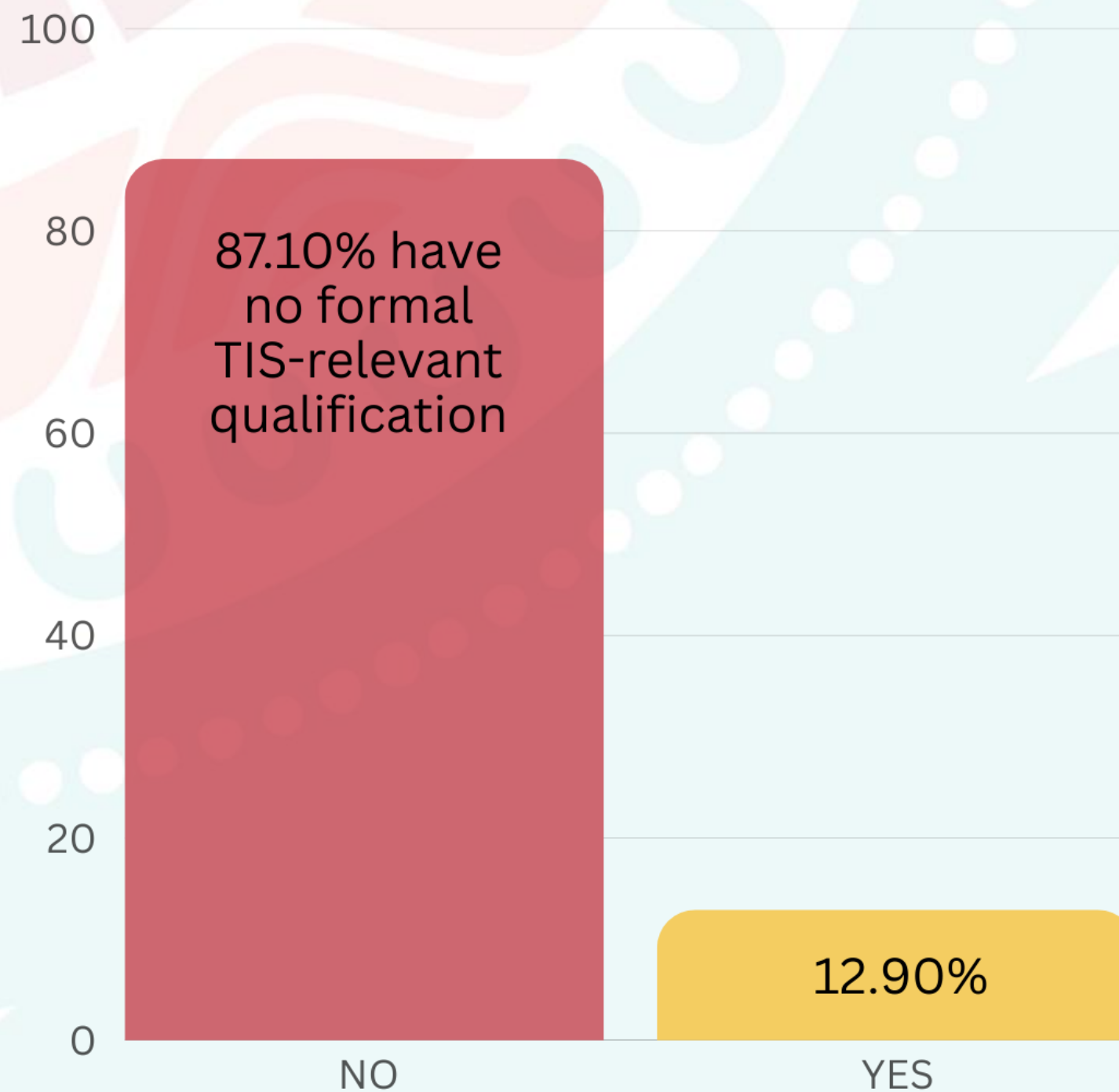
WHAT DOES THE DATA TELL US?

A YOUNG AND CHANGING WORKFORCE

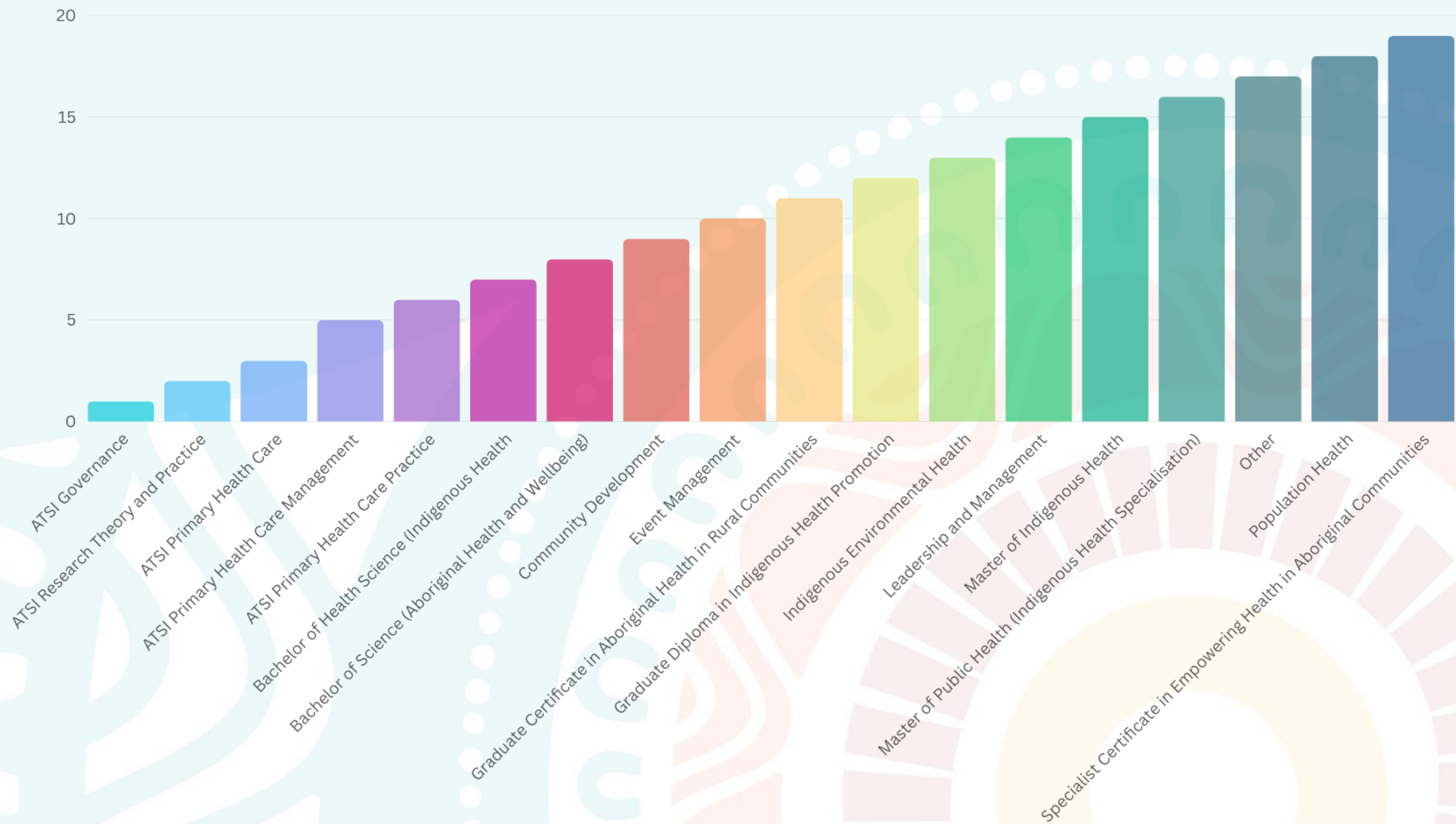


WHAT DOES THE DATA TELL US?

— QUALIFICATIONS GAP

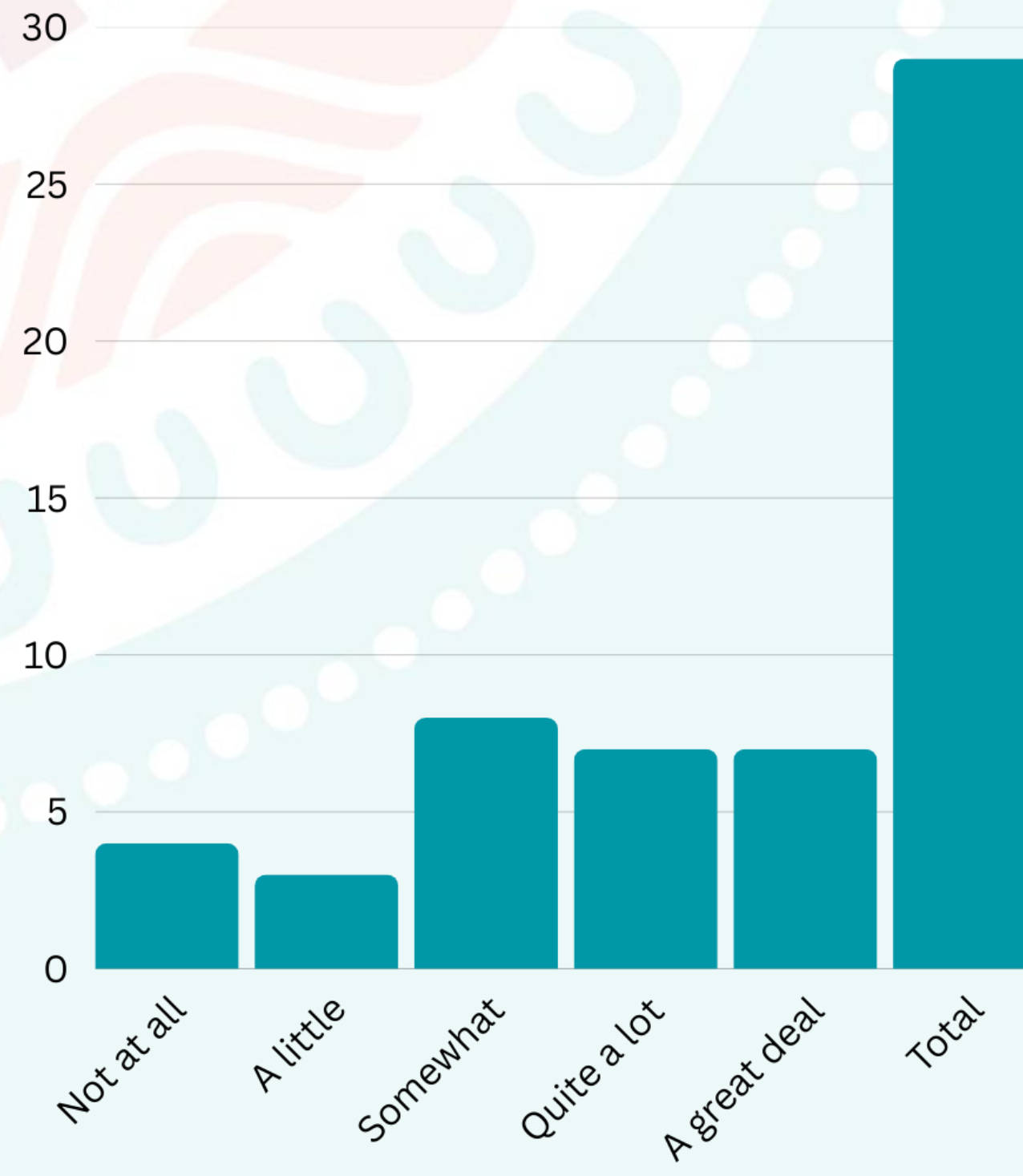


QUALIFICATIONS TO FURTHER SUPPORT TIS WORK



WHAT DOES THE DATA TELL US?

PAY AND RECOGNITION

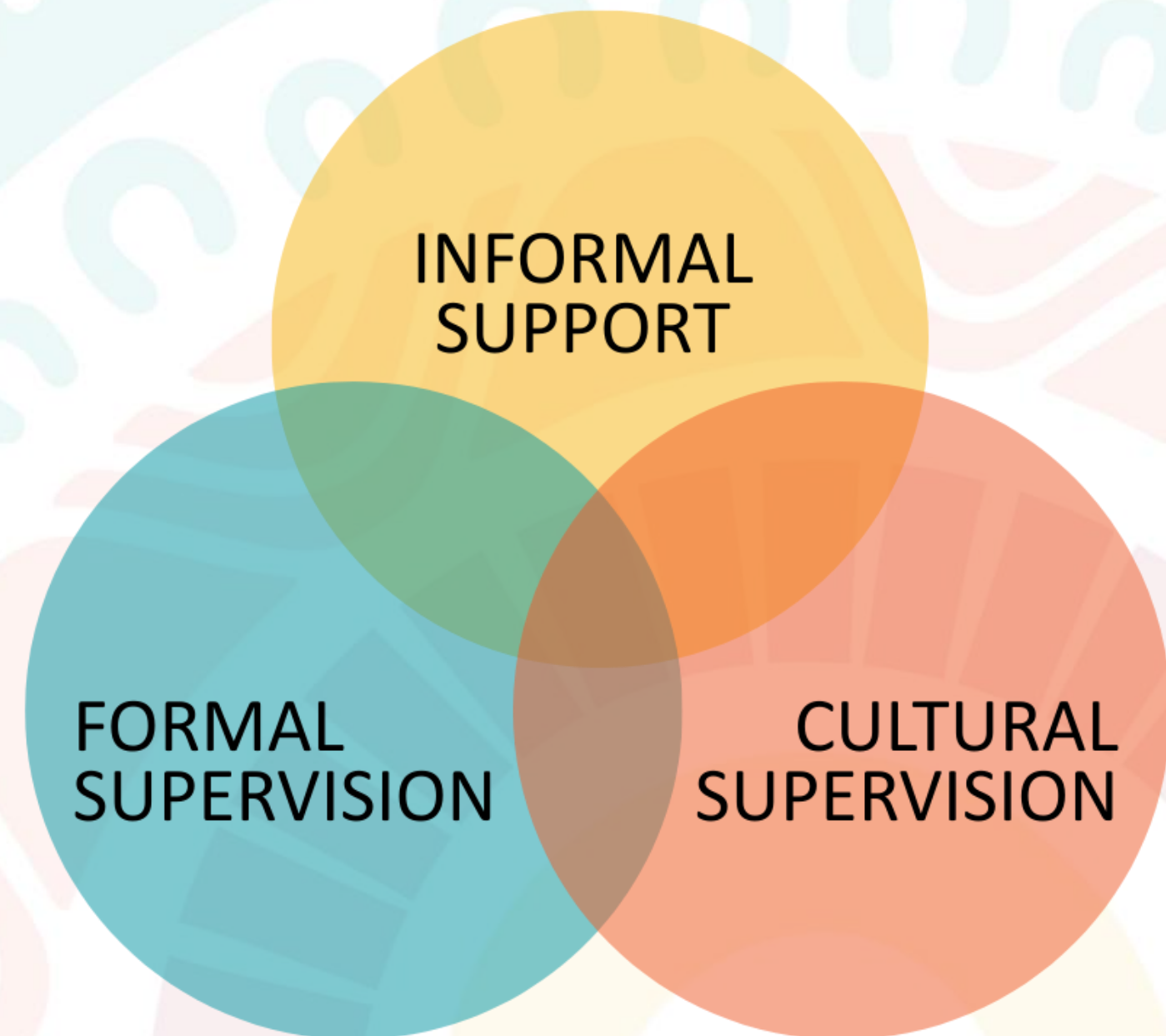


WHAT DOES THE DATA TELL US?

SUPPORT AND MENTORING

“Support Exists, But Uneven”

- 68% feel supported by organisation
- 52% access informal mentoring
- Only 35% access formal supervision
- Only 9% have cultural supervision



WHAT CAN CEO'S DO?

Your Role in Workforce Development

Top enablers identified by workforce:

- Access to culturally safe training programs
- Study leave/protected time
- Fair pay & role recognition
- Leadership pathways & mentoring
- Wellbeing supports (cultural supervision, self-care leave)

WHY THIS MATTERS OUR PEOPLE ARE OUR STRENGTH — WE NEED TO INVEST IN THEM

Why This Matters?

- This survey represents a quarter of the national workforce and aligns with 4 years of consistent feedback.
- Without action: high turnover, burnout, and loss of Aboriginal staff to mainstream.
- With action: recognised, skilled, stable workforce driving long-term community impact.

MENTIMETRE

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QUESTIONS?

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