

WORKFORCE STRATEGY



Vision

An inclusive and future-ready workforce thriving in an evolving and dynamic environment. When our workforce thrives, so do our children and young people.



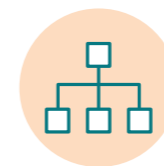
Collective responsibility



Learning system



Evaluate for impact



Tight and flexible



Trust and verify

We'll focus on:

Diversity and inclusion

Creating culturally responsive and inclusive working and learning environment free from discrimination. We work and learn in a rich diversity of families, communities and colleagues where every individual's differences and unique perspectives are respected and welcomed.

Workforce capability

Developing the leadership, knowledge, skills and mindsets essential for providing quality teaching and learning to our children and young people, communities and employees, while leading innovation through proactive engagement with emerging technologies.

Organisational effectiveness

Implementing adaptive structures, workforce models, systems and processes that respond to local contexts and insights, ensuring our people and learners thrive in an ever evolving landscape.

Supply, attraction and retention

Reimagining supply pipelines and models with compelling value propositions to attract, utilise and retain a strong and diverse workforce across the department.

We'll drive impact by:

- Developing, sharing and responding to workforce insights, contemporary research and leading practice.
- Co-designing workforce solutions and initiatives with leaders, staff and the organisations that represent them.
- Using our guiding principles to inform our decisions and approaches.
- Aligning initiatives to department, state and national education strategies and priorities.
- Monitoring our progress using key workforce indicators.

Success looks like:

Inclusive culture:

Our workforce reflects the diversity within communities and actively leverages these perspectives to drive innovation, enhance collaboration, and foster a culture of inclusivity.

Thriving by design:

Our organisational design, employment models and culture set us apart as an employer of choice and support us to achieve our aspiration.

Quality supply:

We have strong, agile supply pipelines of quality teachers, leaders and non-teaching staff capable of unlocking the potential of every learner.

Safe environments:

Our workplaces are environments where our people feel culturally safe, have a strong sense of belonging, and are valued and respected.

Strong decision making:

Leaders leveraging data insights to inform decision making and proactively address workforce challenges with responsive and innovative solutions aimed at improving employee retention, satisfaction and performance.

Learning culture:

Our workforce embraces a commitment to ongoing learning, equipped with the capabilities to inspire and empower our children and students, ensuring sustained growth and learning.

Mindsets for success:

Our people are recognised and celebrated for their learning mindsets, adaptability, innovation, responsiveness and resilience.

We are accountable for creating culturally responsive working and learning environments where Aboriginal and Torres Strait Islander people feel respected, empowered and have a strong sense of belonging.

We commit to actively engaging Aboriginal and Torres Strait Islander workforce at all levels across the department, ensuring Aboriginal and Torres Strait Islander voices, cultural knowledges and perspectives are heard, respected and embedded across all areas of our work.



Government of South Australia
Department for Education