



Australian Government

Department of Health, Disability and Ageing

Workforce Strategy

Our vision: Building a capable, agile, and future-ready workforce

Building capability to enable successful adoption of AI and automation

Embedding agility and resilience in workforce design

Strengthening leadership and culture to drive inclusion and performance

Our environment:



Digital disruption

New technology
Adoption of Artificial Intelligence
Increased connectivity



Shifting values and expectations

Multigenerational workforce
Need for wellbeing and alignment to purpose



Government Priorities

APS Reform and Productivity
Integrity and Stewardship
Machinery of Government changes



Labour market conditions

Competitive labour market, low unemployment



Ways of working

Flexible and hybrid ways of working
Changes to where and how we work



Future sustainability

Social, environmental and technological forces
External disruptions and impacts on industries and people

We have 4 strategic objectives to support our vision:

1. Compete for talent

We use strategic approaches to meet changes in the labour market, attracting and retaining the right talent which supports a positive culture



2. Grow our own

We invest in our people to build the capability required now and for the future



3. Support and build agility

We adopt a flexible, responsive, and strategic approach to resourcing, removing barriers to mobility and supporting the structures we need



4. Leadership and culture

Our strong and professional leadership strives for excellence and drives a culture of inclusion, high performance, integrity and engagement



Current state:

- We have gaps in key skills like AI, data, digital, strategic policy, leadership and stakeholder engagement.
- We have limited evidence-based methods to define capability needs.
- We need to be more agile and equipped to adapt quickly to change.
- We're not making the most of our people's skills and experience.
- Our systems and processes don't support effective skills and capability management.

Priorities

- Our employee value proposition
- Recruitment & retention strategies
- Building and measuring capability
- Optimising performance and productivity
- Building strategic partnerships
- Implementing our Inclusion Framework and Stretch Reconciliation Action Plan
- Improving our systems and data

Future state:

- We attract and keep people with the right skills and attributes.
- Workforce planning uses evidence to guide changes in capability and structure.
- Recruitment is flexible and taps into networks and markets.
- We build the skills we need, including APS priorities and emerging areas like AI and automation.
- Data and insights guide decisions across the employee lifecycle.
- We have a diverse, flexible and resilient workforce.
- Leaders are confident, capable, and equipped to lead.