

Sector-wide consensus on a defined ethos for the Sector, and support for the development of visionary leaders

- Develop a **Framework** outlining the sector's culture and recovery approach, that leads to development of a code of practice
- Inform **articulation of leadership** roles within organisations supported by their Boards, and establishment of mentoring and leadership circles to promote shared learning and networking

Assessment of the knowledge and skills required to competently practice in the workforce roles while recognising the high level of task range, expertise and autonomy required, and subsequent action to address these in a holistic, strategic manner

- Establish sector-endorsed **career pathways** with job roles matched to competencies and qualifications
- Enhance delivery of the Certificate IV in Mental Health as an **entry-level qualification**, that is mapped to lifelong /career wide learning pathways
- Inform new and existing **articulation agreements between VET and Higher Education** to establish new skills development and professional development opportunities
- Raise awareness and increase sector involvement in the **Community of Practice of VET Practitioners**, established through the ongoing Recovery Oriented Certificate IV processes

The Sector is an attractive career option, supports a culture of professional development, and retains a dedicated and experienced workforce

- Leverage **Communities of Practice** (and other scaffolding in learning processes as relevant) to enable shared education and training opportunities across organisations and individuals
- Initiate development of a **bridging program** to prepare university graduates entering the sector in recovery-orientated service delivery
- Investigate and trial new **recruitment pathways** to attract people to the sector, including school-based internships, placements and traineeships linked to employer incentive payments

The Sector is acknowledged as a leader and partner in the delivery of recovery-focused services

- Establish a **Centre for Community Mental Health Research, Education and Practice** to build partnerships with Universities and the academic community, build partnerships with vocational education and training (VET) researchers and practitioners, attract funding for research, and inform workforce development and best practice
- Advocate for the **inclusion of sector workers, people, family and clinical partners in the decision-making processes** to build capacity for collaboration