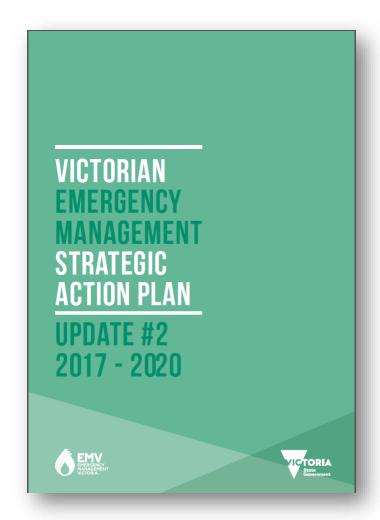




Victorian EM Sector Workforce Strategy Project

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Working in conjunction with Communities, Government, Agencies and Business



Project Working Group

EMV, CFA, MFB, VICSES, DELWP, DEDJTR, DET, DHHS, VICPOL, AV, LSV, Parks Victoria, Red Cross, Victorian Council of Churches

PRIORITY D:

Create a long-term emergency management employee and volunteer workforce development strategy.

Our Challenge: A more consistent, collaborative and innovative approach towards workforce management across the emergency management sector, is needed.

There is opportunity to further understand the evolving expectations and requirements to support the promotion of a diverse, inclusive and skilled workforce for the future sustainability of the sector.

The objective of this priority is a sophisticated workforce management approach to build and sustain the emergency management sector.

The actions to realise this objective are:

- D1. Establish workforce management principles to guide emergency management agencies and departments to plan, manage, recruit and retain their workforce.
- D2. Develop and implement a 10-year workforce strategy and sector training framework that delivers a highly diverse and technically competent workforce.

The journey

flexible diverse engaged

resilient COMMUNITY empowered

knowledge leadership development

sustainable Collaborative accountable

inclusive respect safety talent

adaptable/agile shared success

		Corporate People strategy		Volunteer strategy		Comment	
Organisation	Corporate strategy	People strategy	Volunteer Statement		Ca	pability Blueprint 2015-2025	
EM Sector	10	-	Volunteer Cizza		St	Strategic Action Plan (Update 2016- 2019) EMV Corporate Plan / Ongoing Strategy refresh DELWP 2020 / Fire and EM Division Workforce Plan (2015) Strategic Plan 2016-17 / DEDJTR	
	3	-					
EM Sector	3						
EMV	3	4					
DELWP				-		Connects	
DEDJTR	4			_		2016-2020 Strategic Plan	
DET	4	-		_		DHHS Strategic Plan / DHHS People Strategy 2020	
DHHS	4	3				MFB Plan 2015-2018	
	3	3*				CFA Strategy 2013-2018 Towards Resilience / Volunteerism Strategy	
MFB	5			5		Observany / OUI	
CFA	8	3		3		People Strategy / Volunteer	
SES	9	-				Capability Plan 2016-2025	
VICPOL				-		Strategic Plan 2017-2022	
AV	5					LSV Strategic Plan 2016-2020	
LSV	4			-		Strategy 2020	
Red Cross	3						
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What are the key challenges facing the EM sector workforce in the next decade?

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Draft workforce management principles to guide emergency departments to plan, manage, recruit and retain their workforce.

- The sector consists of diverse cognitions and capacitities and each cognitivities delivers a unitive reservice.
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- Presidents us to actiglt to the implications of demographic and social champes on our people and communities
- to before any any analyses of the part of
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 - Approximate the information and distinguished status distinguish, not along the registeration of a distinguish primate on our workforce status of a distinguish primate on our workforce status of a distinguish primate on our workforce status of a distinguish primate or our workforce status or our workforce sta

- Highlights that the most resident organisations are the most adaptions had an change is positive. Adaption is produce change.
- Device consistency serious the sector in viscoins capture and learning and creative opportunities to share transletution and resources
- Positions our worklords to expore and export the opportunities presented by
- Leadership and learning occurs at all involv
- Highlights the terrelity and importance of festering a common approach to its stemple development across the sector
- Emphasion that mechanism and account of a property and opportunity under for example store in centuring we're conserved. Pell learning and countries are pathways tool the.
- A catalyst for changes to the existing learning systems, and continuents to ensure a substitutely and engaged workers. We are outcomes incussed

- Emphasises that the delivery of services fivosoft har core capitalities is our reason for core, one must marked a respon bods.
- Positive us to record to the challenges stemming here because increases in demand and changing connected by septembers. High sights the importance of advisors again; and providing our auccesses to encourage an englished workforce
- Addressives security constraints and one immediate no acts focus out personnel recommon appropriately.

- Organizations must be enabled by appropriate implement as we can answer the
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 storegline leveralizations; as not an extremiting our artistics; in
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Our shared vision Safer and more resilient communities

Our common workforce management principles

Our sector, through our people.

environment of inclusion and respect respects the criticality of the career staff/volunteer relationship encourages the sharing of personnel and experience inclusive culture. personnel and experience between organisations is accountable for

understands each organisations' capabilities and capacities

the sector to foster safer, more resilient communicates in a

recognises that communities are the source of our people - volunteers and career staff

shows resilience and adaptability

knowledge, learning and resources

recognises that positive leadership transcends organisational boundaries

acknowledges and fosters an engaged

plans for the future demands on our ser shares a common understanding of the future

planning and the



What we found

- Short planning horizons
- Furthest outlook = 2030
- Few multi-agency strategies
- Varied detail, generally similar themes
- Workforce planning ≠ Workforce strategy
- Resource limitations



Natural environment



Human & social environment



Technology, infrastructure & communications



Our cultures & structures



Stakeholder expectations

The way forward

