WORKFORCE 2030
A UTILISATION PROJECT FROM THE
ENABLING SUSTAINABLE EMERGENCY VOLUNTEERING
RESEARCH STREAM

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External factors that will affect EM organisations and their workforce capability required.
• Increasing uncertainty & interdependence
• Optimising human-system interactions
• Types of employment

External factors that will affect EM organisations and their workforce capability required

Nature of Work

Volunteering

Physical Technology

Digital Technology

Public Policy & Societal Expectations

Changing Risks

Demography
• COVID disruptions to growing population
• Population ageing
• Youth mobility
• Rural changes
• Decline in formal volunteering
• Traditional vs modern volunteering styles
• Informal, spontaneous volunteering trends in EM

External factors that will affect EM organisations and their workforce capability required
• Ageing infrastructure
• 3D printing transforming manufacturing
• Autonomous vehicles
• Wearable technology

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- Rise of quantum computing
- AI & machine learning
- The internet of things, 5G
- Augmented/extended reality
- Satellite imaging
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- Climate change
- Catastrophic disasters
- Future risk profile e.g., pandemic, human induced hazards, terrorism

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Implication for Volunteers and Paid Workers

- Recruitment & Selection
- Socialisation & Training
- Work Re-design
- Diversity & Inclusion
- Managing Mental Health
- Adaptive Leadership
- Change Management
- Managing an Ageing Workforce
Recruitment & Selection

Socialisation & Training

Work Re-design

Diversity & Inclusion

Managing Mental Health

Adaptive Leadership

Change Management

Managing an Ageing Workforce

- Virtual, immersive socialisation and training
- Rapid onboarding and training
- Increased recognition of prior skills and transfer
- Increased focus on proactivity, autonomy, and fresh perspectives

- Digital and online technology
- Immersive assessments
- Access to individual data and complex predictive algorithms
- Increasing focus on improving diversity, fairness, assessing ‘future skills’

- Increased atomisation of tasks
- Increased focus on SMART work design
  - Stimulating, mastery, agency, relational, tolerable demands
Q&A

- What are some **challenges** that are specific to EM in Northern Australia?
- What are some **opportunities** that are specific to EM in Northern Australia?
- Are there any specific research areas that are of particular interest/importance to EM in your area that we can focus on?

**EXTERNAL FACTORS**

- Nature of work
- Demographic changes
- Volunteering approaches
- Physical technology
- Digital technology
- Public policy & societal expectations
- Climate change & changing risks

**‘INTERNAL’ IMPLICATIONS FOR WORKFORCE**

- Recruitment & selection
- Socialisation & training
- Work re-design
- Diversity & inclusion
- Mental health
- Adaptive leadership
- Change management
- Ageing workforce