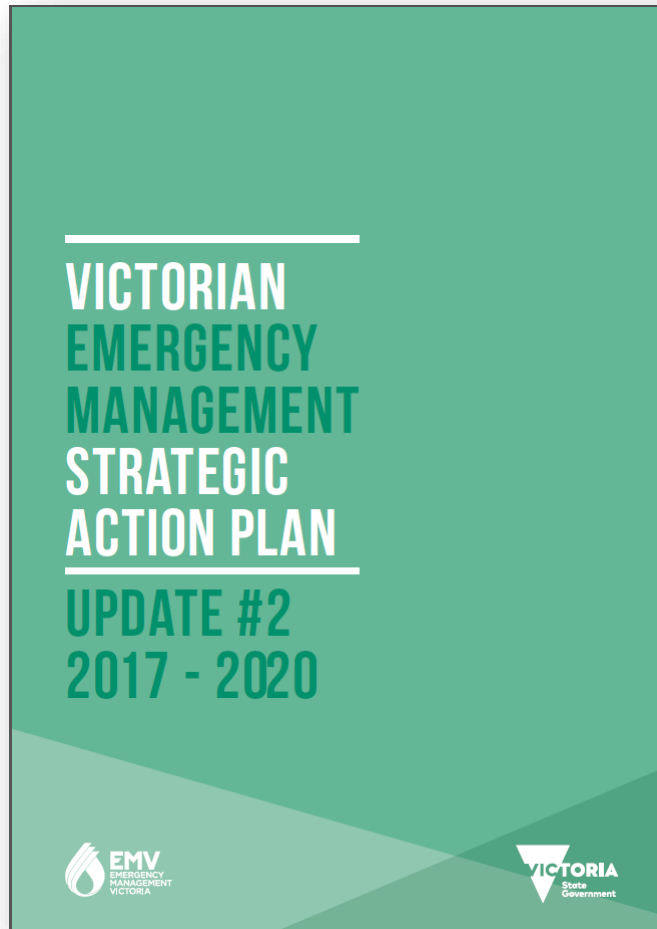


Victorian EM Sector Workforce Strategy Project

Mike Freeman EMV & Sally Graham DELWP

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.

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

Growth explosion
Map showing regional growth areas: Mitchell, Whittlesea, Urban growth, Hume, Melton, Wyndham, Melbourne, Casey, Cardinia.

Future Needs of the Emergency Management Sector in Victoria
The future is already here – it's just not very evenly distributed. William Gibson

Volunteerism Strategy 2015-2020

CFA Strategy: Towards Resilience

CLIMATE COUNCIL

THE BURNING ISSUE: CLIMATE CHANGE AND THE AUSTRALIAN BUSHFIRE THREAT

IS 75 THE NEW 65? RISING TO THE CHALLENGE OF AN AGEING WORKFORCE
A Report From The Economist Intelligence Unit

Terror laws to be tightened in Victoria with shoot-to-kill protections and tougher bail restrictions
By state political reporters Richard Willeghans and Jean Edwards
Updated 21 Sep 2017, 3:08pm
Victorian police will be given stronger legal protection to shoot to kill suspected terrorists under powerful new laws in response to the deadly Brighton siege.
The Andrews Government also plans to give police the power to hold terrorism suspects for up to four days without a court order.
The laws are based on a review of the state's terrorism laws by former police chief Ken Lay and retired judge David...
In November 2014, Victoria Police have charged 19 people with terrorism offences, 19 of whom have been convicted.

Workforce of the future
The competing forces shaping 2030

Smart production
changing the way we live, work and play

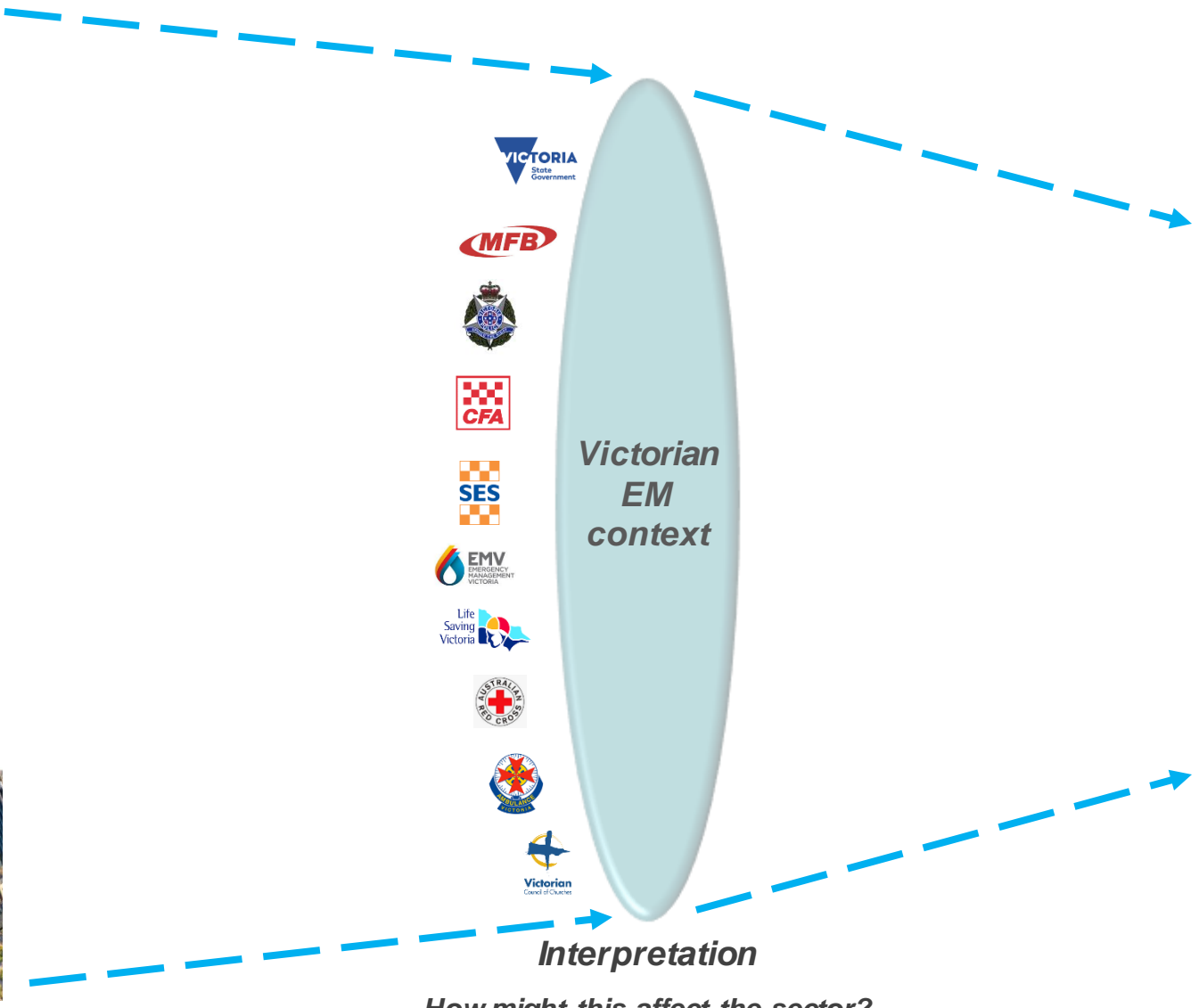
Big data
every minute

From linear to holographic relationships
distributed and networked cultures

0.5%
of all data is now analysed or used = potential

Internet of things
networking everything

Manufacturing
renewable energy, artificial intelligence and additive manufacturing



Our Emergency Management Workforce

We work as one

Delivering a sophisticated workforce management approach to build and sustain the emergency management sector

Future Challenges & Opportunities – preparing our workforce for the next decade

Synthesis
What are the workforce implications?