Victorian EM Sector Workforce Strategy Project

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Project Working Group
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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
What we found

- Short planning horizons
- Furthest outlook = 2030
- Few multi-agency strategies
- Varied detail, generally similar themes

- Workforce planning ≠ Workforce strategy
- Resource limitations
The way forward

Interpretation
How might this affect the sector?

Victorian EM context

Synthesis
What are the workforce implications?

Our Emergency Management Workforce

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

What does the mean for the future of work?
Environmental shifts will change the way work is done.

Workforce of the future
The challenges from aging EM

Volunteerism Strategy
2018-2023

Future Needs of the Emergency Management Sector in Victoria

Victorian EM context

Is 75 the New 65?
Responding to the challenge of an Aging Workforce

The burning issue: Climate change and the Australian bushfire threat

Terror laws to be tightened in Victoria with shoot-to-kill protections and tougher bail restrictions