



Workforce 2030: A utilisation project from the Enabling Sustainable Emergency Volunteering research stream

Enabling sustainable emergency volunteering

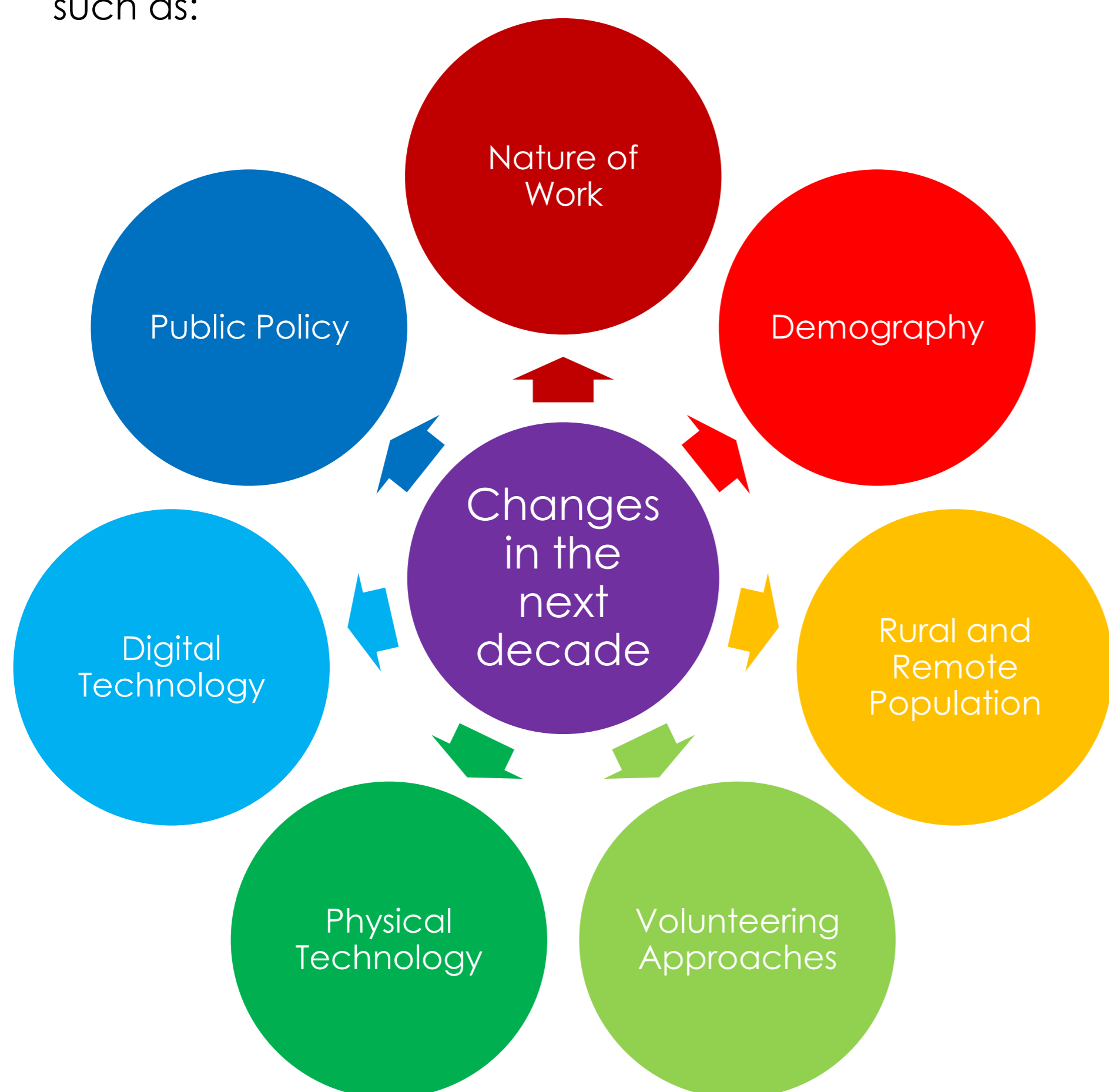
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In the backdrop of significant environmental, economic, and technological changes, this project aims to provoke action in the sector by bringing together a range of CRC workforce related research and the Future of Work Institute at Curtin University to develop a report that provides a picture of the state of current research on emerging workforce challenges and opportunities likely to face emergency service organisations in the coming decade, and a series of tools that will enable the sector to confront this uncertain future. The project comprises three phases, with the large project team contributing expertise in 8 focal areas.

Phase 1 – The Changing Landscape in the 2021-2030 Decade

The project will commence by making sense of the changing landscape (external environment) that emergency management organisations operate in and which will shape workforce capability required over the next decade. The exact scope and content will be determined in discussion with the Steering Committee, however it will consider factors such as:



Phase 2 – The Eight Focal Research Areas Implication for Volunteers and Paid Workers

1. Recruitment and Selection Practice

What are the new roles? What talent is required? How do we attract it?

2. Socialisation and Training

As workers and volunteers' expectations change, how can new members be better inducted and trained?

3. Work Re-Design

As technology changes, how can we design better work to ensure human-system interaction is optimised?

4. Diversity and Inclusiveness

As Australia's demography changes, how do we ensure members from all communities feel welcome both as members and customers of the services?

5. Managing Mental Health

How do we ensure volunteer and workers' mental health is sustained while in the service?

6. Leadership

How do we instil leader skills that are adaptive to changing demographics, work roles, expectations, and performance requirements?

7. Change Management

How can we improve change management in the service?

8. Managing an Ageing Workforce

How do we engage an older workforce and create opportunities for younger workers and volunteers?

Expected Outputs



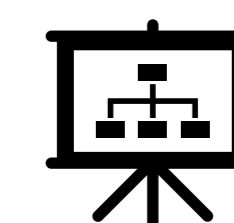
Scoping Document



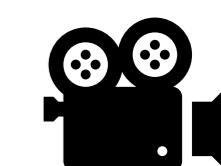
Vision 2030 Report



Workforce 2030 Stories



Infographics



Animations and Vignettes

End User Engagement

At the time of printing, the team was recruiting a Steering Committee from members of the AFAC Workforce Management Group and Volunteer Management Technical Group.

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