

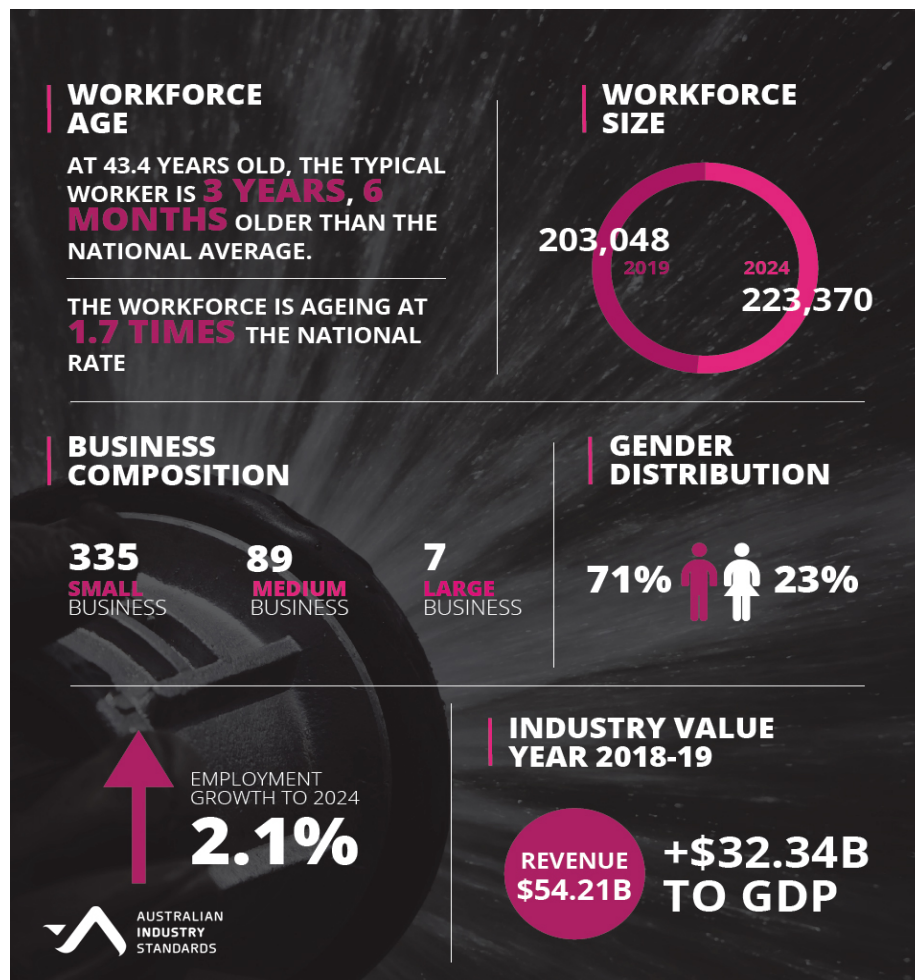
## SUMMARY

The Public Safety Industry Reference Committee (IRC) Skills Forecast identifies the priority skill needs of the Public Safety industry following research and stakeholder consultation.

The IRC, made up of industry leaders and experts, acts as a conduit between the Public Safety industry and the Australian Industry and Skills Committee (AISC). It proposes Training Package development work to ensure that skills standards and qualifications are contemporary, as well as future focused, to meet the skill needs of industry.

## INDUSTRY TRENDS AND OVERVIEW

The Public Safety industry employs nearly 178,000 people in full-time jobs, 19,850 people in standby/reserve positions, and approximately 230,000 volunteers. The industry has an estimated annual revenue of \$54.21 billion, adding over \$32 billion to the Australian economy in 2018-19.



## INDUSTRY CHALLENGES AND OPPORTUNITIES

Australia's Public Safety industry is diverse and comprises police, fire and land management agencies, maritime rescue, emergency services, emergency management agencies, biosecurity agencies, the Australian Defence Force, intelligence organisations, and associated administrative and support functions.

### NEW TECHNOLOGIES

The exponential advances in new technologies provide enormous challenges and opportunities globally. Much of the emerging technology is still to have its full potential exploited. It is particularly true of technologies such as 3D printing, Internet of Things (IoT), remotely piloted aircraft (drones), artificial intelligence (AI), augmented reality, blockchain, cyber security, robotics, geospatial mapping and monitoring of global information systems. There is a real risk that these technologies may outstrip our capacity to train and/or acquire the skills required to manage new work, or threats. Among the challenges of automation, a degree of deskilling can also be expected.

### STRATEGIC ISSUES

Recognising that a large segment of the Australian community is not active in their own preparedness for emergencies and natural disasters, the National Strategy for Disaster Resilience (NSDR) advocates for the community to be active participants in their own resilience. This represents a major policy shift in emergency management moving from the traditional position of the emergency services serving the community, to where the community is empowered to act as its own agent in emergency management. There are a series of community engagement activities that the emergency management sector utilises to build community resilience. All of these activities centre on the concepts of shared responsibility and community resilience which encourages the active participation of individuals, businesses and communities in government processes and in this case emergency management and the preparedness for emergencies.

The national defence strategic outlook to 2035 includes many challenges such as terrorism and climate change. We will continue to be threatened by terrorism at home and abroad. Within Australia, Police and Defence will provide critical capabilities as part of our national counter-terrorism arrangements. The issue of climate change is also of concern as there will be changes in the frequency, intensity, location and timing of extreme weather events. In response, a Senate inquiry, has recommended that "Australian governments specifically address issues of compatibility and capacity to facilitate the most effective interoperability of emergency service organisations and their key personnel, especially for fire services" to reduce the impact and costs of such events.

## FINANCIAL AND ECONOMIC FACTORS

Australia has sustained its economic growth for the 27<sup>th</sup> consecutive year. However, there are both internal and external factors that might pose risks to this economic boost. The government has the objective of transitioning Australia from a resource and commodity-based economy to an innovation and service-oriented one. As most organisations within the Public Safety sector receive state, territory or federal funding, they need to improve their efficiency by adopting innovations that boost productivity.

## FIRE SAFETY AND AVIATION ROLE IN THE FIRE INDUSTRY

Following several fire incidents in buildings across Australia, it has been recognised that there is an opportunity to build the capability of fire safety personnel to work with building practitioners in the design phase of building and construction to ensure that Building fire safety requirements are met consistently with the requirements of the National Construction Code. Aviation also plays a significant role in fire safety. The current National Aerial Firefighting Centre (NAFC) provides a national cooperative arrangement for combating bushfires by facilitating the coordination and procurement of a fleet of highly specialised firefighting aircraft for use by State and Territory emergency service and land management agencies across Australia. The role aviation plays in the broader fire and emergency management industry will place increasing demands on the recruitment and specialist training of personnel. The 2018 Review of Aviation Roles in Fire and Emergency Management – Part 1, undertaken by Dobbin Consulting, looked at the Fire Aviation Training and Assessment Framework (FATAF) and identified that most AFAC member agencies use aviation-related roles to assist with managing fire, but are increasingly using aviation to help manage a broader range of emergencies. The current FATAF is very fire focused and more flexible training pathways are increasingly required.

## AGEING WORKFORCE

Population growth and ageing will affect labour supply, economic output, infrastructure requirements and governments budgets. Overall, there is an increasing upward trend in the average age of the workforce in Public Safety with an increasing peak in the 55–60 years of age population. People are staying in their jobs longer. Public Safety roles, by nature, encompass high-stress occupations. An ageing workforce presents challenges regarding health, the volume of retirements and consequential loss of organisational and industry specific knowledge, as well as a loss of mentors. Emphasising leadership and management development in a much younger cohort will be essential to be able to maintain effective services. Strategies to retain the experienced older worker will also need to be developed.



## SKILLS RELATED INSIGHTS AND OUTLOOK

About 69.6% per cent of AIS survey respondents reported experiencing a skills shortage in the last 12 months. The occupations reported as being in shortage were: educators/trainers/assessors, management, administration, vehicle operation, and firefighters (auxiliary/volunteer). Employers identified the following reasons for the shortage with the most frequent response listed first:

1. Cost/time to achieve the required qualification
2. Competition from other organisations
3. Wages / salaries considered too low
4. Ageing workforce / current staff retiring
5. High staff turnover

## PUA 12 PUBLIC SAFETY TRAINING PACKAGE

The PUA12 Public Safety Training Package provides the only nationally recognised Vocational Education and Training (VET) qualifications for occupations involved in aquatic rescue, aquatic search and rescue, emergency communications centre operations, community safety, biosecurity response operations, leadership, emergency management, search and rescue – management, firefighting operations, supervision and management, firefighting and emergency operations and fire investigation. The PUA12 Public Safety Training Package comprises 38 qualifications, 26 Skill Sets and 338 Units of Competency and associated assessment requirements and covers firefighting and emergency operations, search and rescue, SES operations, community safety, aquatic search and rescue, and biosecurity.

## TRAINING PACKAGE REVIEW AND DEVELOPMENT – PRIORITY WORK

\*The following projects were proposed and submitted to Australian Industry and Skills Commission for consideration on 30 April 2019.

### DEFENCE

#### 2019-20 DEFENCE SKILLS – REVIEW AND DEVELOPMENT

Defence has identified Training Package materials for review or development during 2019-20. Defence undertakes ongoing capability reviews across the ADF that may result in DEF Defence Training Package development outside of the IRC Skills Forecast and Proposed Schedule of Work period.

The six proposed projects will review and develop seven qualifications, 56 Defence Units of Competency, and two Skill Sets. Where imported elective Units of Competency are identified as either deleted or superseded, the IRC may also elect to revise the affected Defence qualification(s) through the IRC minor upgrade process.

## **POLICE**

### **2019-20 CRASH INVESTIGATION AND ANALYSIS – DEVELOPMENT**

This project will develop POL Police Training Package materials related to road crash investigation and analysis, and addresses changing police practices relevant to performing forensic investigation processes at the scene and post scene to analyse and interpret data gathered from forensics.

## **PUBLIC SAFETY**

### **2019-20 COMMUNITY SAFETY – REVIEW AND DEVELOPMENT**

This project will review four qualifications associated with Community Safety that addresses changing industry skills requirements to community expectations during an operational response.

### **2019-20 EMERGENCY MANAGEMENT – REVIEW AND DEVELOPMENT**

This project will review the qualifications associated with emergency management in the PUA Public Safety Training Package that addresses changing regulatory and industry skills requirements that meet jurisdictional and community expectations during an operational response.

### **2019-20 STATE EMERGENCY SERVICES– REVIEW AND DEVELOPMENT**

This project will review and develop new Units of Competency and develop an existing Skill Set to address the incident response capabilities of State Emergency Services volunteer members.

The full Public Safety IRC Skills Forecast can be accessed at:

<https://www.australianindustrystandards.org.au/industry-reference-committee-irc-skills-forecasts-2019/>

## AUSTRALIAN INDUSTRY STANDARDS

Australian Industry Standards (AIS) is a Government appointed Skills Service Organisation (SSO) that partners with industry to shape the workforce of the future through the development of skills standards.

We work under the direction of Industry Reference Committees that represent the following sectors: aviation, transport and logistics, maritime, energy, water and utilities, public safety, police, fire, defence and corrections. Together, these industries keep Australia productive, powered and secure.

AIS supports IRCs through industry engagement, research and analysis to prioritise the skill needs of their industry. We help to develop contemporary, future focused and world class qualifications for the workforce, create career pathways, and support industry growth and productivity.

## CONTACT US



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