



Future Workforce Session Recap – NHRF22

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**What does the EM
workforce need to look like
in 20 year's time?**



A word cloud of attributes for the future EM workforce. The words are arranged in a roughly circular shape, with some words being larger and more prominent than others. The colors of the words range from dark purple to brown. The attributes include:

- Sustainable & stable
- Flexible
- Multidisciplinary
- Valued & respected
- Larger
- Intergenerational
- Apolitical
- Kind & empathetic
- Inclusive
- Resilient
- Scalable & surgeable
- Supported & equipped
- Adaptive
- Local
- Diverse
- Curious & creative
- Caring for country
- Agile
- Informed
- Knowledgeable & capable
- Community-led/based
- Proactive & empowered
- Multicultural
- Integrated & coordinated
- Respectful & trusting
- Reflecting community



What does the sector need to do to build a future ready workforce?



1. Focus on **learning, training and skilling up** the future workforce



2. Enable **innovation and adaptation** through future focused and systems thinking



3. Be **collaborative and humble**



1. **Invest** more broadly and more deeply in the future workforce



2. Build an **inclusive culture** and greater diversity



3. Focus more attention on **planning and preparedness**



4. Make good use of **evidence, data, and technology**



5. Engage with and inspire **young people**

