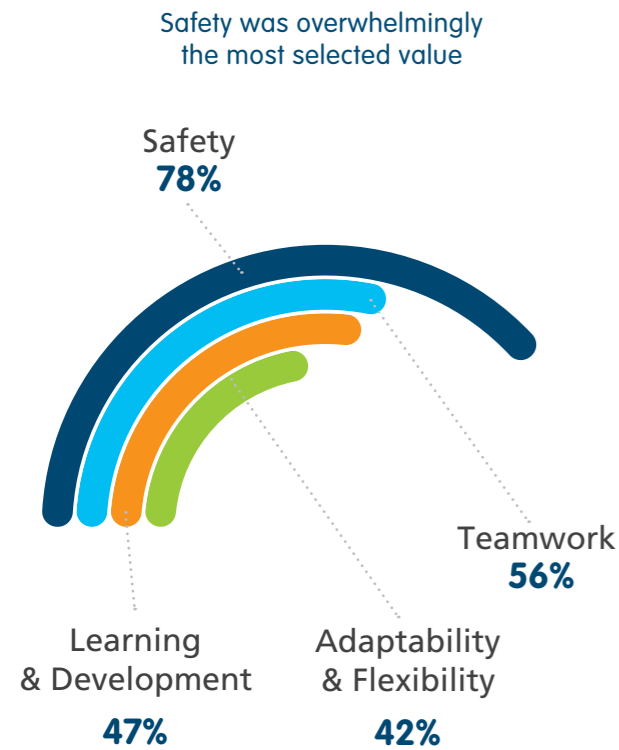


WORKFORCE RESEARCH INSIGHTS 2024: National Aquatic Workforce Pre-Symposium Survey Results



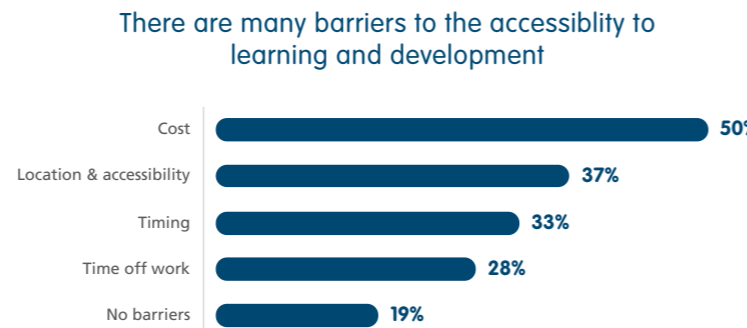
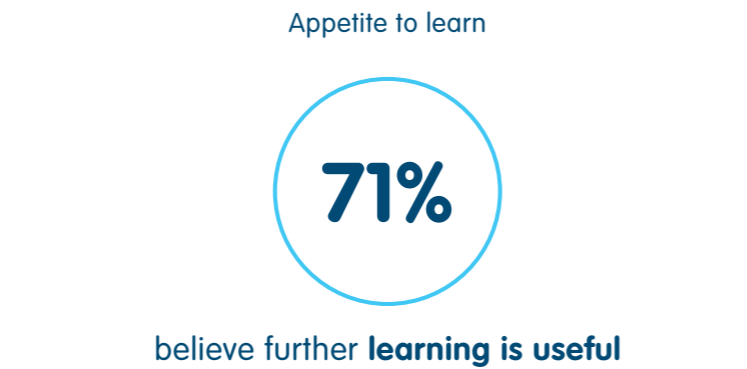
VALUES: SAFETY IS PARAMOUNT

Around 80% of workers and leaders identified that safety was their primary value, driver and concern when it came to what was important in the aquatic industry.



APPETITE TO CONTINUALLY DEVELOP

Workers have identified they want further development opportunities. Lowering access barriers, and national coordinating of approaches remain strong themes.



COMPLEX COMMUNITIES AND WORKPLACES

Many workers identified that working directly with and in communities brings a range of challenges. Trends for changes in the prioritisation of values and skills demonstrates the need for developing soft skills in addition to technical skills.



CAPILITIES ARE PRIMARILY INFLUENCED BY WORK AND ROLE CONTEXTS

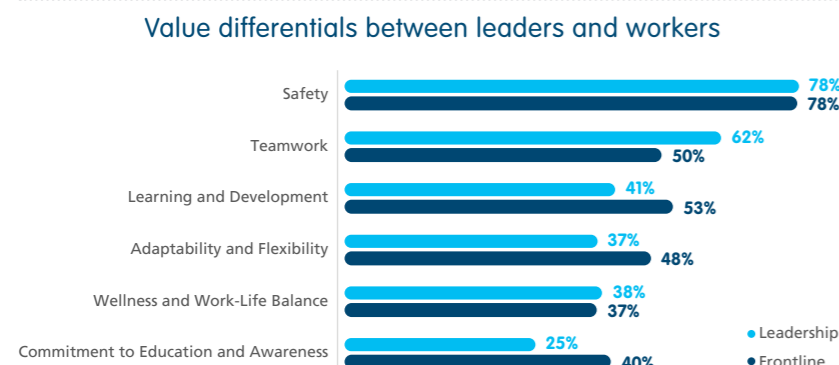
Frontline workers and leaders identified that while there are many commonalities, specific job roles in the industry required differentiated capabilities and that often there were layers to capability depending on seniority, responsibility, portfolios and the context of their location and community.

Workers in remote and regional areas prioritise different skills to those in urban areas

Urban	Regional	Remote
#1 Communication	#1 Communication	#1 Communication
#2 Leadership	#2 Team Management	#2 Emergency Management
#3 Team Management	#3 Health & Safety	#3 Aquatic Operations

LEADERSHIP

It is also known that leadership capabilities play a critical role influencing the impact that workplaces have on workers. Alongside the development of soft skills, many workers, leaders and employers in the industry identified that training in leadership is effective and valued, but not provided widely.



Learning and development in leadership skills are widely helpful and needed



Leaders and frontline workers prioritise different skills

