

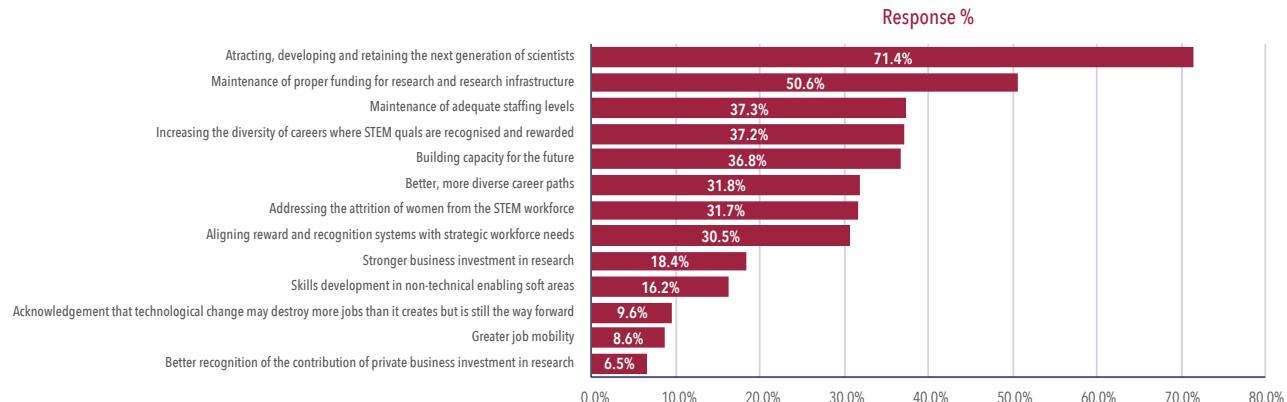
**Professional
Scientists
Australia**

A WORKFORCE PLAN FOR SCIENCE

A proper workforce development plan for science means:

- Adequate professional capacity to meet the needs of current, emerging and future challenges.
- Highly-motivated, properly trained and qualified scientists who maintain professional standards, high-quality STEM-related services and the safety of the community.
- Attracting, developing and retaining the next generation of scientists.
- Skills development for better career paths and job mobility – not just for current role.
- A commitment to supporting continuing professional development by employers as an investment in the STEM sector.
- Addressing the attrition of under-represented groups. Not only would a 4% increase in the participation rate of women over the next decade add \$25 billion dollars to the economy (only 16% of the STEM-qualified workforce is currently female) but diversifying the workforce would mean global STEM challenges would be considered from a much broader range of perspectives.
- Aligning reward and recognition systems with strategic workforce needs - business acumen, entrepreneurial literacy for scientists, skills in commercialisation and translation, etc.
- Ensuring broad skillset including soft skills such as collaboration, effectively communicating scientific and technical information, managing team conflict, time management, versatility in the workplace, team effectiveness, leading and managing change, team motivation, strategic planning, project management, resilience in the workplace.
- Broadening the diversity of roles/careers in which science qualifications are valued and, in turn, recognised and rewarded.
- Ensuring reasonable working hours and work/life balance.
- Addressing deprofessionalisation - use of non-scientists in roles that should require a degree qualification - usually a cost-cutting measure that turns out to be false economy (cost v value argument).
- Addressing disincentives to remaining in STEM e.g. insecure employment, jobs tied to funding, sexual harassment, etc.
- Rebuilding/ensuring minimum STEM capability in public service across all three tiers of government.
- Maintaining high professional standards and a cost base that protects them including adequate staffing levels.
- Utilising the IR system to effect broader change such as paid parental leave, flexible work arrangements, etc.

Our latest Scientists Survey found the most important approaches to developing a sustainable STEM workforce were:



**THE FUTURE STARTS
WITH SCIENCE**

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