

CFS VA- YAC Representative Report

Lukas Lane-Geldmacher - 08/10/2022

Introduction

Since undertaking the inaugural role of a Youth Advisory Council (YAC)/ Volunteers Association (VA) representative, initially I was unsure of what the expectations of the role would be and what the expectations were of the VA and YAC. After several months in the position, my understanding of the position is to be the conduit between the VA and YAC, and to communicate within each forum to ensure that the views of both young people and the rights of volunteers are advocated for, and to ensure that both the VA and YAC are duly informed of actions and decisions across both areas.

As such, I will continue this report by communicating the key points from YAC and actions which are relevant to the VA.

Given this is the first report of this nature and there is reasonable amount of information to convey, I apologise for the length of this report.

Overview of YAC Agenda items

The following is a summary of current key agenda items for the YAC:

1. Youth recruitment and retention across the CFS (particularly in regional areas)
 - Working on strategies to engage and make information accessible
 - 'Retention of Young People within the CFS' proposal (Katie Freak) looks at supporting young people who may need to move brigades or regions because of study/work stay engaged within the CFS by continuing to train with the nearest brigade in their new location – this includes proposed changes to the Chief Officer's Administration Instructions to support this. NB: the intent is to allow young people to continue to train/maintain skills and meet the minimum attendance requirements as set out in S.7 of COAI, not to force a change of Brigade membership, and would require support from BC's of the brigades the member proposes to train at
2. Skills/development of youth – research mentoring programs
3. Operational – participation in State ICT and OI&L Committees
4. Social/cultural – building relationships with stakeholders and active involvement with youth
5. Marketing – promotion of YAC and youth volunteers
6. Training – promote training pathways
7. Establish Regional Youth Committees – ensuring a voice for regional youth members

The following is a summary of YAC discussion items which may become agenda items:

1. Volunteer to Career proposal – supporting interested volunteers into CFS career pathways through workshops
2. Cadet Rapport Project proposal – engaging and supporting cadets to transition to firefighters through enhanced involvement with YAC
3. Leaders Toolkit proposal – development of an online (portal) resource of information targeted at 'operational leaders' (crew leaders, persons aspiring to leadership roles)

New positions within YAC

A number of Regional YAC members tenures have recently expired, and the YAC has seen outgoing representatives from Regions 2, 4 and 6.

The below table shows the current composition of the YAC:

| Region / Role | Name |
|-----------------------------|------------------------|
| Region 1 Rep | Hayden Linggood |
| Region 1 Proxy | Erin Barrera |
| Region 2 Rep | Kimberley Day |
| Region 2 Proxy | James Sutton |
| Region 3 Rep | Cody Campbell |
| Region 3 Proxy | Joshua Kirpensteyn |
| Region 4 Rep | David Bull |
| Region 5 Rep | Siobhan Evans |
| Region 5 Proxy | Zachary Nicolas-Benney |
| Region 6 Rep | Vacant |
| Region 6 Proxy | Vacant |
| Volunteer's Association | Lukas Lane-Geldmacher |
| Deputy Chief Officer | Georgie Cornish |
| CFS Staff Proxy | Brianna Green |
| Project Youth Officer (VSB) | Gina Butler |

The position of YAC Chairperson will be voted on at the next meeting on Super Sunday 09/10/2022, however there has only been one nomination for the position (Kimberley Day).

Volunteer Officer Development Program Workshop

On 18/09/2022 Scott Haynes (Acting Manager Learning and Development) hosted a Volunteer Officer Development Program (VODP) Workshop at the STC. Attendees included Brigade Captains, YAC members, Regional Volunteer Officers, Regional Staff and VSB members from across the State.

The workshop set out to discuss the intent and requirements of the program and how it would be delivered. Whilst it is still under review, the outcome of this workshop was a proposal for the VODP to comprise of the following 8 modules:

1. Acts and Regulations
2. Standards and Ethical Behaviour
3. Safety and Wellbeing
4. Management Fundamentals
5. Leadership Fundamentals
6. Retention & Recruitment (VSB)
7. Preparing Brigades / Groups
8. Operational Fundamentals

Discussion of the delivery of the modules was that they need not be sequentially delivered (one is not a pre-requisite for the other), will include online learning modules and face-to-face delivery, with peer delivered training and VSB input (Module 6). An emphasis was made that the training is relevant and involves practical information as opposed to "death by doctrine".

It was discussed that successful completion of this course would result in a CFS issued certificate, and it was also discussed that the course is not limited to just Brigade and Group Officers currently holding positions, but open to anyone to ensure that future leaders could undertake the training before taking positions.

A copy of the proposed VODP modules has already been supplied to the VA for comment/feedback, and consultation with stakeholders is ongoing by Scott Haynes.