

Call for Papers “Mission for Society – Education and Training for Operational and Emergency Forces of the Future”

Operational and emergency forces¹ of the Bundeswehr, the police, rescue services, fire brigades, the Federal Agency for Technical Relief and other organisations (e.g. Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Doctors without Borders, International Red Cross and Red Crescent Movement, NATO, churches or political foundations) provide vital services for society. They risk their health and lives for the benefit of the community. Day by day, they operate in complex situations, undertake often unpredictable rescue and protection missions, and prevent the extension of damage and risks. This is also true for a group of persons that is less frequently in the focus of the public: members of the operational and emergency organisations who ensure e.g. the equipment and manning of operational and emergency forces, who are responsible for processing complex compensation processes, provide specialist training or effect the management of buildings and infrastructure as well as IT services. When it comes to choosing their professions, the recognition of society for their support in dangerous situations is an essential source of motivation for the members of operational and emergency forces.²

Social expectations on and qualification requirements for both groups of persons are high: the response time of the rescue services, which is the time between the receipt of an emergency report and the arrival of the services at the incident location, is 10 to 15 minutes, in Hamburg even 8 to 10 minutes only.³ NATO demands from the Very High Readiness Joint Task Force (VJTF) to be in operational status within 48 to 72 hours.⁴ For the ministries represented in the Federal Security Council including their subordinate facilities, the “comprehensive approach” offers a way to

¹„Einsatzkräfte sind Mitarbeiterinnen und Mitarbeiter von Organisationen, wie Rettungsdiensten, Feuerwehr, Polizei, Bundeswehr und Bevölkerungsschutz, die regelmäßig bzw. für eine zeitlich begrenzte Dauer im Rahmen eines **komplexen Einsatzumfeldes** agieren“ (Operational and emergency forces are staff members of organisations like the rescue services, fire brigades, police, Bundeswehr and civil protection operating regularly or for a limited period of time in a **complex operating environment**) H. Hoffmann (2017): *Sicherheit durch Kompetenzorientierung. Ein ressortgemeinsames Bildungskonzept für Einsatzkräfte*. Bielefeld. p. 65).

²Cf. M. Krampfl (2017): *Einsatzkräfte im Stress. Auswirkungen von traumatischen Belastungen im Dienst*. Kröning. p. 18.

³Cf. Forschungs- und Planungsgesellschaft für Rettungswesen, Brand- und Katastrophenschutz m.b.H. (2012): *Strategiepapier 2010 der Feuerwehr Hamburg*. Bonn. p. 33.

⁴Cf. <https://www.bmvg.de/de/themen/dossiers/die-nato-staerke-und-dialog/vjtf-speerspitze-der-nato>

implement inter-ministerial and inter-institutional co-operation and to cope with the increasing complexity of national and international crisis situations and the resulting requirements on individuals and organisations.

These requirements to act professionally, confidently and in conformity with the law in a minimum of time during risky and uncertain hazardous situations are confronted with an increasingly flexible and individual working environment: demographic change, a growing shortage of skilled labour, but also changing competence profiles and values concerning the work in operational and emergency organisations make it ever more difficult to recruit personnel, in particular if presence and function requirements are posing considerable restrictions on the personal freedom of the individuals. The situation is aggravated by higher expectations concerning the mobility and flexibility of operational and emergency organisations and a permanent requirement for education and further training in the face of increasingly complex damage and/or operational scenarios. An effect on the leadership and training culture in a national and international context is therefore to be expected.

Instructors and superiors of operational and emergency organisations are thus facing particular challenges: on the one hand, the requirement for professional and operational work and education and training organisations is to be effectively implemented. On the other hand, developments in society need to be considered, staff need to be given the opportunity to create their individual concepts of life and to enjoy compatibility of family and work by means of, e.g. location- and time-independent work, use of digital media, advanced IT including AI, mobile learning, part-time work, home office and other working models in order to maintain the attractiveness of the operational and emergency forces professions.⁵

This raises the question how the challenges of individual concepts of life in professional, functioning (operational and emergency) organisations in a regional, national and international context can be met in future. Is it time to adapt our social expectations on operational and emergency forces and to apply other standards that may be brought in line with a higher level of individualisation? Or is it possible to create (e.g. financial) incentives in order to enhance the attractiveness of professions in operational and emergency organisations, and what would be the consequences? To which degree are the staff members' concepts of life viable without endangering the functionality of the organisations? Is it possible to resolve this area of tension?

⁵Cf. J. Rump & S. Eilers (2017): *Arbeit 4.0 - Leben und Arbeiten unter neuen Vorzeichen. In: Auf dem Weg zur Arbeit 4.0* (p. 3-77). Springer Gabler, Berlin. p. 18f.

How can or must the competence profiles of these operational and emergency forces be designed and what kind of adaptation will be required?

We invite you to make a contribution to this year's Bundeswehr Education and Training Convention. The key questions below may give you some suggestions:

- How can structural requirements of operational and emergency organisations and individual life goals be combined so that they can act as functional, professional and future-oriented organisations in an international context?
- How can organisations identify the different, sometimes contrary, individualisation requirements of their staff members and categorize them? How can compromises between individual concepts of life and professional, functional organisations be reached?
- Do we need to question social expectations and standards regarding operational and emergency forces in order to offer (potential) staff members working at operational and emergency organisations more room for the realisation of their individualisation requirements? How can this maintain the attractiveness and future viability of the profession "operational and emergency force" and enhance the motivation to choose this profession?
- Which competences do the training and executive personnel need in order to make organisational objectives transparent, facilitate the reflection of the values that operational and emergency forces have, and achieve a compromise between the demands of the individuals and the operational and emergency organisations?
- How should the training of operational and emergency forces be designed to ensure relevance and recognition of the principles of professional training in Germany (e.g. competence orientation, learning fields approach, dual training principle), thus enhancing attractiveness? How can training effect stable conduct and reflected and self-regulated acting?
- What is the experience of operational and emergency organisations in other nations when handling the area of tension between professional functionality and individual life design? What can we learn from that?

The Bundeswehr Education and Training Convention is designed as a platform for the exchange between executive and training personnel, the field of relevant scientific research and development and the industry that provides the respective products and services. This year, the main focus will be on topics dealing with the feasibility of matching sometimes contradicting individualisation requirements and social expectations on the functionality of security/safety and protection. The

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aim of the Bundeswehr Education and Training Convention is to support the dialogue among those responsible for training and management of operational and emergency forces on the national and international levels and in doing so, initiating an “agenda setting” for relevant future topics.

Please share your experience and assessment with us and present your concepts, considerations and conclusions. Support this year's Bundeswehr Education and Training Convention with your expert knowledge and hand in your contribution.

<p>Schedule Submission of contributions by 27 March 2019 by e-mail to: <u>ausbildungskongress@hsu-hh.de</u></p> <p>Bundeswehr Education and Training Convention and Exhibition 03 - 05 September 2019</p> <p>Additional information: www.ausbildungskongress.org</p>	<p>Contact AkadDir'in Andrea Neusius Centre for Technology Based Education and Training Helmut-Schmidt-University / University of the Federal Armed Forces Hamburg Holstenhofweg 85 22043 Hamburg</p> <p>Tel.: 0049 40 6541 3666 Fax: 0049 40 6541 3683 Mail: neusius@hsu-hh.de or AndreaNeusius@bundeswehr.org</p>
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