

# Defence Industry Workforce and Skills Taskforce Engagement

Report Briefing

November 21



Australian Government



Government  
of South Australia

# Acknowledgement of Country

We acknowledge and respect Aboriginal people as the state's first people and nations, and recognises Aboriginal people as traditional owners and occupants of South Australian land and waters.



# South Australian Defence Industry Workforce and Skills Taskforce

## Workforce Action Plan – Initiatives Snapshot

Partnerships | Diversity | Impact | Co-Investment

Primary	Secondary	VET	Undergraduate	Entry	Mid
<b>Schools Pathways Program</b> Informs young Australians about the varied pathways and career opportunities within defence industry and encourages engagement in STEM. Facilitates an understanding of defence industry, provides access to defence industry career experiences, mentoring and networking opportunities, and encourages student participation in STEM activities and/or subjects. <ul style="list-style-type: none"> <li>• Up to 10,000 students and 1,000 teachers.</li> <li>• \$2.6 million from 2023–24 to 2025–26.</li> <li>• Commonwealth funded.</li> </ul>		<b>Skills and Training Academy</b> Establish a dedicated <i>Skills and Training Academy (STA)</i> in South Australia to uplift the shipbuilding and nuclear-powered submarine workforce. The STA campus in South Australia will provide optimised training methods through new and existing facilities, systems and training materials. <ul style="list-style-type: none"> <li>• Pilot programs from 2023, including skills for nuclear environments; cross-skilling and apprenticeship-based learning from 2024; and facilities from 2027–28.</li> <li>• Facilities designed to support up to 800–1,000 learners of all skill levels, per year from 2027–28.</li> <li>• Commonwealth funded.</li> </ul>			
<b>Engineering is Elementary Program – leverage further</b> Educating teachers in schools through immersive STEM professional development via Questacon. The program will be reviewed and leveraged further to engage additional South Australian schools. <ul style="list-style-type: none"> <li>• 2024–27.</li> <li>• Commonwealth funded.</li> </ul>	<b>Expand STEM scholarships for secondary students</b> STEM scholarships for more high school students in low-socioeconomic status groups to continue STEM subjects into their final years of high school (SACE Stage 1 and 2). <ul style="list-style-type: none"> <li>• Est. 50 scholarships per year from 2024.</li> <li>• \$1.9 million.</li> <li>• SA Government funded.</li> </ul>	<b>South Australia’s technical colleges</b> New Technical Colleges at Findon, Tonsley and the Heights delivering defence industry and advanced manufacturing programs with industry partners. <ul style="list-style-type: none"> <li>• Approx. 200 students at each college each year.</li> <li>• 150 defence aligned students each year.</li> <li>• Est. \$125 million, SA Government funded.</li> </ul>	<b>Commonwealth Supported Places</b> 800 additional university places for SA universities to deliver more graduates from STEM disciplines. <ul style="list-style-type: none"> <li>• 800 (200 each year).</li> <li>• Jan 2024 through to 2028.</li> <li>• Commonwealth funded.</li> </ul>	<b>Degree Apprenticeship Pilots</b> On-the-job, paid degree apprenticeships in partnership with universities, defence industry primes and supply chain businesses. <ul style="list-style-type: none"> <li>• 375 new apprenticeships over four years.</li> <li>• \$2.5 million from 2024–28.</li> <li>• Joint Commonwealth and SA Government funded.</li> </ul>	
<b>Industry projects in schools – Beacon</b> Inspiring young people to pursue STEM – BAE Systems in partnership with Lumination engaging school students (years 4–8) using the latest technologies. <ul style="list-style-type: none"> <li>• 80 schools by 2026, targeting 12,000 students.</li> <li>• \$1.93 million from 2024–26.</li> <li>• SA Government funded.</li> </ul>	<b>Entry-level VET pathway for aircraft maintenance</b> New entry-level pathway via Certificate II Aeroskills for school students and job seekers – backed by key aerospace companies and the Department of Defence. <ul style="list-style-type: none"> <li>• 50 participants in year 1.</li> <li>• Commencement in 2024 (initial one-year pilot) with opportunity to extend.</li> <li>• \$450,000 per annum.</li> <li>• SA Government funded.</li> </ul>		<b>Defence Industry Connection Program</b> Scholarships for eligible undergraduates and connecting students to defence industry internships, networks, and mentors. <ul style="list-style-type: none"> <li>• 300 places.</li> <li>• \$3.9 million from 2024–28.</li> <li>• SA Government funded.</li> </ul>	<b>Defence Force Recruiting – applicants to Industry Transition Program</b> Supporting Defence Force Recruiting candidates with an interest in Australian Defence Force service who do not meet the strict requirements to consider a career in defence industry. <ul style="list-style-type: none"> <li>• From Q1 2024.</li> <li>• Commonwealth funded.</li> </ul>	<b>Australian Defence Force to Industry Transition Program</b> Active promotion of defence industry employment to transitioning Australian Defence Force personnel with relevant skill sets. <ul style="list-style-type: none"> <li>• Around 7,000 per annum transitioning from Australian Defence Force.</li> <li>• Commonwealth funded.</li> </ul>
<b>School-aged career education resources (Little Ripples)</b> Resources for educators about the range of careers in advanced manufacturing and submarine building. <ul style="list-style-type: none"> <li>• 2024 onwards.</li> <li>• Up to \$250,000.</li> <li>• Commonwealth funded.</li> </ul>	<b>Expand Flexible Industry Programs</b> Expand Flexible Industry Programs in SA’s secondary schools to enhance the accessibility of relevant industry-endorsed pathways to employment. <ul style="list-style-type: none"> <li>• 20 new schools @ 15–30 students per school per annum from 2024–25.</li> <li>• \$1.5 million for two years.</li> <li>• SA Government funded.</li> </ul>		<b>Early Careers Program</b> Apprentices, undergrads and grads to access advanced technologies and training in designing, building, and maintaining submarines. <ul style="list-style-type: none"> <li>• 70 participants in 2023.</li> <li>• Commonwealth funded.</li> </ul>		
		<b>Defence Industry Pathways Program</b> New traineeship program delivering Certificate II and III in Defence Industry Pathways to fill critical roles such as logistics, engineering, drafting, design, safety, cyber security. <ul style="list-style-type: none"> <li>• 150 places over three years from Q3 2024.</li> <li>• Commonwealth to fund \$6 million and SA Government to fund \$6 million.</li> </ul>			<b>Defence Industry Leadership Program</b> Tailored for mid-career defence industry supply chain members, delivered by industry. <ul style="list-style-type: none"> <li>• Up to 50 per annum.</li> <li>• Re-commencing in 2024.</li> <li>• SA Government to fund \$0.84 million over five years and industry to invest \$1.75 million.</li> </ul>
		<b>International Placement Programs</b> Onboard, retain and upskill suitable workers with existing defence industry skills and experience through international placement programs. Developed under the broader AUKUS trilateral mobility program to grow necessary nuclear program experience for Australia’s nuclear-powered submarine program. <ul style="list-style-type: none"> <li>• 70 pilot placements in 2023, up to 500 placements in 2027.</li> <li>• Commonwealth funded.</li> </ul>			

### Supporting Measures

**Comprehensive Defence Industry Workforce Planning and Intelligence Service**  
 Ongoing information intelligence to assess effectiveness of interventions in South Australia.
 

- Commonwealth funded.

**STEM Evaluations Framework**  
 Establish a consistent evaluation framework for STEM programs to better evaluate their impact.
 

- Commonwealth funded.

**Strategic Communications and Outreach Plan**  
 Provide a coordinated approach to messages and communications across governments and industry.
 

- SA Government funded – \$1.35 million.

**AGSVA industry engagement**  
 A liaison support service to defence industry.
 

- Commonwealth funded.

# Supporting measures

- Comprehensive Data and Workforce Intelligence Service
- Establish a STEM Evaluation Framework
- Strategic Communications and Outreach Plan

# Comprehensive Data and Workforce Intelligence Service

## What it will deliver:

Expands the national naval shipbuilding and sustainment workforce information and intelligence service commenced in May 2023 to address industry workforce across all defence domains. The service will provide an aggregated defence industry workforce outlook, which can inform governments and industry of the effectiveness of initiatives in South Australia and nationally.

### Timeframes for delivery

Commencing from July 2024.

### Investment and Initiative lead

Commonwealth funded and delivered.

### Proposed impact

Will provide regular up-to-date information and insights to help guide the development of the South Australian defence industry workforce and inform policy decisions, allowing government and industry to respond more quickly to supply issues.

### Engagement opportunities

- Limited co-design
  - Data collected and shared, will operate under a Deed.
  - Defence industry primes have an opportunity to express interest in participating in the service by signing the Deed.
  - Industry primes that sign onto the service will be invited to co-design intelligence reports and other collaboration opportunities.
- Restricted (for Deed participants only) and publicly available workforce intelligence reports will be developed and available at six monthly intervals.
- Registration of your interest to participate in the service can be made by contacting Naval Shipbuilding and Sustainment Enterprise Headquarters, Defence at [nssg.wpis@defence.gov.au](mailto:nssg.wpis@defence.gov.au)

# STEM Evaluation Framework

## What it will deliver:

Co-design guiding principles to enable consistent evaluation approaches for STEM programs and to provide consistent analysis across government of the impact and success of STEM programs. This will address the need to measure and evaluate initiatives and allow for a greater amount of data to assist with policymaking and decision-making when targeting key cohorts into the future. Agreed metrics to measure what success looks like, clear and quantifiable objectives, and increased data on STEM career outcomes will enable better support to each stage of the pipeline (early childhood, secondary, higher education, and in the workforce). This will support trackable and defensible changes to the way programs are prioritised and developed.

### Timeframes for delivery

Commencing 2025.

### Investment and Initiative lead

Commonwealth and South Australian Government joint initiative during the implementation phase of the proposed initiatives.

### Proposed impact

Will develop a consistent evaluation framework for the programs to ensure we are funding the right programs and can make adjustments to those not delivering their intended outcomes.

### Engagement opportunities

- Defence will lead the co-ordination of the development of the STEM Evaluation Framework requiring active contribution from Commonwealth Agencies and Government of South Australia.

# Strategic Communications and Outreach Plan

## What it will deliver:

A longer-term communications strategy and outreach plan that articulates the vision, opportunities and activities that will have the greatest impact on attracting people into the defence industry. Integrated into an implementation plan for stakeholders to engage with, diversity will be a key feature of promotion and engagement across activities.

### Timeframes for delivery

Co-design and establishment in 2023–24.  
Implementation from 2024–25 to 2026–27.

### Investment and Initiative lead

\$1.35 million. South Australian Government funded. Delivered by South Australian Government (Defence SA), Department of Defence and South Australian based Defence primes.

### Proposed impact

Activities within the plan will provide potential workers with an understanding of the opportunities available within the defence industry, skilling pathways available, break down barriers, change perceptions and provide information on how best to engage with opportunities.

### Engagement opportunities

- Co-Design through structured workshop in late February 2024 on the development of a strategic communications and outreach plan that will:
  - Deliver an agreed communications plan to attract people into defence industry underpinned by audience segmentation
  - Map Defence and industry plans for attraction including but not limited to campaigns, career events and school engagement to ensure efficiency and consistency in messaging and approach
  - Map career related events being held in South Australia for the public, school students, tertiary students and career transitioners to determine presence across SA Government, Defence and industry coordinate attendance
  - Collaborate with industry on events and campaigns where identified as beneficial for both parties
  - Coordinate an annual defence industry career showcase covering all domains
  - Continue delivery of the Find Your Place campaign increasing the campaign reach and amplifying stories of people working within the industry.

# Initiatives – Primary

- Engineering is Elementary
- Industry Projects in Schools – Beacon Expansion Project
- Career Education – School-aged

# Engineering is Elementary

## What it will deliver:

An immersive professional development program for primary school educators, providing them with skills and resources to teach engineering and other STEM subjects in primary school classrooms. The program builds teacher capacity and confidence, enhancing student learning in the classroom and enabling students to develop problem solving and collaboration skills through engaging hands-on projects. Educators who complete any of the eight curriculum-aligned units of work in the program are provided with a free STEM resource kit to implement the design challenges in their classroom. Delivered in partnership between Defence and Questacon, the program provides curriculum to teachers across Australia to build their confidence to teach and assess STEM subjects, develop STEM teaching strategies, engage students in critical thinking, and connect teachers together nationally through communities of practice.

### Timeframes for delivery

Delivery 2024–2027.

### Investment and Initiative lead

Funded under existing arrangements by the Commonwealth and delivered by Questacon.

### Proposed impact

STEM-skilled, knowledgeable and confident educators, with awareness of the application of STEM to real-world problems, can build student interest and identity in STEM and inspire students to consider future careers in STEM fields. Approximately 1,500 primary school teachers will be engaged nationwide over this period.

### Engagement opportunities

- Limited engagement opportunities, with further scoping required:
  - Defence with Department of Industry Science and Resources (DISR) and Questacon to refocus Engineering is Elementary program in SA Schools
  - SA Department for Education to be engaged
  - Opportunities and channels to promote program in schools needs to be explored.

# Industry Projects in Schools – Beacon Expansion Project

## What it will deliver:

Lumination (a specialist Australian education technology company) in partnership with BAE Systems Australia, provides primary school students with problem-solving and innovation challenges through the Beacon program. The students use immersive technologies – virtual reality, augmented reality, artificial intelligence, robotics, 3D modelling – to develop a solution to a problem they are given. The program expansion will improve student perception of STEM subjects and increase participation of women, First Nations students and those from low socio-economic status backgrounds.

## Timeframes for delivery

Scaling up from 2024–2026.

## Investment and Initiative lead

\$1.93 million over three years, 2024 to 2026. South Australian Government funded and delivered by Lumination in partnership with BAE Systems Australia and SA schools.

## Proposed impact

Inspiring young people in years 4 to 8 to stay engaged in and pursue STEM subjects, plus weekly online professional learning sessions for teachers. Delivery into 80 schools by 2026, targeting around 12,000 students.

## Engagement opportunities

- Targeted engagement via SA Department for Education, BAE and Lumination to continue.

# Career Education – School-aged (Little Ripples)

## What it will deliver:

Resources to educators and parents to support conversations with primary school aged children about the range of careers in the defence industry, such as advanced manufacturing and naval engineering. The existing set of Little Ripples career education ebooks will be expanded to show careers in advanced manufacturing and submarine building. The resources spark conversations with children about career possibilities beyond those typically discussed in school settings and depict women working in traditionally male-dominated trades.

### Timeframes for delivery

Complete and promote the eBook by March 2024.

Delivery July 2024–2027.

### Investment and Initiative lead

Up to \$250,000 in 2023–24.

Commonwealth funded and delivered.

### Proposed impact

Boost awareness of careers in advanced manufacturing and the defence industry and generate student pipeline effects for the coming decade.

### Engagement opportunities

- Limited engagement opportunities
  - Little Ripples series well established and developed by Department of Employment and Workplace Relations (DEWR)
  - Little Ripples series to be expanded to showcase careers in advanced manufacturing and submarine building.

# Initiatives – Primary & Secondary

- Schools Pathways Program
- Expand STEM Scholarships for Secondary Students

# Schools Pathways Program

## What it will deliver:

Through an industry-school partnership approach, this initiative will strengthen professional learning for teachers, ensure the information provided to students is contemporary, and allow students to see the careers available. Quality immersion programs will provide students with unique first hand exposure to industry, employers and their workplaces as part of a school's career education program.

### Timeframes for delivery

Delivery 2024–2026.

### Investment and Initiative lead

\$2.6 million. Commonwealth funded and delivered with South Australia.

### Proposed impact

Increasing the number of teachers confident in their ability to provide STEM career information will allow greater reach to students, enabling them to make informed career choices. Up to 15,000 students and 1,350 teachers are expected to benefit from this program over the period.

### Engagement opportunities

- The design of the initiative has been determined by the Department for Defence as part of their School Pathway Program. The Intergovernmental Agreement with the Commonwealth is still in negotiations and will be finalised late 2023 / early 2024.
- Opportunities for stakeholder participation in initiatives as part of the program are being determined and will be finalised when until planning is completed in early 2024.
- The DIWST Project team will communicate opportunities to those that express interest.

# Expand STEM Scholarships for Secondary Students

## What it will deliver:

High school students from under-represented groups (low socio-economic status students and First Nations learners) can apply for scholarships to pursue STEM subjects at South Australian Certificate of Education Stage 1 and 2 levels. The fund covers the cost of tutors, laptops, excursions or any other strategy that directly supports the student to achieve in their chosen STEM subjects and pathways.

### Timeframes for delivery

Annually from 2024–2028.

### Investment and Initiative lead

\$1.9 million. South Australian Government funded and delivered.

### Proposed impact

Estimated 50 scholarships per year from 2024; 200 scholarships over four years targeting students in low socio-economic status groups.

### Engagement opportunities

- No engagement required

# Initiatives – Secondary & VET

- Expand Flexible Industry Programs
- Entry-level VET Pathway for Aircraft Maintenance

# Expand Flexible Industry Programs

## What it will deliver:

The initiative will invest in capital and facilities upgrades and equipment for the expansion of defence-relevant Flexible Industry Programs (FIPs) into an additional 20 South Australian schools to enhance the accessibility of industry-endorsed pathways to employment, and ensure a continuous pipeline of young skilled workers, particularly in critical occupations such as ICT, cyber security, engineering, and electrotechnology. The FIPs are designed in partnership with industry to identify qualifications appropriate for school students and ensure they contain the skills, knowledge and experience valued by employers. They provide an industry endorsed pathway to employment, better preparing young people for real-world jobs and providing a pipeline of young skilled workers.

### Timeframes for delivery

Implementation from 2024.

Delivery to 2026.

Potentially Sustainable Model 2026 onwards.

### Investment and Initiative lead

\$1.5 million over two years, 2023 to 2025. South Australian Government funded and delivered.

### Proposed impact

20 new schools, at 15 to 30 students engaging in a defence industry related FIP per school, per annum; targeting up to 600 students per annum on a defence-relevant career path.

### Engagement opportunities

- Industry can express interest to participate in the program and Department for Education will manage the follow up.

# Entry-level VET Pathway for Aircraft Maintenance

## What it will deliver:

A new subsidised entry-level pathway via Certificate II in Aeroskills for school students and job seekers to help address the skills shortage in the aviation sector. The pathway has the backing of key aerospace companies and the Department of Defence. Investment in this entry-level course will grow the avionics and aircraft technical trades pipeline for the intelligence, surveillance and reconnaissance industry partners in South Australia over the next decade to meet capability needs.

### Timeframes for delivery

Commencing in 2024 (initial one-year pilot) with opportunity to extend.

### Investment and Initiative lead

\$450,000 per annum. South Australian Government funded and delivered.

### Proposed impact

Up to 50 participants in the first year, targeting one cohort of school students and one cohort of job seekers.

### Engagement opportunities

- A pilot program has already been developed and is on track for a Semester 1, 2024 delivery.
- Aerospace companies can engage with this initiative by providing apprenticeship opportunities for students completing the MEA20418 - Certificate II in Aeroskills.

# Initiatives – VET

- Defence Industry Pathways Program
- South Australia's Technical Colleges

# Defence Industry Pathways Program

## What it will deliver:

The Defence Industry Pathways program provides traineeships in VET pathways at the Certificate II level and Certificate III in Defence Industry Pathways. Participants are expected to be employed through a Group Training Organisation and placed with defence industry host employers to fill critical occupations such as logistics, engineering, drafting, design, safety and cyber security.

### Timeframes for delivery

Establishing in 2023–24, with the first cohort to commence by July 2024.

Delivery to 2027.

### Investment and Initiative lead

\$12 million over three years.  
Commonwealth and South Australian Government co-funded and delivered.

### Proposed impact

150 trainees employed and hosted over three years, prioritising the inclusion of under-represented groups in the program.

### Engagement opportunities

- Key stakeholders will have the opportunity to engage in consultation about the design of the program in February 2024.
- The scope of design will focus on the adaptation and development of the training products including targeted training areas, attraction and retention of diverse students cohorts, commitment from employers to supervise trainees and the types of targeted supports required to address barriers to employment from both a student and employer perspective.
- Engagement with relevant stakeholders will be a combination of a structured workshop and one-on-one meetings.
- Industry and interested stakeholders should consider, capacity to employ trainees for short periods; how this program can contribute to diversity and inclusion objectives, and the types of roles that the program should be augmented towards. Additional trainee experience options.

# South Australia's Technical Colleges

## What it will deliver:

Five new technical colleges across the state. All technical colleges will contribute to the defence workforce, either through advanced manufacturing and engineering or through multi-trades. These technical colleges offer Industry Training Programs in collaboration with employer partners for high school students in years 10, 11 and 12. These programs provide hands-on experience with industry-standard equipment and practical work skills, preparing students for growing industries upon graduation. Students receive their South Australian Certificate of Education and VET qualifications, and gain connections to employers in the field.

### Timeframes for delivery

Findon commencing 2024; Tonsley and Port Augusta commencing 2025; The Heights and Mount Gambier commencing 2026.

### Investment and Initiative lead

\$208.8 million for five technical colleges at Findon, Tonsley, The Heights, Port Augusta and Mount Gambier. South Australian Government funded and delivered.

### Proposed impact

Approximately 200 students will commence at each college each year (across all specialisations), adding to the pipeline of skilled workers. Around 150 students will graduate each year from the three technical colleges located in metropolitan Adelaide to careers related to the advanced manufacturing and defence industries.

### Engagement opportunities

- The Industry Training Programs delivered within a technical college are currently being developed in consultation with employer partners working with the technical colleges.
- Employers that wish to partner with a technical college can help shape industry training programs and work with students to ensure they develop the skills, knowledge and experience required to be job ready and transition to the workplace.
- Mechanism for engagement – one-on-one and timing is ongoing for the lifespan.

# Morning tea

The image features a dark blue background with a large, bright blue geometric shape on the left side. The text "Morning tea" is written in white, bold, sans-serif font within this blue shape. To the right, several thin white lines form a series of connected, angular shapes that resemble a stylized outline of a building or a series of steps, extending across the right half of the image.

# Matt Hunter

Co-Project Director  
Skills and Training Academy



Australian Government



Government  
of South Australia

# Skills and Training Academy

## What it will deliver:

Establish a dedicated Skills and Training Academy (STA) in South Australia to uplift the shipbuilding and nuclear-powered submarine workforce. The STA campus in South Australia will provide optimised training methods through new and existing facilities, systems and training materials. Pilot programs from 2023, including skills for nuclear environments; cross-skilling and apprenticeship-based learning from 2024; and facilities from 2027–28. Facilities designed to support up to 800–1,000 learners of all skill levels, per year from 2027–28. The Academy will deliver extant program customisation, new programs and training infrastructure.

### Timeframes for delivery

Early activation of pilot programs commenced in 2023 to grow nuclear mindset awareness and upskill trainers from South Australia. Additional programs will be developed over the coming years to meet workforce requirements. The campus is planned to be completed in South Australia by 2027–28.

Early Activation Activities to 2028 Operational from 2028.

### Investment and Initiative lead

Commonwealth funded and delivered in partnership with South Australia, industry, and education and training providers.

### Proposed impact

In the early years, the Skills and Training Academy will deliver targeted interventions to grow and skill the shipbuilding workforce. This has already commenced, with activation of pilot programs from 2023. The Skills and Training Academy will initially prioritise long-lead workforce skills for the naval shipbuilding industry and grow the entry-level pipeline. The Skills and Training Academy will work closely with trilateral partners to identify and bring best-practice training methods and standards onshore, enabling the shipbuilding industry to better access skilling opportunities relevant to the nuclear-powered submarine program. At full operation, the South Australian campus facilities are anticipated to support up to 800-1,000 people each year across all skill and experience levels.

# Skills and Training Academy

## Engagement opportunities

- The first wave of pilot programs are targeting long lead skills within shipyard operations, and skills that are likely to be in high demand in other industry sectors. These are:
  - Electrical, Mechanical and Fabrication Apprentices.
  - Welding Skills Pipeline:
    - Welding Aptitude Testing Program
    - Welding Bridging Training Program
    - Non-Destructive Testing (NDT) Traineeships.
- Our goals for these programs are:
  - Test the process by which contemporary and emerging naval shipbuilding skills and competencies can be embedded within the Australian training and education system (e.g. AQF).
  - Prove a method by which the trade and related workforce can be established prior to the activation of the NPS program and ahead of scheduled demand for other naval shipbuilding programs.
  - Elevate the profile of fabrication and related trades.
- Ensure the SA is positioned to develop the training solutions that will underpin critical shipbuilding occupations.
- Engagement with Industry, unions and the training and education sector is underway to mature the design of these pilot programs.
- Next major engagement activity is planned for 7 Dec 3.30pm - 5.30pm. The primary objective of this activity will be to determine the interest from industry in supporting the first cohort of AUKUS apprentices and to determine other benefits that industry might accrue through the other pilots.
- The scope of these pilots must be informed by stakeholders.
- Regular engagement for the remainder of 2023 year, Q1 and Q2 2024 as we develop the programs and the funding mechanisms to support them.

# Initiatives – Undergraduate

- Commonwealth Supported Places
- Defence Industry Connection Program

# Commonwealth Supported Places

## What it will deliver:

Incentivise students to commence their degree in a number of targeted STEM disciplines (including physics, chemistry, mathematics, materials science, naval architecture, and computer science, as well as mechanical, electrical, chemical and nuclear engineering). This will increase the pipeline of highly skilled STEM graduates, address skills shortages and strengthen Australia's sovereign industry capabilities. It offers 200 places in South Australia each year over four years, funded for the duration of the course.

### Timeframes for delivery

Courses commencing from January 2024–2028.

### Investment and Initiative lead

\$128.5 million over four years to fund an additional 4,000 university places, with 800 university places allocated to South Australia. Commonwealth funded and delivered.

### Proposed impact

200 students each year for four years (800 students total) undertaking courses to obtain qualifications relevant to defence industry employment.

### Engagement opportunities

- Limited engagement opportunities with Commonwealth Department of Education
  - Program in train - placements planned and allocations underway.

# Defence Industry Connection Program

## What it will deliver:

Further support and internships to students accessing Commonwealth Supported Places and undertaking broader defence and nuclear-powered submarine related courses, helping them transition from study into the defence industry via internships, networks and mentors. Bursaries will be provided to eligible undergraduate students to support placements in industry.

### Timeframes for delivery

Co-design and establishment in 2023–24.  
Implementation from 2024–2028.

### Investment and Initiative lead

\$3.9 million. South Australian Government funded and delivered.

### Proposed impact

300 scholarship places will be available to eligible undergraduate students to build connections and confidence and deliver transitions to full-time or part-time employment.

### Engagement opportunities

- Co-design through structured workshop(s) in January 2024, University sector and industry to define revised program specifically in the areas of:
  - Defining disciplines aligned to CSP and broader defence and nuclear-powered submarine related courses
  - Defining scope of program within allocated budget e.g. mentoring, engagement, security clearances
  - Defining duration and structure of placements e.g. are there various options covering different placement durations e.g. 12 weeks, 6 months, 12 months
  - Defining placement timing for each calendar year aligned to student commitments and host company preparation of work packages
  - Defining cost structure for students and host companies
  - Defining criteria for students and host companies
  - Defining employment outcomes and applying criteria for host companies wishing to offer ongoing employment to students.

# Initiatives – Entry

- Defence Force Recruiting – Applicants to Industry Transition Program
- Early Careers Program

# Defence Force Recruiting – Applicants to Industry Transition Program

## What it will deliver:

To channel those who apply for the Australian Defence Force (ADF), but do not take up an ADF role, into the defence industry. ADF candidates who are not suited for ADF service may have the skills and aptitude to contribute elsewhere. As a starting point, information and points of contact for defence industry opportunities can be provided at the point where candidates are advised they have not been accepted for ADF service. Longer term, consideration will be given to actively channelling suitable candidates to defence industry careers.

### Timeframes for delivery

Planning and Establishment 2024–2026.

Delivery 2026–2028.

Enduring and Future Programs as required.

### Investment and Initiative lead

Commonwealth funded and delivered.

### Proposed impact

Will encourage those with an interest in ADF service who do not meet the strict requirements for service to consider a career in the defence industry.

### Engagement opportunities

- Limited engagement opportunities.
- Defence will update correspondence sent to unsuccessful applicants advising of and pointing them to information on employment opportunities in SA defence industry.
  - SA Gov to identify repository of information (web) and maintain site
  - Recipient of letter to pursue opportunities
- Further consideration and scoping is required to actively channel suitable candidates to defence industry careers as a future action.

# Early Careers Program

## What it will deliver:

Develop an Early Careers Program, providing up-and-coming professionals with the shipbuilding skills needed to build and maintain Australia's future submarine fleet. The program will be conducted in South Australia and Western Australia, with 70 participants commencing in 2023. It will support growth and development of skills critical for Australia's shipbuilding and sustainment programs, giving participants access to advanced technologies and training from leading submarine professionals.

### Timeframes for delivery

From July 2023–2026.

### Investment and Initiative lead

Commonwealth funded and delivered.

### Proposed impact

Will provide participants with hands-on training, encouraging them to pursue a career in the shipbuilding industry.

### Engagement opportunities

- Limited industry engagement. Commonwealth and ASC to continue to develop and implement the program.

# Initiatives – Entry/Mid

- Degree Apprenticeships Pilots

# Degree Apprenticeships Pilots

## What it will deliver:

The first pilot Software Engineering Degree Apprenticeship has been recognised by the South Australian Skills Commission (SASC) and is the first higher education undergraduate pathway to be declared as an Apprenticeship in Australia. This additional investment of \$2.5m in Degree Apprenticeship Pilots builds on the existing South Australian Government commitment of \$450,000 and provides opportunities for students studying higher education qualifications in priority Defence industry occupations to earn a wage while they learn to alleviate part of the financial barrier of starting or changing careers.

## Timeframes for delivery

Software engineering apprenticeships enrolments commencing from 2024.

New course(s) development in 2024, with cohorts commencing in 2025–26.

## Investment and Initiative lead

\$2.5 million to expand the degree apprenticeship pilot in South Australia. Commonwealth and South Australian Government co-funded and delivered.

## Proposed impact

375 new apprenticeship commencements over four years, including software engineering degree apprenticeship.

## Engagement opportunities

- Co-design to occur with key partners including government(s), universities, TAFE SA, industry, unions and SASC throughout 2024, commencing in January.
  - An initial meeting will occur with interested stakeholders to agree the definition and parameters for degree apprenticeships in SA
  - Individual meetings with industry, unions and universities will also be established to discuss the model, risks and opportunities, and to identify 2-3 new courses to pilot.
  - Monthly co-design meetings may be established to resolve issues relating to industrial relations, education, approvals and policy
  - State and Commonwealth discussions will also occur to determine and address any State or National policy enablers.

# Initiatives – Mid Career

- ADF to Industry Transition Program
- AGSVA Industry Engagement
- Defence Industry Leadership Program
- International Industrial Placement Programs

# ADF to Industry Transition Program

## What it will deliver:

Working in collaboration with the South Australian defence industry, this initiative will actively promote defence industry employment opportunities to transitioning ADF members. This includes referrals to industry through the Job Connections Program, which positively supports members to consider defence industry employment opportunities.

### Timeframes for delivery

Commencing 2024–2026.

### Investment and Initiative lead

Commonwealth funded and delivered.

### Proposed impact

Each year, approximately 7,000 ADF members exit the permanent force. The majority of these personnel are job ready and highly skilled; others may need upskilling to undertake specific civilian roles in defence industry. Will encourage a greater number of skilled people to consider a stable career that contributes to defence outcomes.

### Engagement opportunities

- Limited engagement opportunities.
- Defence through the contracted service provider to promote defence industry employment opportunities through the Job Connections program:
  - Primes and SMEs commitment to support Job Connections program

# AGSVA Industry Engagement

## What it will deliver:

Provides an Australian Government Security Vetting Agency (AGSVA) liaison support service to the defence industry, to help the sector engage with the necessary and important security clearance process. This support will provide the defence industry with:

### Timeframes for delivery

In Q4 2023 AGSVA will hold virtual roadshows with industry partners; in 2024 face-to-face industry roadshows will be held.

Delivery to 2025.

### Investment and Initiative lead

To be met with existing resources. Commonwealth funded and delivered.

### Proposed impact

Will help industry more quickly and simply navigate the AGSVA security clearance process.

### Engagement opportunities

- Defence (AGSVA) program of industry engagement and education already underway.
  - Opportunity for industry to provide feedback on program delivery success.
- AGSVA Governance Board has AIG and AIDN representatives as members, includes a Security Clearances Standing Agenda Item.
  - Dedicated e-mail address for stakeholders to provide real-time feedback.
  - Regular 'Town Hall' meetings, where defence industry security officers attend or dial in to engage and provide feedback.
  - Outreach offices provide opportunity for face-to-face engagement.

# Defence Industry Leadership Program

## What it will deliver:

Provides participants with a Diploma or Advanced Diploma in Leadership and Management, tailored to defence industry requirements. Previously 20 to 30 places have been offered each year for participants to undertake a seven-month course. The initiative proposes an expansion of the current program up to 50 places per year. The program also provides a series of information and briefing sessions, mentoring and coaching, field trips and industry site visits, interactive workshops, and a research project and presentation. It is well established within industry and has been operating for over a decade.

## Timeframes for delivery

Recommencing in 2024.

Delivery to 2026–27.

## Investment and Initiative lead

\$0.84 million over four years from the South Australian Government, together with an industry investment of \$1.75 million (\$10,000 pp).

## Proposed impact

Will provide up to 50 places each year (175 over four years) in the program and increase the diversity in defence industry leadership. This initiative has a diversity target of 15 places per year for under-represented cohorts.

## Engagement opportunities

- This is an existing program with the Defence Teaming Centre (DTC)
- Targeted discussion with DTC on any adjustments (i.e. participant diversity) to the design of the program is anticipated in Q1 2024.
- DTC will be provided with details of organisations that express an interest to support design adjustments to meet current and future defence industry leadership needs, e.g. nuclear safety and awareness.

# International Industrial Placement Programs

## What it will deliver:

Practical experience to upskill existing defence industry workers in critical skills needed to deliver the nuclear-powered submarine program, through international placements. It is anticipated that this program will expand over time, including enabling participation by workers from SMEs. The placements will form part of a career pathway, providing nuclear-related experience for entry level, mid-career and advanced shipbuilding workers.

### Timeframes for delivery

Commenced August 2023 with initial placements and planning.

### Investment and Initiative lead

Commonwealth funded and delivered.

### Proposed impact

Building from an estimated 70 initial placements in 2023 to up to 500 placements in 2027.

### Engagement opportunities

- Shipbuilding industry primes and SMEs will have the opportunity to nominate skilled workers for placement opportunities in 2024-25.
- Nominations open – Q1 2024 via email and briefing session.
- One-to-one engagement opportunities for program design exist to ensure this is responsive to industry needs and suitable to South Australia.

Scan the QR Code to express  
interest in further engagement  
on specific initiatives



# Thank you



**Australian Government**



**Government  
of South Australia**