

DEFENCE INDUSTRY EDUCATION AND SKILLS CONSORTIUM CHARTER

This charter sets out the principles for the operation and function of the Defence Industry Education and Skills Consortium (DIESC), its responsibilities and the expected conduct of its members.

Purpose:

The DIESC is an initiative of a cross-state group of universities, vocational education and training (VET) providers and industry bodies to provide a practical solution to the effective coordination of education and skills provision in the defence industry sector and especially, although not exclusively the naval shipbuilding arena. The Commonwealth \$195bn investment in defence projects will require a significant increase in appropriately skilled personnel for both defence industries and the defence forces. DIESC provides a platform for an urgent strategic and tactical intervention, driven by enhanced awareness of industry requirements, which would seek to address the causes of skills shortfall in a holistic rather than a piecemeal, and most likely ineffective fashion.

DIESC members have committed to work together as a consortium, with other stakeholders such as the Naval Shipbuilding College to develop and deliver solutions to:

- overcome the serious shortfall of young people entering the education and skills pipelines with the aptitudes and motivation to work in the defence sector and opt for the right skills pathways;
- ensure that barriers are removed which inhibit Indigenous Australians from being included in the skills pipeline and skills pathways to work in the defence sector;
- provide talent management within the skilled workforce in the sector to manage variation in industry demand for skilled personnel and to ensure the supply of skills is available across projects over a number of decades;
- ensure that there is a systematic and holistic analysis of how education and training provision is attuned to changing industry needs on a continual and systematic basis, rather than *ad hoc* by individual education providers;
- mobilise the combined resources of the education providers to rapidly respond to fill any significant skill gaps that are identified;

- improve integration of the education continuum through school, VET and higher education.

Roles and Responsibilities:

Position	Membership	Responsibility
DIESC Chair/Secretary	Defence Teaming Centre	Represent DIESC externally Enable quorum of approval for key messaging from DIESC Provide updates to DIESC on external communications Provide secretarial support
Naval Shipbuilding College Delivery Advisory Council	Rotational	Represent higher education views for DIESC Provide updates to DIESC on external communications
DIESC members	Universities, VET and industry bodies	National footprint Alignment to charter/vision of collaboration Ability to provide offerings that align to sovereign industry capabilities
Australian Industry and Skills Committee, Naval Shipbuilding Industry Reference Group	Rotational	Represent DIESC Communicate outcomes from IRC to DIESC

Membership:

- Universities, vocational educational providers, other education providers where appropriate, industry bodies nationally and selected for profit organisations that strengthen the DIESC purpose.
- Invitation to participate and contribute will be via invitation
- Annual membership fee to fund a central resource hosted by DTC providing project management and logistical support (DTC to issue a twice-yearly report on expenditure of funds).

The DIESC guidelines:

- Attend regular meetings as determined by the group and actively participate in the group's work
- Represent the interest of all DIESC members
- Demonstrate a genuine interest in the initiatives and the outcomes being pursued by the DIESC
- Be an advocate for the DIESC outcomes
- Be committed to, and actively involved in, pursuing the DIESC outcomes

Expected Behaviours:

DIESC members will:

- Act in good faith and conduct oneself with the highest level of honesty and integrity both in capacity as a DIESC member and one's own personal and business affairs
- Serve the interests of the DIESC and not the interest of the members' commercial outcomes (ensuring clarity between action as a DIESC member and action on behalf of an individual member organisation)
- Observe develop and implement principles of this charter in a conscientious, consistent and rigorous manner

DIESC members will not:

- Take improper advantage of their position or make improper use of information acquired in that role to gain a personal or business advantage to the detriment of the DIESC
- Engage in conduct or make any public statements likely to prejudice the DIESC or is likely to harm, defame or otherwise bring discredit upon or denigrate the DIESC and its members
- DIESC members have an overriding obligation, at all times, to comply with this Charter

Conflict of Interest:

If faced with a potential conflict of interest DIESC members will:

- Inform the Chair concerning the circumstances giving rise to the conflict
- Abstain from voting at any meeting on matters relating to the conflict/absent themselves from deliberations relating to this matter

Confidentiality:

Confidential information received by the DIESC members in the course of conducting their role within the DIESC remains property of the owner and it is improper to disclose it, or allow it to be disclosed, unless that disclosure has been authorised by the owner, or person by whom the information was provided, or is required by law.

DIESC members must not disclose the content of discussions at any DIESC meeting (whether formal or informal), outside member organisations as required by law.

Amendment to this Charter:

The role and scope of the DIESC and the responsibilities of its members will evolve over time. To this end, this charter may be amended following consultation with all members of the consortium. Should the DIESC wish to amend this charter by:

1. Putting a motion to the chair
2. Majority vote by DIESC members to approve the amendment.