



DEFENCE INDUSTRY WORKFORCE FOCUS GROUP (DIWFG) – MEETING 1

Polaris Centre, Training Room

Innovation House East, Technology Park
50 Mawson Lakes Blvd, MAWSON LAKES SA 5095
Thursday 24th August 2017, 0830 – 1030

Minutes

1.1 Meeting Open

Meeting opened at 0900.

1.2 Welcome and Introductions

Margot Forster (MF) welcomed all participants and invited everyone to introduce themselves.

1.3 Apologies

Apologies received from representatives of Nova, Ruag, Century Engineering, Thales, ASC and GDLS.

1.4 DIWFG Terms of Reference

MF introduced the discussion regarding development of terms of reference (TOR) for the working group suggesting the TOR could address questions such as:

- What is our purpose?
- How do we propose to work?
- What will we deal with?
- What are the rules?

Group discussion highlighted:

- Collaboration between all stakeholders was necessary for the sector to grow the shipbuilding workforce to meet the program timelines.
- There will be competition for talent so it is in everyone's interest to expand the 'pipeline' and the industry's capacity to upskill workforce.
- WA's experience with the explosive expansion of the resource sector and the subsequent fight for talent could provide some key lessons.
- If the defence industry is going to attract more and better quality talent without the undesirable over inflation of wages, we will need to change the Community view of the sector which still sees defence industry as having "manufacturing" type trades/roles and the historical insecurity of the sector as negative.

MF sought feedback from members to inform development of the DIWFG TOR and priority areas for focus.

ACTION 1: All DIWFG members are requested to provide input on what should be included in the Terms of Reference and priority issues to be addressed. Feedback requested by 19 September.

ACTION 2: MF to consolidate comments into a Draft a Terms of Reference for distribution and further feedback by 26 September.

1.5 Healthy Workers Healthy Futures

Luke Burley, DTC Healthy Workers Healthy Futures Adviser, provided a program overview and encouraged DIWFG members to take up his offer to support their Workforce Wellbeing activities. The DTC encouraged companies to take up a subsidised training place on Workplace Health and Wellbeing.

ACTION 3: All DIWFG members are encouraged to consider engaging with Luke on the HWHF Project to receive his support in setting up systems and processes and tapping into existing tools.

ACTION 4: All DIWFG members are invited to advise Luke of a nominated contact for the “Implementing Workplace Health and Wellbeing Programs” training.

1.6 Education and Skills Drivers

MF briefed the group on the background papers provided in the meeting pack on:

1. Naval Shipbuilding College
2. Defence Industry and Education Skills Consortium
3. ERS Sub Committee
4. Governor’s Indigenous Defence Cluster

Naval Shipbuilding College

MF advised that the DTC was monitoring closely developments regarding the Naval Shipbuilding College. She also advised that EY has been appointed as a strategic workforce adviser to the Naval Shipbuilding Taskforce. EY has been tasked to develop a Strategic Workforce Plan. The kick off meeting with Marc Ablong was conducted on Monday 21 August. Representatives of EY have agreed to provide a presentation to the next DIWFG meeting and have asked if the group would be willing to provide feedback on the following areas:

- What are the barriers to sharing of information regarding workforce planning data?
- How much would the group be willing to provide to inform the Naval Shipbuilding Strategic Workforce Plan?
- What level of fidelity would they see themselves being able to provide?
- What is the best method of capturing this information? (workshop, face to face, through a 3rd party?)
- What would they like to get out of this work going forward?

ACTION 5: all DIWFG members are requested to provide comment on the five questions raised by EY. Responses are requested by 19 September.

Defence Industry and Education Skills Consortium (DIESC)

MF briefed on the establishment of the DIESC and advised that information on the DIESC and its role could be found on the DTC website. MF also advised that the DIESC would be launched officially at Pacific 2017.

MF briefed that the DIESC has associated itself with a number of bids for the Naval Shipbuilding College.

ERS Sub Committee

MF advised that she had been appointed to the newly formed Defence SA Advisory Board – Education, Research and Skills Subcommittee. This group will inform discussions at the Commonwealth, States and Territories consultative Group on Naval Shipbuilding. MF undertook to provide feedback to the Group following each meeting.

Governor's Indigenous Defence Cluster

MF briefed the Group on the Governor's Indigenous Defence Cluster initiative. MF undertook to provide feedback to the group on the discussion and outcomes of this meeting. She also advised that she had undertaken to report Cluster proposals to the Group to test viability of the ideas. One initiative the Cluster is seeking to do is undertake a 'census' on the number of Indigenous people the defence industry currently employ. This will provide a base line to measure the effectiveness of any initiatives.

The idea of collecting this data was tested with the group and there was consensus that this would be a reasonable undertaking.

ACTION 6: DTC is to seek advice from member companies as to how many Indigenous people are employed in their company. This information is to be collected on a voluntary basis.

Transition of unsuccessful ADF Candidates to Defence Industry

MF briefed the group on a proposal from the Assistant Secretary Defence Industry seeking AIDN's views on the option of transitioning a number of skilled but unsuccessful ADF candidates (unable to join for medical reasons) into a role in defence industry. As the AIDN SA representative, MF requested the Group provide feedback on whether there was merit in this approach and whether there would be strong support to assist these unsuccessful candidates into defence industry as an alternate career. Subject to positive feedback from industry, a proposal is likely to be presented to the Minister.

ACTION 7: All DIWFG members are invited to provide feedback/thoughts on the proposal to Transition unsuccessful ADF candidates to Defence Industry.

Data collection

MF posed a question to the group on the need for workforce data collection, collation, de-identification and reporting. Is there a need for a trusted entity to take on this role?

Group discussion highlighted the following points for consideration:

- A significant amount of workforce data has already been provided to State and Federal level. This data should be consolidated first before seeking further input.
- SMEs do not necessarily have the assurance of work and can't always predict workforce needs. Might be better to look at work required from a top-down view.
- Need to build a more holistic talent management system whereby Primes work in conjunction with SMEs to identify and utilise collective strength of the industry.
- Need to consider an approach where we broaden our reach to underrepresented groups when looking for talent.
- Need to keep the momentum going for upskilling the existing workforce as well as developing the future workforce.
- The need for generalist engineering training and then a top-up for domain specific development.
- The role the DIESC could play in identifying how to overcome the training gap between old economy vs new economy type jobs
- Industry could learn from the ADF's investment in targeting a broader demographic for talent. ADF has achieved recruitment of over 40% for Women and 11% for Indigenous in past 12 months.

1.7 Other key industry issues/needs

- Focussed discussion on Drivers
- Setting priorities

Discussion on these topics was picked up under previous agenda items.

1.8 Summary and Close

ACTION 9: Next meeting to be scheduled in October via a meeting request to all DIWFG members.

- DIWFG members agreed the meeting is best held in a central location such as Mawson Lakes.

ACTION 10: DTC to arrange next DIWFG meeting at Polaris Centre.

AGENDA ITEM 1.6.1

NAVAL SHIPBUILDING COLLEGE

PURPOSE

1. To update the DIWFG on the progress of the establishment of the Naval Shipbuilding College/Consortium.

RECOMMENDATION

2. That the Focus Group notes this update for discussion at the meeting.

DISCUSSION

3. The Australian Government recently released a Request for Proposal (RFP) for the Naval Shipbuilding College (NSC) to be based in Adelaide. The College has been designed to attract, train, and retain naval shipbuilding workers for the Australian Government's \$90bn shipbuilding program. The initial focus will be on key entry-level trades and will later expand to include higher education qualifications such as naval architecture and engineering. The RFP closed on 21 July 2017.
4. A number of local, interstate and overseas companies, education and skills institutions have expressed interest in the College, including a consortium between the Defence Teaming Centre, TAFE and local universities.
5. The DTC has positioned itself to work collaboratively, as the local industry association, with the successful bidder, whoever that may be. It has provided letters of support to several consortium bids.

AGENDA ITEM 1.6.2

DEFENCE INDUSTRY EDUCATION and SKILLS CONSORTIUM (DIESC)

PURPOSE

1. To update the DIWFG on the establishment of the DIESC.

RECOMMENDATION

2. That the Focus Group note the update for discussion at the meeting.

DISCUSSION

3. The approval by the Commonwealth Government of defence industry projects to the value of well over \$95bn provides a welcome boost to jobs in the defence sector and other industry sectors that form part of the defence supply chain.

This is a national challenge: although a large proportion of the work and the need for skilled workforce will be in South and Western Australia, skilled workers will be required in many States. Equally, skills will be required across all levels of vocational and higher education.

The DIESC is currently represented by the following partners:

- The University of South Australia;
- The University of Adelaide;
- Flinders University;
- RMIT University;
- Edith Cowan University;
- TAFE SA;
- Southern Metropolitan TAFE;
- The Defence Teaming Centre.

The function of the DIESC Council will be to ensure:

- effective coordination between the principal members of the consortium and with external partners;
- industry influence and feedback is effectively gathered and then drives change in educational provision to develop an effective defence workforce.

The DIESC consortium purpose is to:

- design, implement and commission an end to end talent identification and development ecosystem and supporting mechanisms for it that will ensure the pipeline of an appropriately skilled workforce for the needs of the defence sector in the coming decades;
- monitor, adjust and add to (if necessary) the suite of educational programs available in South Australia that are relevant to the defence sector skills requirements, informed by robust data from industry about the numbers and the kind of skilled personnel they need.

AGENDA ITEM 1.6.3

DEFENCE SA ADVISORY BOARD – EDUCATION, RESEARCH and SKILLS (ERS) SUBCOMMITTEE

PURPOSE

1. To update the DIWFG on the newly formed Defence SA Advisory Board – Education, Research and Skills (ERS) Subcommittee.

RECOMMENDATION

2. That the DIWFG note that the Chair (CEO DTC) has been invited to participate in this newly formed working group.

DISCUSSION

3. ERS will comprise of following Defence SA Board Members:
 - Dr Neil Bryans (Chair)
 - Mr Steven Ludlam FEng
 - Professor Tanya Monro
 - Professor Pascale Quester
 - Professor Goran Roos

The ERS will address defence industry education, research, commercialisation and vocational skills development and retention in SA within the scope of the following Terms of Reference:

- Provide an environment for cooperation, collaboration and information sharing between the South Australian Government, Defence SA Board Members, industry, the universities and TAFE involving material considered relevant by the membership.
- Assess the scope of the more significant activities being undertaken with the aim of early identification of gaps and opportunities.
- Provide coordinated expert advice to the Premier and Minister for Defence Industries through the Defence SA Advisory Board.
- Provide an authoritative voice and support lobbying and information provision in relevant State and Commonwealth forums.