

DEFENCE INDUSTRY WORKFORCE FOCUS GROUP (DIWFG) – MEETING 2

Piper Alderman, Boardroom Level 16, 70 Franklin Street Adelaide

Tuesday 28 November 2017, 0900 – 1030am

Minutes of Meeting

Chair: Margot Forster (MF), CEO DTC

Secretary: April McLennan (AM), Director Skilling and Workforce DTC

1.1 Meeting Open

Meeting opened at 0900.

1.2 Welcome and Introductions

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

Please see attendance list (Attachment 1)

1.3 Apologies

AM advised that apologies were received from representatives of APC Technology, ASC, BAE Systems Australia, Cadgile, Cobham, Levett Engineering Pty Ltd, Mincham Aviation, PMB, Ruag, SAGE, Airbus and Century Engineering.

1.4 Minutes of Previous Meeting

The minutes of the previous meeting held on 24 August 2017 were tabled, discussed and agreed to be an accurate record of discussions and actions.

1.4.1 Outstanding Action Items

2017-08-6

MF advised that the DTC was to seek advice from member companies regarding their numbers of indigenous employees (voluntary) - Since this item was raised the DTC has formed a formal partnership with ICN. When registering with ICN, businesses will have the opportunity to provide the DTC access to their capability data. The benefit of this will be having the ability to determine the aggregated number of indigenous employees in the sector. Item complete

2017-08-7

MF discussed that the DIWFG member were to provide feedback on a proposal to transition unsuccessful ADF candidates to Defence Industry. There is a requirement to better understand qualifications/skills/experience of unsuccessful candidates before making a decision on proposal. Any source of skilled potential employees would be welcomed along with a level of working knowledge or workplace experience. MF will continue to monitor and provide updates on this initiative.

1.5 Terms of Reference

A draft Terms of Reference has been emailed out to the DIWFG to review and to provide feedback.

1.6 Education and Skills

1.6.1 Launch of DIESC

The DIESC launch took place on 4 October 2017 at PAC. MF provided a brief background on the DIESC and how/why it was formed. It was explained that the DIESC provides a single entity for employers to approach in order to get their education and skill needs met. It was decided to initially include institutions interested in Shipbuilding therefore, membership was expanded beyond South Australia.

With the DIESC, industry has a single point of entry into the education system and those educational institutions and industry bodies who belong to the DIESC can share materials. The DIESC will also work to improve pathways between VET and higher education making the transition between the two easier and smoother.

MF advised that the DIESC was included in the formal part of the bids for the Naval Shipbuilding College.

The DIESC are now looking at expanding its membership.

The DIESC is looking to support the long term workforce planning for the Defence Sector.

Wayne Agutter (Saab Australia) stated he was still struggling to work out how universities will cater for the industries requirements? MF stated that this will be the role of the NSC and she would leave this to EY to answer.

Shelley Green (SG) (Naval Group) asked if there was information available on the DIESC and was advised that there is a link to the DIESC on the DTC website.

ACTION: Send email to DIWFG members with link to the DIESC on the DTC website.

1.6.2 Pilot base level cyber awareness training

MF briefed on Microsoft/University of Adelaide and DTC initiative to make basic training available through micro-credentialing.

ACTION: DIWFG members are asked to review the documents from Microsoft and University of Adelaide and to provide feedback to the DTC on suitability of this training.

1.6.3 Scholarship Programs

AM advised that the DTC are representing industry on the Industry Reference Group for the Commonwealth Scholarship Program for SA, that is being managed by Scope Global. The second round of applications opened on 20 November 17 and will remain open until 8 January 18. There are challenges around the timing as school/universities are winding up for the year and will be on leave/taking holidays. With the first round Scope Global received a good number of applications however, most were from students undertaking higher education. For this round Scope Global will target campaign to promote the scholarships to those skills that were under represented in the first round 'vocational education and training'.

ACTION: AM to send email to DIWFG with details about the Commonwealth Scholarship Program

1.6.4 Work Ready Defence Industry Program

MF and AM advised that the Work Ready Program is an existing program that was created to assist teachers teach career education to year 10 students, which is now mandatory in SA, NT and Tasmania. The DTC have been working with Tracy Marsh Publishing who designed the program to determine how this program could assist the Defence Industry. Proposal for Defence Industry to be represented in the program with Webinars, videos' etc (embed Defence Industry Information into the program). MF requested that the DIWFG review the information on the program that has been sent out and that the DTC will be in touch to organise a time to meet with the Primes/sub-primes to discuss.

ACTION: DIWFG to review the Work Ready Industry Program information that was sent out as part of this meeting pack with a view to participating.

1.7 Naval Shipbuilding Strategic Workforce Plan.

David Schmidtchen (DS) and Sally Dorsett (SD) from EY presented to the group a high level summary of the Naval Shipbuilding Strategic Workforce Plan that EY have been engaged by the Commonwealth (Department of Defence) to develop and is to be input for the Naval Shipbuilding College.

Mark Potter (Babcock) asked DS if in writing the plan had EY considered looking at the lessons learnt from the boom and bust of the mining industry and was advised EY would.

SG suggested that industry should be considering the aging workforce as this could offer a significant pool of people. DS said the problem will be with these individuals having the right set of skills to work in the Shipbuilding industry.

The group discussed the under representation of women in shipbuilding particularly in engineering.

DS stated that all industry wanted to be involved in Shipbuilding however, the SMEs tend to be risk averse because of what has happened in the past and that EY are very interested in the risk and capability around SMEs.

DS advised if the group had any further questions please reach out via the DTC.

1.8 Summary and Close

MF advised that at the next DIWFG meeting (sometime in February 18) representatives from the DIESC will be invited to attend and talk with the group.

MF thanked everyone for attending and Piper Alderman for hosting the meeting.

Meeting closed at 1035am.