



Government of Western Australia
Department of Training
and Workforce Development

**DEFENCE
INDUSTRY** 
THE OTHER FORCE

WESTERN AUSTRALIAN DEFENCE INDUSTRY WORKFORCE DEVELOPMENT PLAN

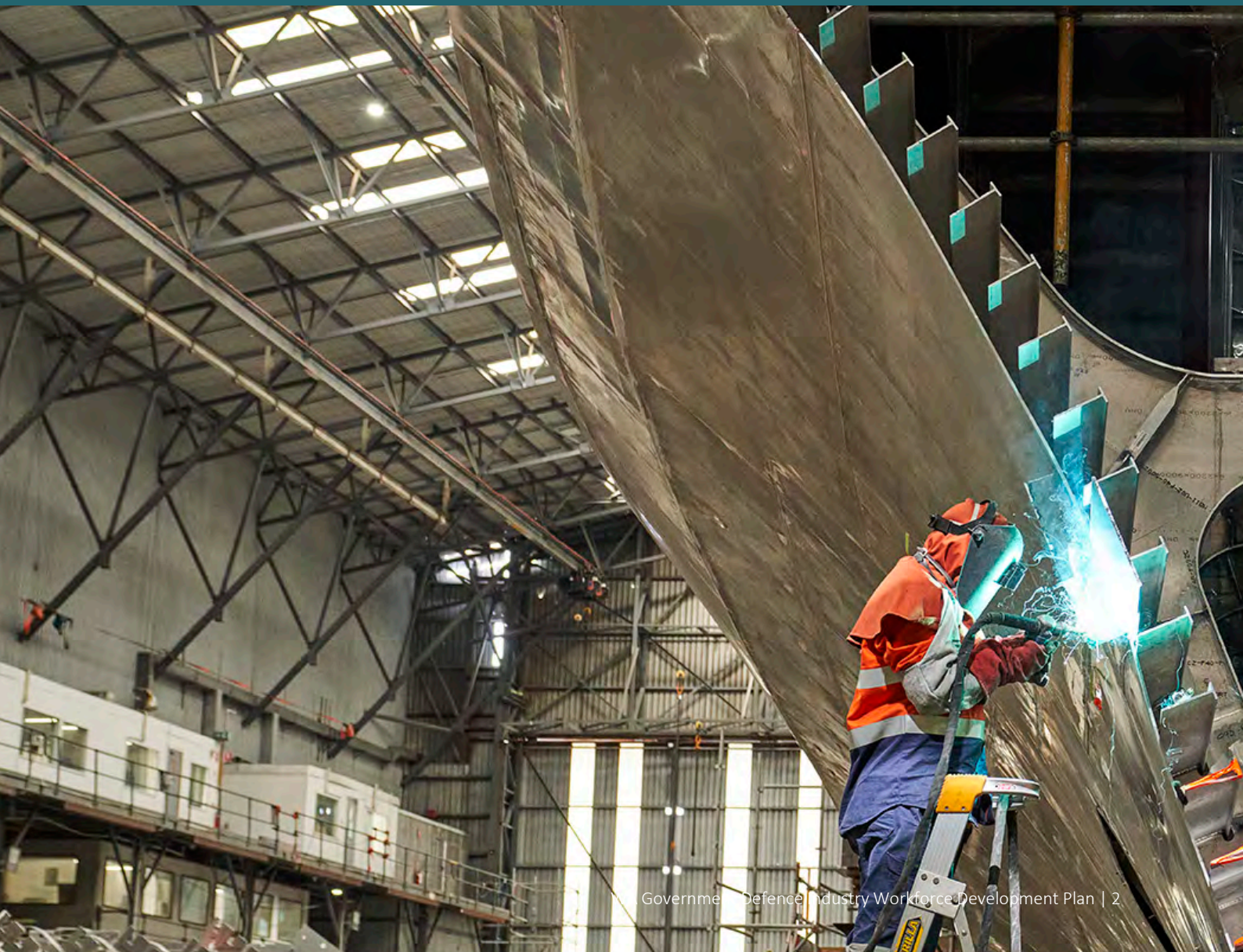
2022-27



“Western Australia is already recognised as a world leader in the adoption of technologies and transformation of industry practice.

This positions the State for the pipeline of defence projects coming to Western Australia over the next decade.”

MARK MCGOWAN
PREMIER OF WESTERN AUSTRALIA



CONTENTS

PREMIER'S FOREWORD	4
A MESSAGE FROM WA'S JOINT FORCE	6
THE WA DIFFERENCE	8
DEFENCE IN WA	10
OUR PLAN	12
1 GROW 4.0	14
2 ATTRACT	15
3 SKILL	16
4 COLLABORATE	17
GOVERNANCE	18





PREMIER'S FOREWORD

Western Australia's defence industry is a key pillar of the McGowan Labor Government's strategy for economic diversification and job creation.

As outlined in the *Western Australian Defence and Defence Industries Strategic Plan* released in October 2018, we aim to double the value of defence's annual contribution to the State economy, and position our State as the principal location for the build of naval support vessels and the delivery of maintenance and sustainment requirements for Australia's submarines and frigates.

As we all know, Western Australia has strong, advanced manufacturing capabilities, supported by world-class tertiary institutions.

With a highly skilled and educated workforce of more than 1.4 million people, of which more than 600,000 hold a Certificate III or higher, and half a million have a Bachelor's degree or higher, Western Australia's workforce is well positioned for defence work coming our way.

My Government is committed to supporting the development of a strong and sustainable sovereign defence industry workforce, and has already made an investment of \$35 million, including the recently announced package of defence-specific initiatives to develop the industry's professional and para-professional workforce.

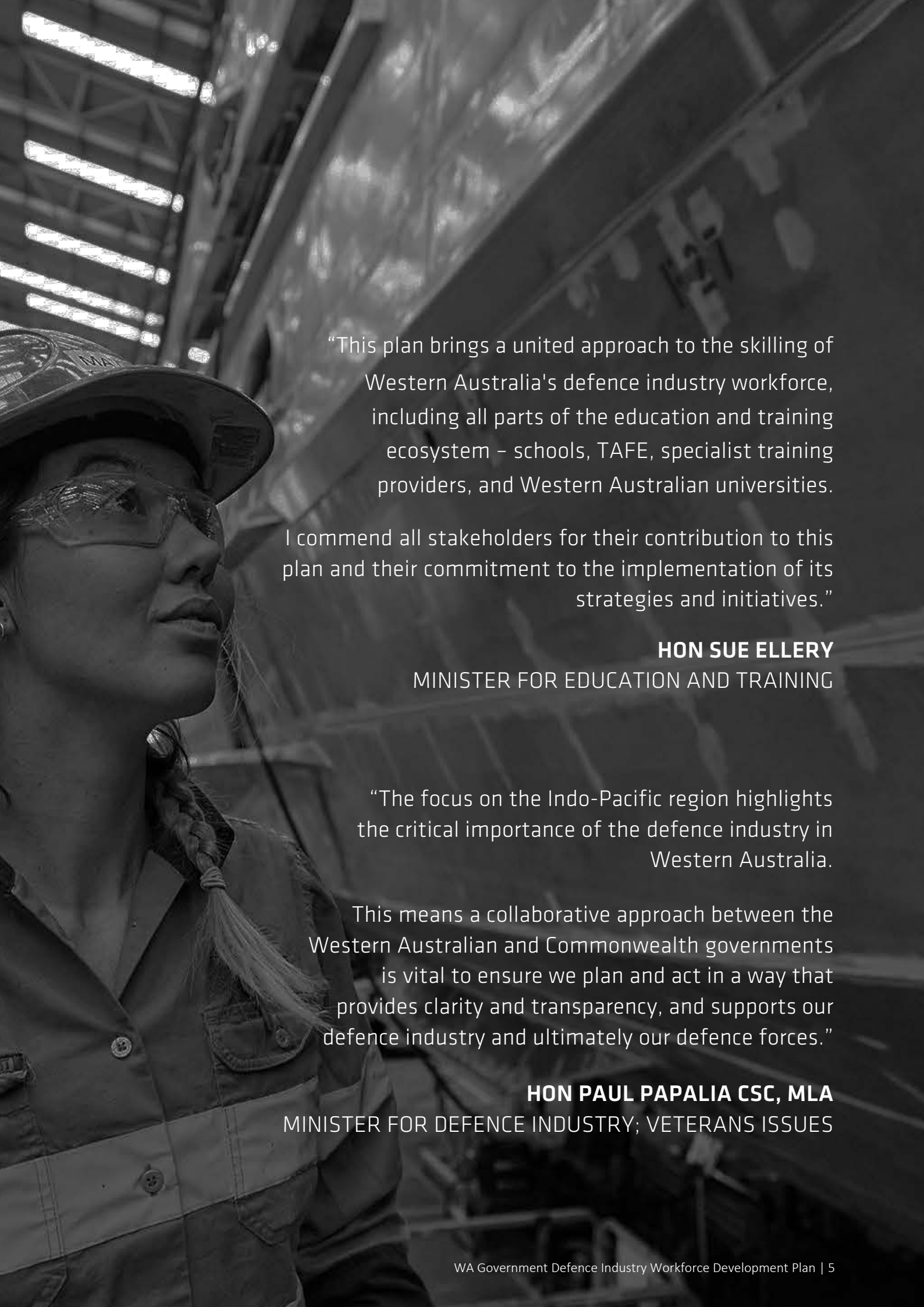
The *Defence Industry Workforce Development Plan 2022–27* (the Plan) provides a clear blueprint for Western Australia's collaboration with the Commonwealth Government, industry and its education and training institutions to:

- > grow its 'smart' Industry 4.0 skill capabilities and the pipeline of skilled workers for defence work;
- > engage with individuals, veterans, businesses and the wider public to improve access to information, defence industry careers and job opportunities; and
- > provide the skills needed for the current and future defence industry workforce.

The Plan contains strategies and initiatives to be implemented in a coordinated way to deliver the skills and capabilities needed to meet the needs of our key defence industry stakeholders, while supporting the national interest – equipping our Defence Force to be the best it can be.

We are confident that with the 'WA joint force' approach, with government, TAFE, the Team WA universities and unions working with the State's defence industry will be a blueprint for future success.

Hon Mark McGowan MLA
Premier of Western Australia



“This plan brings a united approach to the skilling of Western Australia's defence industry workforce, including all parts of the education and training ecosystem – schools, TAFE, specialist training providers, and Western Australian universities.

I commend all stakeholders for their contribution to this plan and their commitment to the implementation of its strategies and initiatives.”

HON SUE ELLERY
MINISTER FOR EDUCATION AND TRAINING

“The focus on the Indo-Pacific region highlights the critical importance of the defence industry in Western Australia.

This means a collaborative approach between the Western Australian and Commonwealth governments is vital to ensure we plan and act in a way that provides clarity and transparency, and supports our defence industry and ultimately our defence forces.”

HON PAUL PAPALIA CSC, MLA
MINISTER FOR DEFENCE INDUSTRY; VETERANS ISSUES

A MESSAGE FROM WA'S JOINT FORCE

As one of two major national shipbuilding hubs, Western Australia is critical to the delivery of Australia's Naval Shipbuilding Enterprise, building a range of naval vessels covering combat logistics, amphibious, support and patrol vessels. It is also one of the key sustainment locations supporting the fleet in Australia, including frigates and submarines. Over the course of the decade to the end of 2030, the Commonwealth Government will invest around \$50 billion in the Naval Shipbuilding Enterprise.

Western Australia is also home to around 200 organisations who are engaged in work across the other defence domains of land, air, space, and cyber and information.

A highly skilled defence workforce is key to delivering Western Australia's growing shipbuilding and sustainment program, and ensuring Western Australia is well positioned to take on the opportunities across all the defence domains. This is one of the key elements of the *Western Australian Defence and Defence Industries Strategic Plan*.

Data analysis and industry consultation indicates an estimated additional 1,100 skilled workers are required by 2027 across all defence domains, which includes the demand created by new ship builds already designated for our State and other opportunities that may come to Western Australia. This includes eight mine warfare and hydrographic vessels, two large joint support ships, a range of defence projects to support Australia's Army, Air Force and future nuclear-powered submarines, and critical projects to enhance our nation's space and cyber capabilities. This work includes opportunities in regional areas of the State.

Key occupations are engineers (software, mechanical, systems, electrical and electronic), project managers, cyber and ICT professionals, structural steel and welding trades workers, metal fitters and machinists, electricians, commercial management professionals, logistics personnel, and technicians (engineering, electronics, telecommunications and software).

Western Australia's workforce analysis and planning also revealed the need to deal with changing technologies, increased level of sophistication in defence systems, and responding to the Australian Defence Force's emerging defence posture and practice. This will require Industry 4.0 workforce capabilities – technologies that use 'smart' and autonomous systems fuelled by data and machine learning. Western Australia has significant capability and capacity in its university and training sectors to meet current and future defence industry education and training needs.



Western Australian Government investment in defence industry workforce-related initiatives has generated more than 430 new apprenticeships in the sector since October 2020.

The strength of Western Australia is its united approach, demonstrated by 'WA's joint force'. This 'joint force' comprises Team WA universities, TAFE and Western Australian Government agencies, working in conjunction with the Western Australian defence industry and its peak representative bodies, as well as Western Australian unions.

The *Defence Industry Workforce Development Plan 2022–27* (the Plan) recognises the team approach and the commitment to collaboration and the strategies to grow Western Australia's 'smart' Industry 4.0 defence industry workforce. Western Australia's tertiary institutions and defence industry are well placed to contribute to the Commonwealth Government's recent AUKUS trilateral security partnership announcement and its intention to acquire nuclear-powered submarines as well as enhancing cyber capabilities, artificial intelligence, quantum technologies and undersea technologies. This will build on Australia's existing nuclear and defence industry workforces, which are skilled, qualified and experienced to take up new opportunities as they emerge.

The Plan's strategies and initiatives are scalable to meet any new workforce and training requirements in the future.


We look forward to working with all stakeholders to leverage Western Australia's competitive advantage while promoting the national endeavour to support Australia's Defence Force.



Karen Ho
Director General
Department of Training and Workforce
Development



Rohan Green
Chairperson
Henderson Alliance



Professor Steve Chapman
Vice-Chancellor
Edith Cowan University



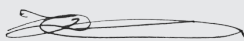
Rebecca Brown
Director General
Department of Jobs, Tourism, Science
and Innovation



Chris Rodwell
Chief Executive Officer
Chamber of Commerce and Industry WA



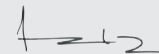
Professor Andrew Deeks
Vice-Chancellor
Murdoch University



Terry Durant
Managing Director
South Metropolitan TAFE



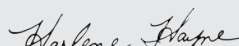
Kristian Stratton
WA State Manager
Australian Industry Group



Professor Amit Chakma
Vice-Chancellor
University of Western Australia



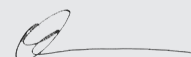
Kristian Constantinides
Chairperson
Australian Industry and Defence
Network Western Australia



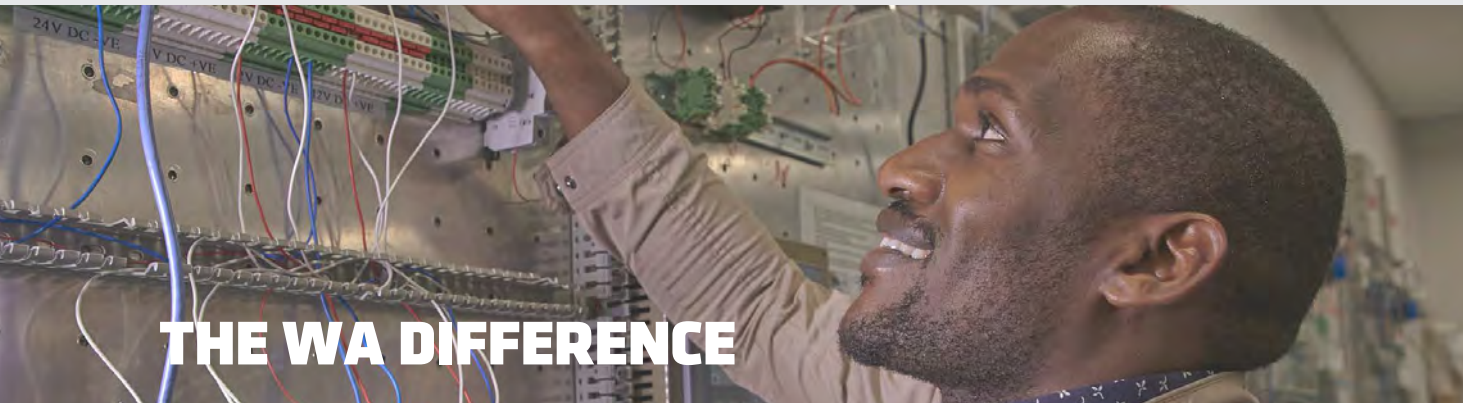
Professor Harlene Hayne
Vice-Chancellor
Curtin University



Steve McCartney
State Secretary
Australian Manufacturing
Workers' Union



Own Whittle
Secretary
UnionsWA



THE WA DIFFERENCE

Western Australia's labour market is highly skilled, with three out of every five workers having a Certificate III or higher.

Western Australia is already recognised as a world leader in the adoption of technologies and transformation of industry practice. This is evident in the areas of remote operations, automation and undersea technologies, which are highly transferable to the defence industry.

Western Australia also has a range of technology hubs that are being leveraged across many industry sectors including the WA AustCyber Innovation Hub; WA Data Science Innovation Hub; Marine and Advanced Technology Collaboration Hub; Australian Automation and Robotics Precinct; Australian Space Automation, AI and Robotics Control Complex; and WA Global Advanced Manufacturing Hub.

In partnership with industry, Western Australia's world-class education institutions are at the forefront of the next generation of technology and innovation. This is evident in their global rankings as well as the work of Western Australian universities in defence-related next generation of technology, research and innovation supported by the Department of Jobs, Tourism, Science and Innovation through the WA Defence Science Centre.

Examples include Edith Cowan University's (ECU) high-speed underwater wireless communication project, Curtin University's (Curtin) deployable space domain awareness sensor system, Murdoch University's (Murdoch) cognitive defence biosecurity threats project, and the University of Western Australia's (UWA) visual position system for target localisation.

The Team WA universities, comprising Curtin, ECU, Murdoch, and UWA have significant capability in the creation and diffusion of the technology that supports the growth and effectiveness of the defence industry.

The State also has a strong TAFE system supported by specialist private providers, with South Metropolitan TAFE being the premier provider of defence industry training in Western Australia.

Western Australia's capacity and capability to skill and grow its workforce has been demonstrated during resources investment booms in recent years. Western Australia's experience and learnings puts the State in a strong position to meet the needs of an expanding defence industry.

The estimated additional skilled workers in the key occupations required by the maritime defence industry represents only 0.4 per cent of the current number employed in those occupations across all industries within the State. In addition, the attrition rate from the defence industry is relatively low compared to other industry areas. For example, in the key trades, the annual attrition of apprentices on average over the period 2017–21 is just over seven per cent, which is lower for apprentices in the same trades across all industry areas (about 10 per cent).

There is also latent capacity in the Western Australian labour market, with around one in every 11 people in the Western Australian labour force either underemployed or unemployed.

To further boost Western Australia’s defence industry workforce capability, the Western Australian Government has recently announced funding of \$11 million for a range of initiatives to support the industry’s professional and para-professional workforce, including:

- > establishing a Western Australian defence industry internship and graduate scholarship program;
- > creating a grant program for industry to upskill and reskill its workforce through micro-credentials, skill sets and Industry 4.0 curriculum development; and
- > enhancing support for the articulation of courses between Western Australian universities and TAFE.

This is in addition to the **\$24 million already invested** in:

 <p>NEW defence training facilities</p> <p>at South Metropolitan TAFE’s Naval Base Campus</p>	<p>HIGH TECH training equipment</p>  <p>for welding and fitting and machining</p>	 <p>Reduced FEES for defence-related trade courses</p>
<p>Additional apprenticeship places and a</p> <p>\$20,000 employment incentive</p> <p>per apprentice to defence industry employers</p> <p>Since October 2020, over 430 new apprentices have commenced, representing more than a 200 per cent increase on the annual average take-up of apprentices in the defence industry</p>	<p>7 Skill sets</p> <p>to respond to industry training demand</p>	 <p>scholarship programs to encourage women and veterans into the defence industry</p>
<p>‘The other force’ advertising campaign</p> 	 <p>establishment of the DEFENCE INDUSTRY team</p> <p>at the Rockingham Jobs and Skills Centre to provide enhanced career promotion and advice</p>	 <p>Grant programs</p> <p>for defence-related research through the WA Defence Science Centre</p>

DEFENCE IN WA

Western Australia is the nation's frontline for defence in the Indo-Pacific region and has a long and proud history of supporting our national security and Defence.

The Western Australian defence sector supports the Australian Defence Force (ADF) and significantly contributes to the nation's defence requirements. Western Australia has a competitive, flexible and resilient defence industry. This includes strong and advanced manufacturing capabilities supported by its world-class tertiary institutions.

Under the ***Western Australian Defence and Defence Industries Strategic Plan***, by 2030 Western Australia will be an internationally recognised advanced manufacturing hub and the pre-eminent base of operations for all ADF and Alliance operations in the Indian Ocean. The Defence annual contribution to the State economy will be doubled and exports by Western Australian defence industry and our universities will grow significantly as a proportion of all State based Defence related business.

Western Australia's defence industry is underpinned by an advanced innovation and technology capability thanks to the established resource sector. Similarly, Western Australia has over 60 years of experience in the space industry and hosts space infrastructure for civil and defence applications, with more than 70 international and Australian companies operating in space and space related services.

Work is underway to develop the Australian Automation and Robotics Precinct in Western Australia, which once completed will be one of the biggest test facilities in the world, providing boundless opportunities for Defence related robotics and autonomous innovation.

There are a number of companies involved in the resource sector which can meet the requirements of Defence. Notably, Fugro Australia Marine are developing autonomous vessels for the resources sector that have significant military applications.

The Western Australian Government actively collaborates with the Australian Government, Defence and other key stakeholders to develop strategic national infrastructure. WA is one of two Defence shipbuilding hubs and the designated site for the construction of patrol, mine warfare and hydrographic vessels.

There is ongoing collaboration with Defence to support the development of a \$4.3 billion Large Vessel Dry Berth to ensure the State can build and sustain larger vessels (over 20,000 tonnes) to support Australia's naval capability. With a potential lifespan of more than 100 years, this new infrastructure will provide ongoing employment and significant economic benefits for the State.

Following the growth in operations of 13th Brigade and the expansion of notable ADF exercises like Black Carillion, the ADF continues to expand its footprint in Western Australia, leveraging upon Western Australia's unique geostrategic location. Regional defence infrastructure is expected to develop following Australian Government investment into RAAF Base Curtin and RAAF Base Gingin.

Western Australian organisations continue to provide vital support to Defence programs in order to further Australia's sovereign capability. Notable examples include:

- > Hofmann Engineering;
- > Orbital;
- > JFD Australia;
- > Austal – designs and builds frigate sized, multi-mission surface combatants, high speed military transport vessels and a range of patrol boats for customers worldwide. A WA prime contractor, Austal provides vital support to Australia's maritime capability through the Guardian and Cape class programs.
- > Australian Marine Shipbuilding and Export Group – combining WA based Cvmec's steel manufacturing capability and infrastructure with the shipbuilding and design expertise of Luerssen to deliver the Arafura offshore patrol vessel program.



In partnership with Perth USAsia Centre, the Western Australian Government hosts an annual Defence and Security conference. This event showcases Western Australia's world-class defence industry and research capabilities to national and international stakeholders. Similarly, the Department of Jobs, Tourism, Science and Innovation, through Defence West, promotes Western Australia's defence industry at major trade shows, expositions and conferences, providing unique opportunities for local companies to engage in face-to-face meetings with Defence and Defence prime contractors in order to explore opportunities in the key Defence programs and supply chains.

Planning is now underway to develop a revised Western Australian Defence Sector Strategic Plan to carry on the development of defence support capability in Western Australia in the wake of the **Western Australian Defence and Defence Industries Strategic Plan**. The primary purpose of this revised plan is to ensure Defence West oversees the delivery of maximum benefit from Defence and Defence related programs to the State economy and continues to promote the importance of Western Australia to national and regional security and stability.

OUR PLAN

The Western Australian Government is taking significant steps to 'future proof' Western Australia's sovereign workforce with significant investment in education and training.

Current commitments:



Co-investment with universities and the Commonwealth Government in the **Perth City Deal** to establish new presences of Edith Cowan and Curtin **universities** in the Perth CBD.



Record spending to modernise WA public schools, with the provision of new schools, upgraded facilities including science laboratories, and STEM professional learning, mentoring and digital and technology programs.



Reducing TAFE fees to make skilling more affordable.



\$25 million to upgrade equipment at TAFE colleges.



\$29.8 million to provide 4,000 additional VET places in schools by 2024.



\$19.2 million Year 9 Career Taster Program for school students.



\$32.4 million to create 300 new jobs for apprentices and trainees with Group Training Schemes.



Incentives for employers to take on apprentices and trainees.



Delivering the **biggest TAFE infrastructure build in WA's history**.

Compared to the same period in 2020, the total number of apprenticeship and traineeship commencements in Western Australia have increased by 40 per cent in the 12 months to 31 December 2021.

The Western Australian Government also convened metropolitan and Regional Skills Summits to generate practical actions with Western Australian business leaders to meet the State's skills needs for continued strong economic growth. Several key measures were announced to address the immediate needs of Western Australian businesses including:

- > attracting onshore skilled migrants to fill jobs in demand in Western Australia;
- > making it easier for interstate skilled workers to work in Western Australia;
- > supporting mature age apprentices;
- > boosting Aboriginal youth employment opportunities; and
- > smoothing out the pipeline of Government-funded construction work across the State to create a more sustainable pipeline of work.

These measures, along with the opening of the Australian borders to allow the return of specialist overseas skills, will help to mitigate competition for skilled workers between industry sectors in the longer term and assist the defence industry attract and retain a capable and available workforce. Western Australia's proactive stance, along with the strategies and initiatives contained in the Plan will ensure the defence industry has the skilled workforce needed to secure and deliver on future defence work opportunities.

In preparing the Plan, the Western Australian Government has undertaken a comprehensive analysis of relevant information, including data from industry surveys, and extensive consultation with defence industry stakeholders and Western Australian universities.

Most of the initiatives in the Plan are now underway. The timelines for implementation will support the defence industry to meet its workforce needs for future work in the medium term (2026–27). The strategies and initiatives are scalable to meet any new workforce and training requirements that may result from additional defence work being allocated to Western Australia in the future.

IMPLEMENTATION

Key strategies and initiatives are already underway thanks to a robust approach to implementation and governance. The Western Australian Government has already invested more than **\$35 million** in direct workforce development support of the defence industry.

COLLABORATE

Building cooperation, coordination and collaboration with the defence industry, the Commonwealth Government, education and training providers and the WA Government.

- > WA Defence Industry Workforce Office
 - > WA Government's Defence Advisory Forum
 - > WA university-government Letter of Cooperation

GROW 4.0

- > STEM Skilling Strategy
- > Technology hubs and Industry 4.0 skills
- > Team WA universities and TAFE capability
- > Internship scholarships

SKILL

- > 'Just-in-time' micro-credentials and skill sets
- > Employer incentive for apprentices
- > Reduced TAFE fees

ATTRACT

- > 'The other force' advertising campaign
- > Specialist defence industry careers team
- > School programs
- > Defence industry scholarships

1 GROW 4.0

Grow the defence industry's Industry 4.0 skill capabilities (those that use 'smart' and autonomous systems fuelled by data and machine learning) and the pipeline of professional and technical skilled workers needed for changing technologies.

SKILLS

- 1.1 Harness Team WA university capability to equip graduates and undertake leading-edge research.
- 1.2 Establish a WA internship scholarship model to provide students with experience in, and exposure to the defence industry, and employers with a pipeline of workers with Industry 4.0 skills.
- 1.3 Leverage existing and proposed technology hubs in WA to encourage the use and development of Industry 4.0 skills.
- 1.4 Increase university and VET graduates in Industry 4.0 courses that align to key defence occupations so supply leads demand.
- 1.5 Review curriculum to ensure WA education and training is positioned to meet the challenges of Industry 4.0 technologies.
- 1.6 Establish an industry immersion program for training instructors to upskill in the application of industry technology.
- 1.7 Increase the uptake of STEM-related subjects in schools through the State's STEM Skills Strategy.
- 1.8 Promote careers in Industry 4.0 occupations to school students and new entrants using the Statewide network of Jobs and Skills Centres.

RESOURCES

- 1.9 Leverage current technology-related education and training products and explore a grants program to develop new defence-specific Industry 4.0 products.
- 1.10 Refresh VET equipment and learning materials that support new technologies and simulate Industry 4.0 work environments.
- 1.11 Build on the WA Government's Defence Science Centre policies and grant programs that foster research and its application to defence Industry 4.0 workforce initiatives.

PARTNERSHIPS

- 1.12 Anticipate long term workforce requirements, with the development of a comprehensive defence industry 'workforce futures' research.
- 1.13 Partner with the Commonwealth Government to support its recent announcement on AUKUS and acquisition of nuclear-powered submarines.
- 1.14 Work with the Team WA universities as they seek to partner with Australian and overseas universities, and leverage their significant expertise to support WA's hosting of nuclear-powered submarines in transferable areas such as control systems, simulated work environments, alternative power sources, cyber, artificial intelligence and undersea technologies.
- 1.15 Contribute to whole-of-government strategies to enhance WA's infrastructure and facilities to support the further development of the defence industry and ensure Henderson and surrounding areas are a location of choice for defence related workers to work and live. This will build on the \$89 million investment already made by the WA Government to upgrade Henderson's Australian Marine Complex (AMC) and work underway with Department of Defence on delivering a Large Vessel Dry Berth at AMC.
- 1.16 Explore with stakeholders models for best practice Industry 4.0 career progression.

Enhance Western Australia's intelligence and information about defence industry careers and job opportunities, and increase awareness to boost the number of skilled workers joining the defence industry.

PROMOTION

- 2.1 Extend the successful 'The other force' marketing campaign to raise public awareness of job opportunities and career pathways in WA's defence industry.
- 2.2 Partner with industry and universities in current and future marketing initiatives to promote careers in the defence industry.
- 2.3 Build the specialised defence industry team at the Rockingham Jobs and Skills Centre to promote defence industry careers in schools, and continue to provide comprehensive education and training pathway advice to job seekers and career changers.
- 2.4 Create and maintain a dedicated maritime defence industries toolkit and webpage to support career advice and promotion of defence industry jobs.
- 2.5 Explore the development of an online WA Shipbuilding and Sustainment Skilling Profile detailing more than 100 defence industry roles with entry requirements, training pathways and career progression to provide students, job seekers and career changes with ready access to information on defence industry jobs and pathways.
- 2.6 Advocate for changes to national security clearance processes on behalf of the defence industry.
- 2.7 Establish, in conjunction with defence industry peak bodies, an ongoing defence industry careers "meet the defence industry" briefing series to assist in engaging with job seekers.

KEY GROUPS

- 2.8 Increase school student and graduate access to defence industry-related VET courses, including providing additional places for secondary students at TAFE colleges and specialist registered training organisations.
- 2.9 Provide secondary school students early exposure to industry through the *Year 9 Career Taster Program*.
- 2.10 Work with the Naval Shipbuilding College, Rockingham Jobs and Skills Centre and universities to expand their reach into WA schools and support education and employment pathways to the defence industry.
- 2.11 Establish the *Defence Industry Veterans Employment Scheme* to provide end-to-end support for veterans' transition into the defence industry, including career advice, job placements, reskilling and upskilling.
- 2.12 Map veteran's transferrable skills to defence industry jobs to enhance career advice and pathways to employment.
- 2.13 Establish a dedicated veterans' transition specialist advisor capability in the Rockingham Jobs and Skills Centre to enhance veteran's take-up of defence industry roles.
- 2.14 Provide the Women in the Defence Industry scholarship program to encourage women to take up careers in the defence industry, including the provision of foundation skills, a relevant qualification and industry exposure.
- 2.15 Support Aboriginal people and people with disability into defence industry job opportunities through Western Australian Jobs and Skills Centres.
- 2.16 Include scholarships for Aboriginal people and people with disability in the WA defence industry internship program to encourage them to take up opportunities in the defence industry.

Visit jobsandskills.wa.gov.au/defence or email defence.careers@smtafe.wa.edu.au

Target skills needed for the current and future defence industry workforce.

INDIVIDUALS

- 3.1 Establish 'just-in-time' micro-credentials, skill sets and short courses for new and existing defence industry workers to provide defence industry specific skills, particularly for those workers who hold tertiary or post-trade qualifications.
- 3.2 Expand the number of apprenticeship places in key trades to grow the pipeline of skilled tradespersons in the defence industry.
- 3.3 Focus on the retention of the existing defence industry workforce through the use of traineeships and support mechanisms such as the Jobs and Skills WA Employer Incentive.
- 3.4 Reduce student fees by up to 72 per cent for VET courses that relate to the defence industry, including trades, instrumentation, project management, logistics, information technology, cyber, engineering technical and maritime, to encourage more students to undertake studies in these areas of demand.
- 3.5 Provide additional pre-apprenticeship places aligned to the key trades to pathway job seekers into the defence industry.
- 3.6 Upgrade training facilities and equipment at South Metropolitan TAFE to allow more students to undertake welding and computer numeric control milling lathe training.

INDUSTRY

- 3.7 Establish a grants program to encourage the take-up of micro-credentials, skill sets and short courses that support the skill needs of the defence industry.
- 3.8 Develop and implement a post-trade defence industry skill sets program to upgrade existing worker skills, including coded welding, fluid power, welding supervisor, computer numeric control operations, and integrated logistics support, all funded at the subsidised *Lower fees, local skills* rate.
- 3.9 Establish an existing worker traineeship program to support the career progression of existing workers into critical defence industry para-professional and professional roles.
- 3.10 Continue to encourage defence industry employers to access the Jobs and Skills WA Employer Incentive for apprentices and trainees of up to \$8,500 per apprentice, and take up new apprentices in the key defence industry trades.

INSTITUTIONS

- 3.11 Partner with the Naval Shipbuilding College to support their defence industry skilling programs in WA.
- 3.12 Facilitate further articulation between VET providers and universities to provide more seamless pathways into defence industry roles.
- 3.13 Partner with the Defence and Security Institute of the University of Western Australia and the Security Research Institute of Edith Cowan University to guide the strategic direction and development of the defence industry's future workforce.



COLLABORATE

Build cooperation, coordination and collaboration to align planning, optimise funding and a consistent implementation approach.

LEADERSHIP

- 4.1 Continue the operation of the WA Defence Industry Workforce Office (WADIWO) to lead a coordinated and collaborative approach with Defence West and key stakeholders to develop workforce development strategies for the WA defence industry, and provide advice to government and industry on defence industry-related skilling matters.

GOVERNMENT

- 4.2 Work collaboratively with the Commonwealth Government to align State and national strategies to develop the defence industry workforce. This includes engaging quarterly with:
- 4.2.1 the Department of Defence on strategic matters; and
 - 4.2.2 the Naval Shipbuilding College on maritime defence industry workforce needs and gaps, the design and funding of skilling programs, career advice and support to industry.
- 4.3 Collaborating with other Commonwealth Government entities such as the Defence Science and Technology Group, the Office of Defence Industry Support and the National Naval Shipbuilding Office.
- 4.4 Build on strong alignment between defence industry workforce planning and key WA Government initiatives such as Diversify WA, the STEM Skills Strategy, the Global Advanced Industries Hub and Western Trade Coast to build WA defence industry capability.

INDUSTRY

- 4.5 Work closely with industry to identify workforce needs and solutions through the WA Government's Defence Advisory Forum, which comprises key stakeholders including defence industry peak organisations.
- 4.6 Work closely with unions to identify and address barriers to upskilling and retention of the existing workforce.

COLLABORATE

- 4.7 Collaborate across the VET sector to support the defence industry, with South Metropolitan TAFE being the lead organisation on defence industry VET skilling matters.
- 4.8 Strengthen collaboration with the WA universities, building on the sector's Team WA approach to grow WA's defence industry professional and para-professional workforce capability. This includes:
- 4.8.1 ongoing joint WA Government – Team WA projects on supporting the defence industry workforce, including Defence Science Centre (DSC) research, internships, micro-credentialing and defence workforce futures planning;
 - 4.8.2 quarterly meetings between the university Vice Chancellors and senior WA Government officials;
 - 4.8.3 the formalisation of a Letter of Cooperation on defence industry workforce development; and
 - 4.8.4 Team WA university representation on the DSC Advisory Board.

Visit dtwd.wa.gov.au/wadiwo or email wadiwo@dtwd.wa.gov.au

GOVERNANCE

This Plan has been endorsed by the Premier, the Hon Mark McGowan MLA.

The Minister for Education and Training, the Hon Sue Ellery MLC, is responsible for the implementation of the Plan, supported by the Minister for Defence Industry, the Hon Paul Papalia CSC MLA.

The Plan is overseen and monitored by the Defence Strategy Steering Committee, consisting of the relevant Directors General and senior executives across Western Australian Government.

Operational responsibility for the Plan sits with the Director General Department of Training and Workforce Development and the Western Australian Defence Industry Workforce Office, working closely with Defence West (within the Department of Jobs, Tourism, Science and Innovation), and South Metropolitan TAFE. Implementation is supported by detailed project plans and agency governance frameworks.

Regular consultations occur with:

- > the defence industry through the Defence Advisory Forum and the Logistics and Defence Skills Council;
- > the Commonwealth Government through joint Department of Defence-WA Government meetings, and the Naval Shipbuilding College's Working Group meetings with DTWD, WADIWO and Defence West; and
- > WA universities through Vice-Chancellor-WA Government and DSC Advisory Board meetings.



**WESTERN AUSTRALIAN
DEFENCE INDUSTRY
WORKFORCE OFFICE**

16 Parkland Road
Osborne Park WA 6017

wadiwo@dtwd.wa.gov.au