



## **ADF Skills and Apprenticeships Forum**

### **Information for participants**

#### **FORUM DETAILS**

**DAY 1: Tuesday 21 March 2017**

**Time:** 9.00am-4.00pm

**Location:** Canberra Institute of Technology, Reid Campus, K Block  
37 Constitution Avenue, Reid (map attached)

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**Day 2: Wednesday 22 March 2017**

**Time:** 8.45am-1.00pm

**Location:** Main Committee Room, Parliament House, Canberra

Further information: Bob Bowden

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#### **Important information regarding access to Parliament House on Day 2**

All participants attending Day 2 at Parliament House will need to arrive at the Main Entrance, go through security and wait in the foyer before being signed in. **Please have photographic ID such as a driver's license.**

**Please arrive at the Main Entrance by 8.30am**, when the doors open, and proceed through security. Participants will be signed in as a group and escorted to the Main Committee Room for a 9.00am start.

## **Day 1: Tuesday 21 March – Canberra Institute of Technology, Canberra**

- 9.00am Introduction and welcome: Martin Riordan Chief Executive Officer, TAFE Directors Australia and Lauren Tiltman, National Executive Officer, National Apprentice Employment Network
- 9.10am Defence industry needs and challenges: Norman Gray AM, CEO, Box Hill Institute
- 9.40am Managing veterans' needs: Garth Callender, Manager, Veterans Employment Program, Office of Veterans' Affairs, NSW Department of Premier and Cabinet
- 10.05am Navigating the transition: Brendan Carlson, WA Apprentice of the Year 2016
- 10.30am Morning tea
- 11.00am Defence apprentice management and VET engagement: Lynda Douglas, Assistant Director, National Skills Framework, Department of Defence
- 11.30am Panel discussion - Perspectives on managing the skills transition from military to civilian life: Mark Dixon, CEO, Wodonga Institute of TAFE; Duncan Anderson, Managing Director South Regional TAFE; Robert Adams, CEO, Australian Industry Standards; Brendan Carlson, WA Apprentice of the Year 2016
- 12.30pm Lunch break
- 1.15pm Meeting the needs of the defence industry: Neale Prescott, Director, Business Development, Lockheed Martin Australia, and Jane Snewin, Human Resources Manager, Lockheed Martin Australia
- 1.45pm Challenges and opportunities: Mark Galgsdies, National Training Manager, Serco Defence, Serco Asia Pacific
- 2.15pm Automotive and mature age transitions: Gary Workman, Executive Director, Apprenticeship Employment Network/ Caroline Mirtschin, General Manager, Kestrel Apprentice Solutions
- 2.45pm A defence trade employment approach: John Tucker, Executive Director, Educational Delivery, TAFE Queensland SkillsTech/Alan Sparks, CEO, East Coast Apprenticeships
- 3.15pm Defence career transitions: Paul Way, Director-General, Defence Community Organisation, Department of Defence

3.45pm      Summing up: Lauren Tiltman National Executive Officer, National Apprenticeship  
Employment Network

4.00pm      Close

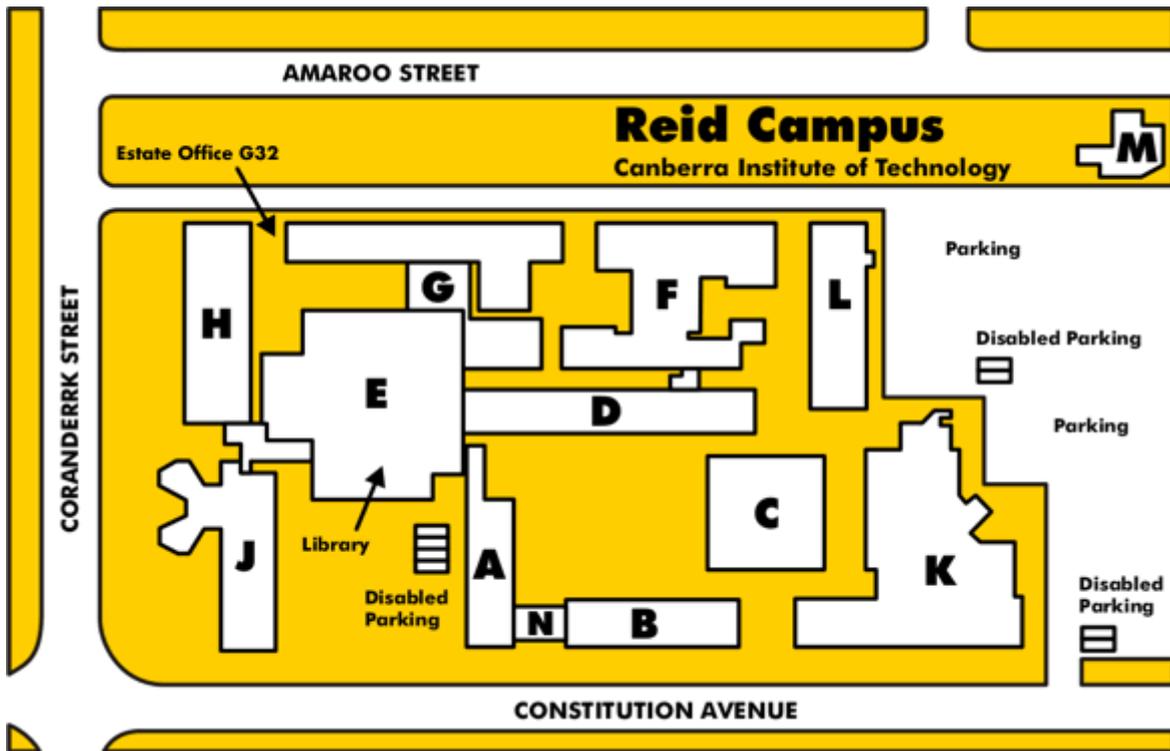
**Tuesday Dinner**

An informal dinner is possible for Tuesday evening for those interested.

Details including venue and cost will be advised during the day and names collected.

**Day 2: Wednesday 22 March – Main Committee Room, Parliament House  
Canberra**

- 8.55am Welcome, Chair of TAFE Directors Australia, Mary Faraone
- 9.00am Hon Dan Tehan MP, Minister for Veterans' Affairs, Minister for Defence Personnel, Minister Assisting the Prime Minister for Cyber Security, Minister Assisting the Prime Minister for the Centenary of ANZAC
- 9.15am Hon Karen Andrews MP, Assistant Minister for Vocational Education and Skills
- 9.30am Megan Lilly, Head of Workforce Development, Australian Industry Group
- 10.00am Senator Jacqui Lambie, Senator for Tasmania
- 10.30am Morning Tea
- 11.00am Hon Richard Marles MP, Shadow Minister for Defence
- 11.15am Jon Black, Managing Director, TAFE NSW
- 11.45am Panel Session: Harnessing options for government: Lauren Tiltman National Executive Officer, National Apprentice Employment Network; Megan Lilly, Head of Workforce Development, Australian Industry Group; Jon Black Managing Director TAFE NSW; Lynda Douglas, National Skills Framework Manager, Australian Defence College; John Tucker, Executive Director, Educational Delivery, TAFE Queensland SkillsTech
- 12.30am Wrap up, key issues and proposals: Martin Riordan, Chief Executive Officer, TAFE Directors Australia and Lauren Tiltman, National Executive Officer, National Apprentice Employment Network
- 1.00pm Thank you and close: Stuart Diepeveen, Chair of National Apprentice Employment Network





## **ADF Skills and Apprenticeships Forum**

**Canberra 21-22 March 2017**

### **Discussion Paper**

#### **Overview**

The Australian Defence Force (ADF) has an outstanding reputation for developing personnel with attributes and skills that contribute to national defence and security.

The investment made in ADF personnel in equipping them with skills for the operation and maintenance of defence equipment is internationally recognised.

However, ex-ADF personnel face a number of obstacles when transitioning into civilian life while making optimum use of the skills and qualifications acquired during military service.

The ADF Skills and Apprenticeships Forum has been jointly convened by TAFE Directors Australia (TDA) and the National Apprenticeship Employment Network (NAEN) to discuss ways of easing the transition of skilled personnel and veterans, and better harnessing the skills developed in the ADF.

The forum includes a wide range of stakeholders including government, the ADF, industry, training providers, group training organisations, employers, and ex-ADF personnel.

One of the issues to explore is whether TAFE and group training organisations (GTOs) could work with Defence to better support veterans, through improved and more consistent transition opportunities.

#### **Managing the skills transition**

Skilled personnel who leave the ADF have opportunities to pursue their careers through a range of alternatives and receive support from the ADF in deciding appropriate pathways.

Options may include apprenticeships, traineeships or other employment.

Those who opt for a vocational pathway can come up against the inherent complexity of the VET and apprenticeship system, and they do not always have the benefit of comprehensive support services.

The cohort that is leaving defence covers a broad range of personnel – from those with only a few years’ experience to those with many years of service.

There is also a growing focus on the need to address veterans who are suffering mental health issues and the best way to build on their skills and experience – through recognition of prior learning (RPL), re-skilling, second careers, and completing partial qualifications.

***Issues for consideration:***

- How transferrable are the skills acquired in the ADF?
- How appropriate are apprenticeships for ex-ADF personnel?
- What effect do pay apprentice pay rates have?
- Is a nationally consistent approach required?
- What additional formal training is required?
- How do families fit in to the transition?

**Using and expanding the apprenticeship model**

If apprenticeships are to be considered, it raises issues around recognition of the learning and skills acquired in the ADF and the possibility of ‘fast-tracked’ apprenticeships.

There are already examples of such programs including in the group training sector that have been adopted.

***Issues for consideration:***

- How do training packages fit with the needs of ex-ADF personnel?
- What is the process for RPL?
- Is a national approach or a state-by-state approach optimal?
- Should it be focussed around qualifications, skill sets or other competencies?
- Is there a structure that would work across skilled sectors or is it case-by-case?

**The role for employers**

Clearly, a key objective is to ensure that those moving from the ADF have the chance for rewarding and well-paying jobs.

The experience of many suggests that this can be difficult due to factors including engaging with prospective employers, recognising and communicating distinctive skills, adjusting to a non-military order, as well as issues around accommodation and family.

There are also questions as to whether ex-ADF personnel wish to build on their existing skills and knowledge, or pursue unrelated career choices.

There are currently major defence projects that may be suited to some transitioning defence personnel, as well as other avenues across a broad range of non-defence industries.

***Issues for consideration:***

- Do employers, generally, appreciate the quality of skills developed in the ADF?

- Do defence contractors represent a particular opportunity?
- How could employers be engaged in a formal model?
- What of the possibility of higher level apprenticeships?
- What additional mentoring and support, if any, would be required?

### **Making the transition work**

There are many extremely valuable and successful programs to assist defence personnel in making the next steps on leaving the military.

There is also much experience in Australia around the transferability of skills as a result of structural change across cities and regions.

Nevertheless, challenges also remain in regard to support, not just for veterans, but for spouses and families.

### ***Issues for consideration:***

- What lessons are there from industries that have undergone structural adjustment e.g automotive, manufacturing and mining?
- What is the role for employers/training providers and the community in supporting families?
- Can the network of TAFE and GTOs offer support to defence families in areas including re-skilling, job search, continuity of study and apprenticeships?
- Is there a need for prevocational courses or individual transition plans?
- Could a consistent RPL framework be adopted for transitioning personnel and what would it look like?

### **Case studies**

There are a number of examples of programs for transitioning veterans and defence personnel both in Australia and abroad.

#### **The Defence Trade Program, Queensland**

The expanded *Defence Trade Program* offers selected veterans and ex-service personnel a pathway to a trade career through a group training adult apprenticeship.

It draws on the experience of an alliance of group training organisations and works in partnership with TAFE Queensland SkillsTech as the training provider.

Individual veterans and ex-service personnel can register for the program or other agencies can nominate candidates, who are then matched to an appropriate GTO.

An individual transition plan is developed, and GTOs work with candidates to identify a host employer and secure an adult apprenticeship. [See more.](#)

**Helmets to Hardhats, Canada**

Helmets to Hardhats Canada (H2H) is a not for profit organisation, similar to its sister program in the United States, that provides apprenticeship training to ex military personnel within the building and construction industry.

Depending on existing qualifications and experience, the apprenticeship training process may be shortened or by-passed.

Personnel may chose any of 14 applicable trade fields with full apprenticeship training provided. It also encompasses leadership positions including foreman, general foreman and site manager, as well as more specialised roles such as project management, engineering and logistics. [See more.](#)

**Service Member Transition Summits, United States**

Service member transition summits, organised by local chambers of commerce, connect employers with former USDF personnel. Summits include panel discussions, networking, workshops and job fairs. [See more.](#)