RAAF School of Technical Training

Building the workforce for you
Scope

- Commanding Officer
- School fast facts
- Recent School history
- Initial and post-initial employment training
- Workforce outputs
Wing Commander Chris Ellison

- background in air mobility
  - C130 deeper maintenance
  - C130 / Falcon 900 operational maintenance
  - C130 logistics support
- CO since Jan 2014
School history

➤ World War II
  • No 1 Engineering School (Melbourne)
  • instruction by RAAF personnel and staff from Melbourne Technology College

➤ Post-war
  • 1946: RAAFSTT formed at RAAF Station Forest Hill for Air Force personnel
  • 1984: Army avn training incorporated
  • 1992: Navy avn training incorporated
School role and personnel

- **School’s role** is to deliver:
  - initial employment training
  - post-initial employment training

- **School personnel** deliver:
  - technical training
  - military training
  - welfare support
  - single Service liaison
  - mentoring and guidance
2015/16 - **average** student load

- 300 IET + 50 PIET: 350 under training
- 30 IET awaiting course start / disposition
- 380 students + 70 staff = 450 pers in unit
- ...plus ~80 contractor personnel

**Throughput:**

- 330 IET + 650 PIET: 980 graduates/year
By the numbers…

Trainees: 272
  • 230 male (85%)
  • 42 female (15%)

ADF/APS staff: 70
  • 59 male (85%)
  • 11 female (15%)

Air Force: 216 staff and trainees (65%)

Army: 69 staff and trainees (20%)

Navy: 50 staff and trainees (15%)
Recent School history

1990s-2013: contracted training with Riverina TAFE
  • combined instructional teams
2011-2: Request for Tender activity
2013: new contract with BAE Systems
2015: contract incorporates ADF pers
  • up to 10 uniformed pers working with BAE
Now: robust, maturing system
Initial employment training

RAAFSTT delivers all ADF initial employment training for:
- Aircraft Technician
- Avionics Technician
- Armament Technician
- Aircraft Structural Fitter
- Aircraft Life Support Fitter

RAAFSTT provides core training for:
- Aircraft Surface Finisher
Core training

Core training for all trades includes:

- workplace health and safety
- use of technical publications
- basic hand skills / tooling / hardware
- aircraft flight servicing and marshalling
- introduction to explosive ordnance
- CAMM2
Avionics: 247 training days
Armament: 132 training days
Aircraft / Structures IET

**Core**
- 44 days

**Avionics Fundamentals**
- 43 days

**Mechanical Fundamentals**
- 43 days

**Life Support Fitter**
- 64 days

**ADF Aircraft Technician**
- Common
  - 64 days

**ADF Structural Fitter**
- Common
  - 79 days

**Air Force**
- Aircraft Technician
  - 71 days

**Air Force**
- Structural Fitter
  - 19 days

**Composite Materials**
- 19 days

**Aircraft**
- 222 training days

**Structures**
- 204 training days
Aircraft Life Support IET

- Core
  - 44 days

- Avionics Fundamentals

- Mechanical Fundamentals

- ADF Life Support Fitter
  - Common
  - 76 days

- Air Force
  - Life Support Fitter
  - 18 days

Aircraft Life Support: 138 training days
From the start...

➤ all student resources on tablets
➤ WiFi coverage across BAE facilities
➤ classroom smartboard/tablet integration
Basic hand skills trainer
Marshalling trainer
Flightline
Generic Flying Control trainer
Integrated Avionics Maint Trainer
Structures workshop: before
Structures workshop: after
Structures workshop: after
Avionics Technician: 247 working days
  • ~one year
Aircraft Technician: 222 working days
  • ~one year
Aircraft Structural Fitter: 204 working days
  • ~nine months
Aircraft Life Support Fitter: 138 working days
  • ~six months
Armament Technician: 132 working days
  • ~six months
Concurrent military training

In addition to 35 hours per week in tech environment, members:

- undertake physical training
- receive military contextualisation
- receive life skills training
- are required to display expected military skills
  - aim: to equip trainees with KSA required to make sound moral and ethical decisions and contribute to capability
Culture and behaviours

- Demographic: largely 18-22yo males
- School takes a ‘just culture’ approach
- Inculcated with understanding that ‘bad news doesn’t get better with age’
- Trainees comfortable to:
  - speak up
  - step in
  in an appropriate way
Completion of IET

- Members graduate with 80% of trade certificate
- Unit provides remaining 20% through on-the-job training / aircraft type training

Delivery of entire Cert IV explored 2015-6
  - under consideration by DTC-AF
  - not proceeding at this time
Post-initial employment training

Professional trade development in technical leadership and management:
- Junior Technical Leader (LAC)
- Trade Supervisor Principles (CPL)
- SNCO Technical Manager – Air/Ground (CPL-SGT)

Specific skillset training:
- Life Support Systems Skills (LAC)
- Aircraft Welder (CPL)
- CAMM2 Data Manager (AC-SGT)
- Non-Technical Duty Crew (AC-SGT MOV)
Post-initial employment training

⇒ GSEFITT development:
  • Ground Support Equipment Technician
  • Restricted Electrical Work
  • Air-con and Refrigeration Specialist
Engineering officer training

→ All Army and Air Force initial employment training for engineering officers
  • Initial
  • Maintenance
  • Logistics
  • Ground

→ ADF Senior Maintenance Manager
→ Air Force Warrant Officer Engineer
What are we doing for you?

- We deliver technical and further education…but we are not a TAFE

- Particularly for initial trainees, we are delivering ADF graduates who are:
  - prepared for the demands of squadron life
  - individually ready to deploy on operations
  - ethically equipped to deal with life as a citizen and as a technical professional
  - set to succeed in defending Australia
What can you do for us?

- Provide feedback if you’re not satisfied with the product
- Encourage your NCOs, SNCOs and junior officers to consider a posting to the School
Questions?