



Australian Government

Defence Industry Skilling and STEM Strategy



FACT SHEET

STRATEGIC VISION

Australia will have a defence industry with the workforce capacity and capability to meet Defence's needs.

The Australian Government is investing \$270 billion in Australia's defence capability over the next decade. The modernisation of Australia's defence capability will rely on diverse workforces both in Defence and defence industry and people with skills in Science, Technology, Engineering and Mathematics (STEM).

Australia's defence industry comprises thousands of businesses, employing women and men who are not in the Australian Defence Force but who use their expertise, technical and trade skills to supply capability and support services. An appropriately skilled and STEM enabled workforce provides Defence and industry with the ability to innovate and solve problems, respond rapidly to changing military requirements and maintain a technological edge for Defence to achieve its mission: to defend Australia and its national interests.

At a time of increasing technological advancement and rapid change, Australia's defence industry is competing with a range of other sectors for the workforce it needs. As defence capabilities become more technologically complex, the demand from Defence and industry for people – including those with STEM skills – will increase.

The Government is committed to growing a robust, resilient and internationally competitive Australian defence industrial base to help meet Australia's defence needs. The aim of the Defence Industry Skilling and STEM Strategy is to support Australian defence industry's efforts to develop a robust and resilient workforce, which has the knowledge and skills to support Defence's capability requirements. The Strategy targets gaps and opportunities within the broader defence industry policy environment and the education and workforce development pipeline.

DEFENCE INDUSTRY SKILLING AND STEM STRATEGY

A living approach to supporting the skills needs of defence industry.

1. ENGAGE

Improving access to information about defence industry career opportunities and increasing support for the national effort to improve the take up of STEM.

2. ATTRACT

Providing support to defence industry businesses to grow and attract a national defence industry workforce.

3. TRAIN AND RETAIN

Encourage investment in skills and provide support to defence industry businesses to train and sustain a national defence industry workforce.

4. COLLABORATE

Facilitate stakeholder collaboration and co-ordination, to improve longer-term sectoral understanding, to better predict and address future workforce needs and to enable quicker responses to defence industry workforce needs from key stakeholders.



THE NATIONAL DEFENCE INDUSTRY SKILLS OFFICE

Defence will streamline governance and policy for defence industry skills issues into a **National Defence Industry Skills Office** (NDISO). The NDISO will engage with stakeholders, individually and collectively, including the states and territories, industry and the education and training sector, with the goal of helping to create a common picture of defence industry skills needs and risks.

The NDISO will also examine opportunities for cross-sectoral collaboration and information sharing to put defence industry's skills concerns in a national context and leverage opportunities for collective action to meet defence industry skills needs and support the broader STEM pool.

The NDISO will act as a single point of contact within the Department of Defence for industry skilling and STEM-related engagement and leadership.

2020-2021 PRIORITIES

The Defence Industry Skilling and STEM Strategy guides how the Government will help Australia's defence industry to develop a workforce with the knowledge and skills to support Defence's capability requirements. The Strategy is underpinned by a Flexible Funding Pool to the total combined value of \$87 million through financial years 2019-20, 2020-21 and 2021-22.

In 2020-21 we will:

⊕ **\$17m** – Continue the Skilling Australia's Defence Industry (SADI) grant program which was launched in September 2020. SADI grants help defence industry Small to Medium Enterprises (SMEs) and Industry Associations upskill and train existing defence industry employees in trade, technical and professional skill sets. The grants also help Defence SMEs to establish human resources practices and training plans that will help build lifelong learning activities into their business - supporting workforce development, training needs and retention.

⊕ **\$2.6m** – Continue the Schools Pathways Program, which encourages student engagement in STEM and introduces them to the many career pathways in defence industry.

⊕ **\$2.7m** – Deliver 100 student placements for the Defence Industry Internship Program (DIIP). This will provide engineering students with direct connections to defence industry by facilitating 12-week internships with industry SMEs.

Deliver the second National Defence Industry Skilling and Workforce Summit which will focus on engaging with young people, including those already working in defence industry, to identify how gaps in the defence industry skilled workforce can be filled and to explore solutions to issues raised at the inaugural summit.

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