



Director General Workforce Planning,
Recruitment and Retention
Department of Defence
R1-1-B006
Russell Offices
CANBERRA ACT 2600
AUSTRALIA

DGWPRR 57/03

The Secretary

Senate Employment, Workplace Relations
and Education References Committee
Suite SG 52
Parliament House
CANBERRA ACT 2600

SENATE SKILLS NEEDS INQUIRY SUBMISSION

1. The purpose of this submission is to highlight Australian Defence Organisation (ADO) interest in the issue of current and future workforce skills needs. Defence utilises the talents of a diverse workforce including Australian Defence Force (ADF); Australian Public Service (APS) and industry personnel in delivering mission specific capabilities for Government. As a major employer, Defence is influenced by evolving developments in workforce supply and demand, and places a high priority on understanding these developments.

2. To this end, the ADO has actively reviewed its external and internal environments over the past two years. Amongst other initiatives, it has conducted a Defence Personnel Environment Scan out to 2020 and a Strategic Workforce Planning Review as measures through which to inform the organisation's consideration of workforce supply issues. This work is ongoing.

3. The ADO has identified a number of specific current skill shortages within its workforce and is pursuing various strategies towards their amelioration. More generally however, some of the key future challenges to emerge from the work identified above include:

- a. The need to meet the capability requirements of the Defence 2000 White Paper,
- b. The requirement to master the information age, and
- c. Identifying means through which to deal with the issues posed by Australia's aging population and the declining size of the 17-24 year old age group after the year 2015.

4. With a clear understanding that increasingly, organisations will be competing for the same talent, Defence is particularly keen to participate in the skills needs inquiry. The points of contact to enable this involvement are identified below:

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