

NAVAL SHIPBUILDING INDUSTRY STRATEGIC WORKFORCE PLAN



THE NAVAL SHIPBUILDING PLAN

In May 2017, the Australian Government released the Naval Shipbuilding Plan outlining their vision for the Australian naval shipbuilding enterprise and the significant investment required in coming decades.

Success will see the realisation of the significant strategic, economic and employment advantages to Australia that a national naval shipbuilding and sustainment capability can bring. The Naval Shipbuilding Plan is centred around three build programs for submarines, major surface combatants and minor naval vessels.

Attack class submarines (12)

The Australian Future Submarine Program is the largest defence contract in Australia's history and will deliver 12 regionally superior submarines designed to ensure Australia's regional position, force projection and maritime protection. They are to be built at Osborne North Shipyard by Naval Group with the first vessel due to enter service in the mid-2030s. Naval Group has been engaged as the international design and build partner and Lockheed Martin Australia has been engaged as the combat system integrator.

Hunter class frigates (9)

A highly advanced frigate optimised for anti-submarine warfare, with significant capabilities in air, surface and electronic warfare domains. Replacing the current Anzac class, they will be built at Osborne South Shipyard by ASC Shipbuilding as a subsidiary of BAE Systems Australia. Lockheed Martin Australia has been engaged as the combat system integrator. The vessels will be fitted with the Aegis Combat System with Cooperative Engagement Capability and carry the Australian developed, world leading CEA phased array radar. SAAB Australia has been engaged to develop the interface between these systems.

Arafura class offshore patrol vessels (12)

An adaptable and versatile vessel with increased range and endurance, they are scheduled to replace the Armadale class, with the first due to enter service in 2021. Built by Lürssen Australia, the first of two vessels to be built at Osborne South Shipyard commenced construction in November 2018, utilising ASC Shipbuilding. The remaining 10 are to be constructed at Henderson Maritime Precinct, partnering with Cvmec.

Collins Class Submarine Fleet and Life of Type Extension

The Royal Australian Navy's (RAN) fleet of six Collins Class submarines, were built by ASC Pty Ltd in the Osborne Naval Shipyard in South Australia and delivered to the RAN between 1996 and 2003. Sustained by ASC Pty Ltd following the conclusion of the build program, the Collins Class fleet is now sustained at beyond international benchmark performance levels for submarine availability, with more submarines available to the RAN than ever before.

The Collins Class remains one of the most potent and sophisticated conventional submarines in the world and is still only half way through its expected service life. As the platform sustainment prime contractor and design authority for the class, ASC integrates innovations and upgrades beyond the original CCSM design, to ensure it remains regionally superior now and in coming decades. The Collins Class fleet will remain Australia's frontline submarine for the next 15-20 years, requiring sustainment, maintenance and upgrade, as well as Life of Type Extensions for a number of submarines, delivering Australia's submarine capability well into the 2040s.



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The Australian Government's long term national strategic plan for Australia's naval shipbuilding industry is the catalyst for unprecedented industry collaboration within Defence.

Australia's Naval Shipbuilding partners understand the value of working collaboratively to meet the future demands of the National Naval Shipbuilding Enterprise to ensure they have the right people, at the right time, with the right skills.

The Naval Shipbuilding Industry Strategic Workforce Plan is a collaborative initiative between the Naval Shipbuilding College and the five naval shipbuilding primes – BAE Systems Australia/ ASC Shipbuilding, Lockheed Martin Australia, Luerseen Australia, Naval Group Australia, and Saab Australia.

The Plan outlines the commitment of all signatories to develop a cost-effective Australian naval shipbuilding workforce capable of delivering current and future maritime acquisition and sustainment programs, including the Attack Class, Hunter Class and Arafura Class Programs.



John Davis,
Chief Executive Officer, Naval Group Australia

The agreement of the Strategic Workforce Plan is a critical step in elevating Australia to one of the few countries in the world which will have the sovereign capability to design, build and sustain its own submarines and warships. Through the collaboration that underpins this plan we will ensure that Australian industry has the right skills and experience to deliver the continuous shipbuilding program and provide generational opportunities and benefits to the country.



Craig Lockhart,
Managing Director, ASC Shipbuilding

The Hunter Class Frigate Program is more than just building warships; it's about building a sovereign, sustainable, and continuous naval shipbuilding industry for future generations. That's why we've joined with our industry partners to develop this important strategic workforce plan; to ensure Australians have the opportunity and capability to contribute to this national endeavour and cement defence industry as a fundamental input into defence capability.



Stuart Whiley,
Chief Executive Officer & Managing Director, ASC Pty Ltd

ASC fully supports the Naval Shipbuilding Industry Strategic Workforce Plan as a collaborative Naval Shipbuilding Partner. The initiative is critical to successfully building and sustaining a national shipbuilding workforce for the future and betterment of Australia. Our collaborative partnership engenders an enterprise approach, ensuring the success of a highly capable national maritime workforce.



Ian Irving,
Chief Executive Officer, Naval Shipbuilding College

Industry recognises it is stronger and will be more successful when operating as a collective, in terms of workforce development in Australia. It is very much a case of the whole being greater than the sum of its parts. All the companies involved have skin in the game and are committed to working cooperatively to create a sovereign, naval shipbuilding workforce capability in Australia for generations to come.



Joe North,
Chief Executive, Lockheed Martin Australia and New Zealand

It is an exciting time to be an industry partner and to play an integral part in support of Australia's Naval Shipbuilding agenda. Collaborating across industry allows us to work together to provide genuine opportunities for Australians to grow skills in high end industry roles, including the development of advanced technologies and sustainment.



Jens Nielsen,
Chief Executive Officer, Lürssen Australia

Lürssen Australia draws on 140 years of shipbuilding experience and therefore understands the value and importance of investing in the long-term attraction and skilling of a dedicated workforce for our company. We are pleased to be one of the key supporters in this effort by Government and other stakeholders, in particular the Naval Shipbuilding College, working collaboratively to produce and then drive this important Strategic Workforce Plan.



Andy Keough,
Managing Director, Saab Australia

Saab Australia believes the Naval Shipbuilding Industry Strategic Workforce Plan is an important enabler for the rapid and sustained growth of the defence workforce and implementation of the plan is vital to secure our current and future skilled staff requirements.



THE APPROACH

Australia's Naval Shipbuilding partners will collaborate around a structured four step workforce planning model that will be implemented to deliver the required industry resource outcomes. This model is summarised below.

STEP 1

DEFINE REQUIREMENTS

- Define industry wide taxonomy and workforce demand.
- Confirm priority short, medium and long term skills.

STEP 2

ANALYSIS

- Undertake Training Needs Analysis for all priority short, medium and long term skills.
- Undertake supply analysis across defence and adjacent industry.

STEP 3

DESIGN

- Consider appropriate Buy (recruitment), Build (development programs), Borrow (subcontracting) and Balance (sharing of resources) for each priority short, medium and long term skill areas.



BUY

Strategies involving recruitment of existing resources from defence or adjacent industry. This could include local, interstate and overseas recruitment initiatives and marketing campaigns.



BUILD

Strategies involving the upskilling of resources from adjacent industries, development of revised or new training programs or enterprise wide programs (i.e. graduate or apprentice).



BORROW

Strategies involving utilisation of subcontractor resources to deliver required skills needs (this could involve strategies across multiple organisations).



BALANCE

Strategies involving the sharing of resources (either within one organisation or across organisations) to accommodate demand peaks and troughs.

STEP 4

DELIVERY

- Implement a delivery plan for each priority skill area.

