



NAVAL
SHIPBUILDING
COLLEGE

Supporting Small to Medium Enterprises Workforce Development

NSI Chief Executive, Ian Irving

25/06/19

Our Mission

Lead the creation and sustainment of the enterprise that identifies, attracts and skills multi-generational sovereign capability for naval shipbuilding.

Value Proposition

FOR AUSTRALIA

- Leading the creation and sustainment of the enterprise that identifies, attracts and skills multi-generational sovereign capability for naval shipbuilding for Australia.
- Ensuring that workforce is available with sufficient skills and capacity to meet Australia's Shipbuilding Plan - including construction and sustainment

FOR INDUSTRY

- Ensuring that the industry workforce is available in the required locations in the required capacity when needed
- Ensuring that this workforce has the required skills, knowledge and experience required to enter the shipbuilding sector
- Reducing Industry's cost of sourcing its required labour force
- Assisting with the overall management of workforce evolution (up and down) over time

FOR EDUCATION & TRAINING

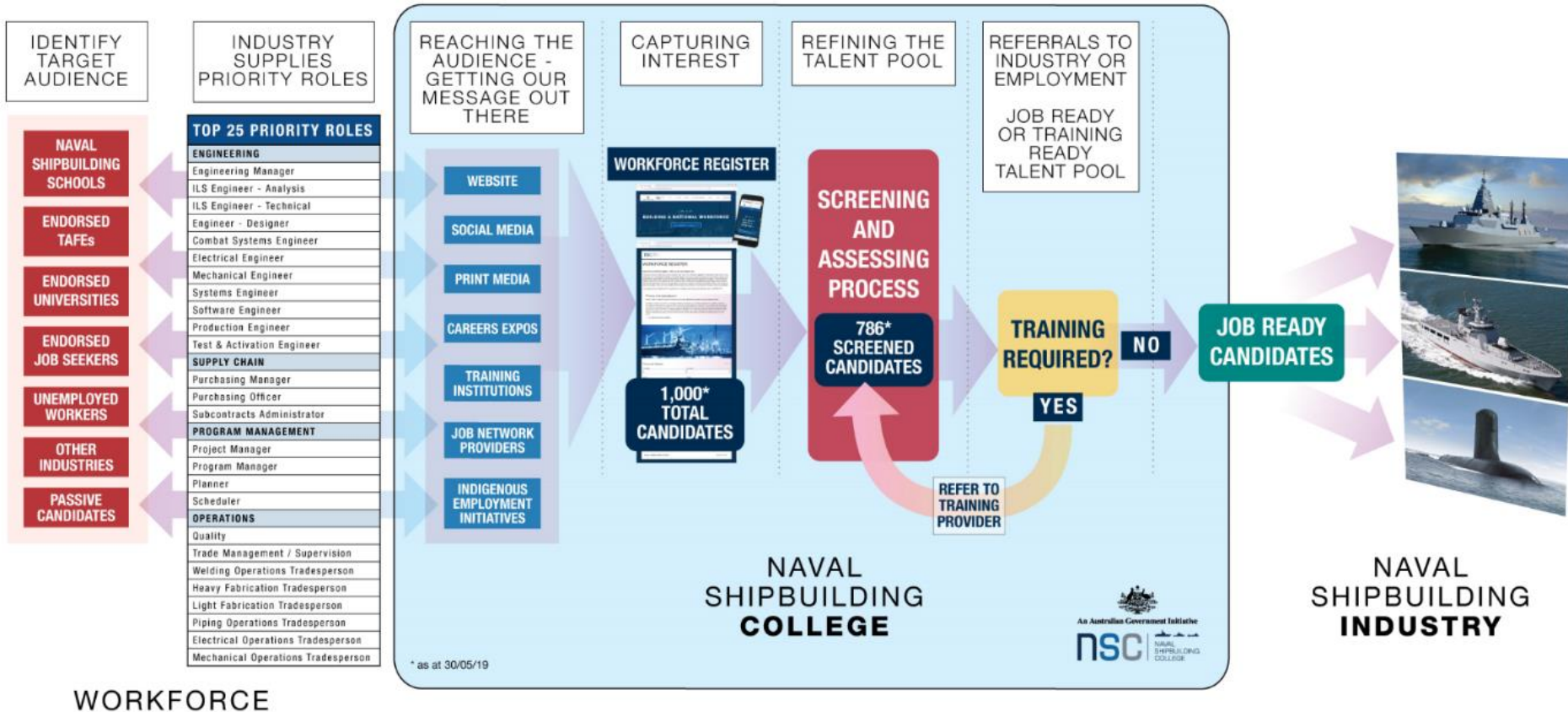
- Connecting the education and training sector to where they can contribute to the national shipbuilding enterprise
- Ensuring that suitable education and training offerings are made available to meet the workforce training needs
- Ensuring that the quality of the skilling offerings is endorsed and maintained at the requisite level

FOR THE WORKFORCE

- Increasing the overall pool of workforce candidates through national industry sector promotion
- Promoting the opportunities available for careers in Australia's Naval Shipbuilding Enterprise
- Connecting future employees with employers from Primes to SMEs.

Operational Model

Attraction and Delivery



Priority Roles (Baseline 4) June 2019

Data collected from 9 Industry Primes

Job Family	Job Function/Role	2019-20	2021-23	2024+
Engineering	Engineering Managers	x	x	x
	ILS - Analysis Engineer	x	x	x
	ILS - Analysis Technical Officer	x		
	Designer	x	x	x
	Combat Systems Engineer	x	x	x
	Electrical Engineer	x	x	x
	Mechanical Engineer	x	x	x
	Systems Engineer	x	x	
	Software Engineer	x	x	
	Production Engineer		x	x
	Test & Activation Engineer		x	x
Project Engineering Technical Officer		x	x	
Supply Chain	Purchasing Manager	x	x	
	Purchasing Officer	x	x	
	Subcontracts Administrator	x	x	
Program Management / Operations	Project Manager	x	x	x
	Program Manager	x		x
	Scheduler	x	x	
	Planner		x	x
Operations	Planning Manager		x	x
	Quality - All Roles	x	x	x
	Operations / Trade Management / Supervision		x	x
	Welding Operations Tradesperson		x	x
	Heavy Fabrication Tradesperson		x	x
	Light Fabrication Tradesperson			x
	Piping Operations Tradesperson			x
	Electrical Operations Tradesperson			x
Mechanical Operations Tradesperson			x	

Red = New

Five near term critical roles

Original 13 Priority Roles	Expanded to 17 (granularity with Baseline-3)
Engineering Managers	Engineering Managers
Integrated Logistics (ILS)	ILS – Analysis Engineer ILS – Analysis Technical Officer
Designers	Designers
Combat System Engineers	Combat System Engineers
Electrical Engineers	Electrical Engineers
Mechanical Engineers	Mechanical Engineers
Systems Engineers	Systems Engineers
Software Engineers	Software Engineers
Purchasing/Procurement	Purchasing Manager Purchasing Officer Subcontracts Administrator
Project Manager	Project Manager
Program Manager	Program Manager
Schedulers	Schedulers
Quality (Various)	Quality (Various)

Industry-provided data inclusions

- **Data includes:**
 - Nine companies
 - Industry data only
 - Regional data
 - New construction/design
 - System integrators
 - Sustainment (multiple programs)
 - 2019-2023 detailed industry data
- **Data excludes:**
 - Granularity beyond 2023
 - Sustainment (partial)
 - Supply chain companies
- **Assumptions**
 - Heads = Full-Time Equivalent (includes absences & overtime are equal)
 - 2024-2035 the College scenario data

How we're helping you to succeed

- **Engagement with SME's**
 - Collaboration with ICN, Defence Advocates and Industry Associations
 - Co-operation with state workforce development organisations
 - The College will be a fierce advocate for the SME community
 - “Naval Shipbuilding College National Roadshow” to every state and territory
 - Providing direct connection to a talented and job-ready workforce
- **Systems approach to data collection**
 - SME data input is critical to build a job ready talent pool
- **Naval Shipbuilding College's Workforce Register:**
 - Your gateway to secure skilled talent when you're building scale and scope