AUSTRALIAN DEFENCE CIS
EMPLOYMENT MARKET
OVERVIEW

MILCIS 2017

ROBERT KREMER
INTRODUCTION

• Defence projects overview
• Defence sector hiring intentions
• Salary & skills trends
• ICT workforce insights
• Workforce challenge
PROJECTS OVERVIEW

$195B

- Eng
- Log
- Comm
- PMO
- Tech
DEFENCE INDUSTRY KNOWN HIRING PROFILE - 2018

- Circa 2,000 roles, majority of which will be white collar, or specialised technician roles.
- This level of hiring will quickly exhaust any latent supply of Defence Sector experienced workers, meaning that new workforces from other sectors will need to be raised and integrated.
- Does not include LAND 400/ SEA 5000 hiring (+200).
Vacancy advertising has increased over the last 12 months in all states and territories with the exception of QLD.

The ACT has cooled, but WA and NT accelerated.

NSW and VIC experienced modest growth.

QLD has steadied in last 6 months.
Defence Industry Job Index Changes Over Time

Results:
• Advertising for temporary and contract vacancies has increased at double the rate of permanent vacancies
# STATE OVERVIEW FOR NSW, ACT, SA, VIC AND WA - SALARIES

## NSW
- Overall increase in salaries by 5.64%
- Engineering and technical roles increased by an average of 4.36%
- Future growth will be driven by sustainment work and systems companies

## SA
- Overall increase in salaries by 2.22%
- Engineering and technical roles increased by an average of 6.65%
- Future growth will be driven by SEA 1000/1180/5000, JORN and P8

## VIC
- Overall increase in salaries by 4.70%
- Engineering and technical roles increased by an average of 2.66%
- Future growth will largely be driven by Land projects and systems projects such as ATM

## WA
- Overall increase in salaries by 3.38%
- Engineering and technical roles increased by an average of 0.31%
- Future growth will be driven largely by the naval sector.

## ACT
- Overall increase in salaries by 5.72%
- Engineering and technical roles increased by an average of 4.54%
- Future growth mainly driven by above the line needs in acquisition and sustainment programs. MSP/DSS, ICTPA.

- Top 2 roles across all states with the highest average increase in salaries were Procurement/ Purchasing Manager and Commercial Manager.

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**National salaries increased overall by 4%**
SKILLS IN DEMAND

- **Project Environment**: Numerous acquisition and upgrade projects scheduled to commence.

- **First Principals Review**: Changing role of defence, and increased scope for Defence Industry.

- **Technology**: New technologies and capabilities require new skills.
DEFENCE INDUSTRY IT EMPLOYERS - TOP 10 SKILL SETS

- Building Relationships
- ITIL
- Business Management
- Project Management
- Cisco
- Systems Engineering
- Technical Support
- Business Consultancy
- Sales
- Network Administration

Graph showing skill sets over different periods (S2 - 2015, S1 - 2016, S2 - 2016, S1 - 2017).
FACTORS OF ATTRACTION TO NEW EMPLOYMENT

A characteristic of Defence Sector workers has always been that remuneration does not trump all other aspects of employment.

Interesting work, and career progression opportunities are also highly valued and will strongly influence job-seeker decision making.

‘Other’ factors included job security, longer term contract or permanent opportunity, flexible working arrangements, varied industry exposure and more.
THE WORKFORCE CHALLENGE AND OPPORTUNITIES

1. MAKING THE MOST OF EXISTING PEOPLE
   • Avoidance of competitive, uncoordinated and inefficient use of workforce.
   • Distributed workforces.
   • Effective leadership in organisations.
   • Mentoring programs (TFTC).
   • Skill development.
   • Talent retention.
   • Development of tier 2 capability (SME development).

2. GROWING THE TALENT POOL
   • STEM in schools.
   • Community engagement to promote Defence Sector careers.
   • Creating ‘on-ramps’ into the Defence Sector from adjacent industries, academia and ADF.
   • De-risking the transition of workers from adjacent industries. Technical and Cultural.
   • Government & Industry innovation (eg NSC)
   • Reconnecting with ex Defence Sector workers.
   • Accessing international talent.
   • Reducing the impact of security clearance lead times for new entrants.
QUESTIONS?