



Defence industry

PROFESSIONAL AND PARA-PROFESSIONAL WORKFORCE INITIATIVES 2022/23 – 2025/26



Building on the previous \$18 million investment by the WA State Government to boost defence industry capabilities and trades workforce, a further \$11 million investment was announced on 12 May 2022 as part of the WA State Budget 2022–23.

The new package will help to ensure a pipeline of skilled professional and para-professional workers, and create new opportunities for training and employment in this priority sector.

Key defence workforce development initiatives 2022–23		Government's investment (\$million)
1	WA defence industry internship and graduate scholarship (DIIGS) program	\$4.05
2	Defence Industry Reskilling and Upskilling (DIRU) – priority micro-credentials, skill set and Industry 4.0 product grant program	\$1.32
3	Existing worker traineeship program	\$1.08
4	University - Vocational Education and Training articulation program	\$0.72
5	Continue, enhance and expand the defence industry 'The other force' advertising campaign and defence industry team at Rockingham Jobs and Skills Centre	\$3.67
6	Veterans skills and transition initiative	\$0.18
Total		\$11.02



1. **A WA defence industry internship and graduate scholarship program (DIIGS)** to stimulate the increased up take of interns, graduates and trainees by defence industry firms (\$4.05m)

DIIGS will be managed by a contracted third party organisation who would facilitate the placements between employers and university/VET providers and provide support services to all parties.

The DIIGS program has three elements:

1. An eight to 12 week 'taster' work integrated learning (WIL) scholarship placement for first and second year university and higher-level VET¹ students in a defence-relevant qualification (70 placements);
2. A 12 to 26 week scholarship program for university and higher-level VET students who are undertaking their second last or last year of study in a defence-related qualification (120 internships); and
3. A one-year graduate program for graduates (new and older) who have attained a university and higher-level VET defence-relevant qualification (50 placements).

Number of DIIGS scholarships				
Program	2023-24	2024-25	2025-26	Total
Taster WIL	15	25	30	70
Internship	20	40	60	120
Graduate	15	15	20	50
Total	50	80	110	240

Eligible qualifications will relate to the occupations of engineers, project managers, logistics-related personnel, technical officers, commercial management professionals, cyber and ICT professionals, along with those that support a 'smart' (Industry 4.0) defence industry workforce (allocated based on white and grey collar defence industry workforce split – university 80% and higher VET levels 20%).

Students must be:

- » undertaking the first or second year of a relevant/approved university (undergraduate, postgraduate and graduate diploma or certificate) or VET (diploma or advanced diploma) studies to be eligible for the WIL scholarship;
- » undertaking relevant/approved university (undergraduate, postgraduate and graduate diploma or certificate) or VET (diploma or advanced diploma) studies and be at a stage in their program to complete the tasks required for the internship (normally last or second last year of study) to be eligible for the Internship scholarship;
- » resident in WA and an Australian citizen or have proof of permanent residence; and
- » studying at a Team WA university (Curtin University, Murdoch University, Edith Cowan University and the University of Western Australia), or a WA TAFE college or specialist WA-based private training provider.

DIIGS grants and employer incentives per participant

- » DIIGS provides additional incentives to students for participation by women, Aboriginal and Torres Strait Islander people, people with disability and regional candidates.
- » Host employers must be located in WA and be an eligible WA defence industry organisation.
- » All placements must be according to the *Fair Work Act 2009* requirements.

Description	Taster WIL	Internship	Graduate
Student scholarship/grant	\$2,500 ²	\$4,500	\$4,500
Additional student scholarship grant for 26 week program		\$4,500	
Incentive grant for women, Aboriginal people, people with disability and regional participants	\$4,500	\$4,500	
Employer incentive grant	\$4,500	\$4,500	\$8,500 ³

¹ Diploma and Advanced Diploma | ² Reflects shorter period of placement | ³ Reflects the longer duration of the program



2. Defence Industry Reskilling and Upskilling (DIRU) – **priority micro-credentials, skill sets and Industry 4.0 product grant program** to drive ‘just-in-time’ training to upskill and reskill new entrants and existing workers, and to develop new education and training products to support the embedding of Industry 4.0 capability (additional \$1.32m)

The DIRU program allows individual firms, consortia of firms and/or industry peak bodies to apply for funds to develop new credit bearing micro-credentials, accredited short courses and/or skill sets in partnership with a Team WA university and/or a WA-based training institution/provider and have it delivered to eligible new or existing workers as and when required.

It also allows proposals from industry in partnership with a Team WA university and/or WA-based training institution/provider to develop relevant Industry 4.0 products that will assist the special needs of the defence industry.

South Metropolitan TAFE will be developing Integrated Logistics Support (ILS) related vocational skill sets for delivery to the WA defence industry including appropriate teaching and learning resources.

Note the grant program in 2022–23 will be a pilot.



3. **Defence industry existing worker traineeship program** (DIEWT) and employer incentives for engineering technical, applied technologies and cyber security (\$1.08m)

DIEWT aims to support the career progression of existing workers into critical para-professional and professional roles that have a technology and Industry 4.0 focus.

Qualifications available under the DIEWT

Qualification	Traineeship name	Traineeship duration
Diploma of Applied Technologies	Applied Technologies Technician	36 months
Diploma of Engineering – Technical	Engineering Draftsperson (Level 5)	24 months
Certificate IV in Cyber Security	Cyber Security (Level 4)	24 months

- » 120 traineeships are available for existing workers of defence related employers only.
- » Eligible trainees will be funded under the *Lower fees, local skills* fee rates until they have completed their training contract, or until 31 December 2025 if the training contract has not been completed.
- » Employer incentive to be available over the term of the traineeship as per the current *Jobs and Skills WA Employer Incentive*.



4. A **program to facilitate and catalogue articulation arrangements between vocational education and training (VET) and universities** in defence industry-related qualifications (\$0.72m)

The program led by South Metropolitan TAFE will include:

- » analysis and documentation of existing defence industry jobs relevant programs’ articulation arrangements between all WA TAFE colleges and Team WA universities (Curtin University, the University of Western Australia, Murdoch University and Edith Cowan University) whereby students who successfully complete a vocational education and training (VET) qualification receive academic credit (and reduced duration) towards a university degree;
- » identification of gaps, opportunities and creation of new articulation arrangements relevant to defence industry priority occupations in the land, air, maritime, space, information and cyber defence capability domains articulated in the *Commonwealth Government’s Force Structure Plan 2020*; and
- » establishment and maintenance of a *Defence Industry White Collar (professional) and Grey Collar (para-professional) VET to University Articulation Online Catalogue*, which will be used by the Jobs and Skills Centres and career advisors to promote VET to higher education pathways relevant to the WA defence industry.



- Continuing and expanding the defence industry **'The other force' advertising campaign** to build awareness of the defence industry careers and **free defence industry career guidance services** provided by Rockingham Jobs and Skills Centre (\$3.67m)

The defence industry 'The other force' campaign expansion will market defence industry careers across the land, air, maritime, space, information and cyber defence capability domains, as defined in the *Commonwealth Government's Force Structure Plan 2020*, including improving links with the university sector.

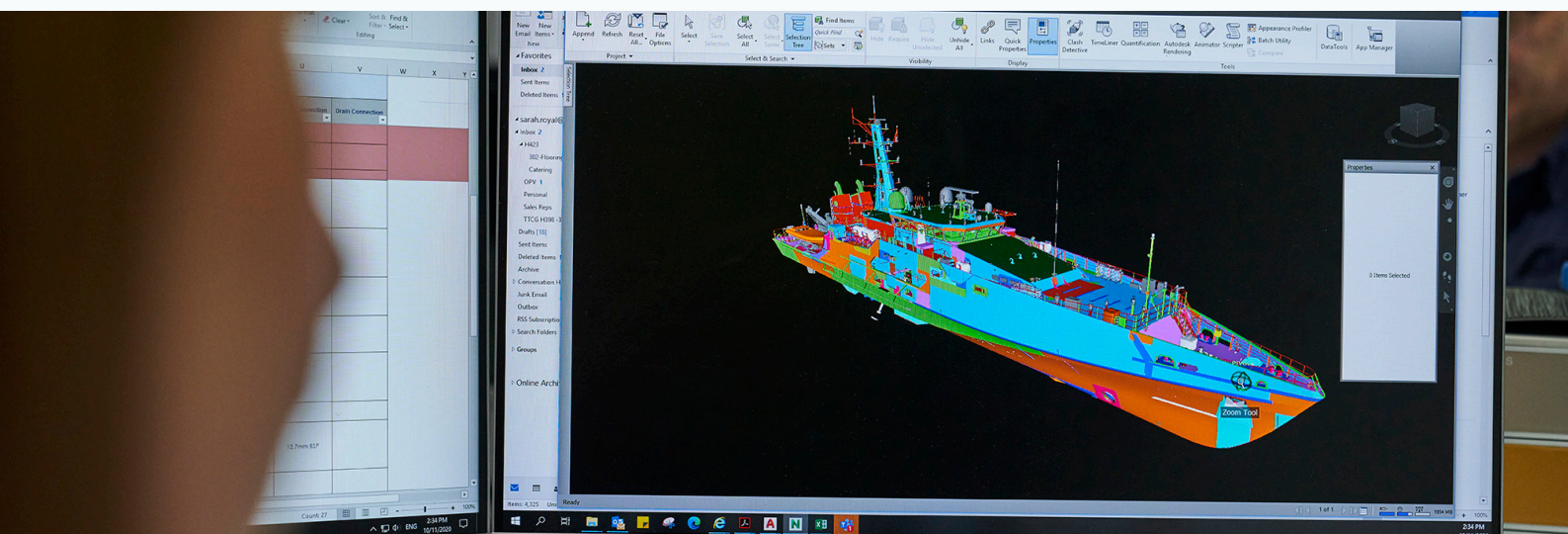
The funding will also be used to expand the defence industry team at Rockingham Jobs and Skills Centre to include white and grey collar worker requirements for all defence industry domains, and actively collaborate with universities and industry stakeholders. It will provide assistance to veterans of the Australian Defence Force (ADF) including employment, or further training and/or education pathways (both vocational education and training and university) to employment within the WA defence industry.



- A **veterans skills mapping and transition initiative** that complements the existing *Defence Industry Veterans Employment Scheme* (\$0.18m)

The initiative involves:

- » mapping the key skills of the full suite of ADF roles against key occupations in the WA defence industry and identify skills alignment, gaps and mismatches;
- » producing a veterans' career transition guidance toolkit, reflecting the skills mapping outcome; and
- » digitising the toolkit for use by Jobs and Skills Centres to guide veterans to transition into employment in the defence industry.



More details will be made available on jobsandskills.wa.gov.au/defence closer to the implementation dates set for each of the initiatives.

For more information, please contact the Rockingham Jobs and Skills Centre.

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