



ADF Reserves:

A Strategic Resource for Defence & Industry?

Enhancing Capability through 'Transferable Skills'

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The Australian Defence Force

- **Primary role - Defence of the nation**
- **Secondary role - Aid the community**
(flood relief, search & rescue and bushfires, etc)
- **Tertiary role - Provision of overseas aid**
(peacekeeping & natural disasters)

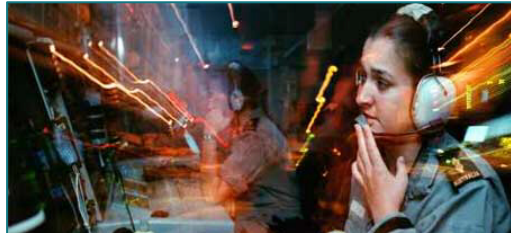
■ **Supplementary** Capability

sustainment and surge in traditional Primary Quals & Categories

■ **Complementary** Capability

expertise in niche areas that the Permanent Navy

- doesn't possess, or
- possesses in small measure, or
- doesn't need in a full-time capacity



Reservists in the workforce

What's in it for me?

- **Employee** (Reservist)
- **ADF**
- **Employer**
- **Community**



The Reservist in parallel careers



think about it... do you...



as the **ADF employer**:

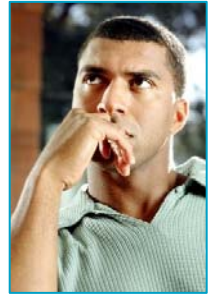
- want to tap into a **highly skilled workforce with niche capabilities** when required and yet not have to maintain or pay for it continuously?
- value the ability to **surge elements of the Service** to meet operational demands and/or contingencies?
- value the ability to **bring together operators and maintainers** to facilitate faster product development / resolution of equipment failures?
- value the **different perspective** a Reservist brings to the military in terms of work experience and expertise?
- want the ability to more readily **cover PF personnel vacancies**?
- value the **strong links** the Reservist has with the **civilian community** and benefits that derive?



The Reservist in parallel careers



think about it... do you...



as a **Civilian employer:**

- want your key staff trained in **leadership, management and teamwork**?
- like the idea of having your **workforce upskilled at no cost** to your organisation?
- manage a business using a **flexible workforce to meet demands** of intermittent projects and/or seasonal influences and yet wish to retain a skilled workforce?
- like the idea of receiving **Employer Support Payments** while your Reservist is on duty?
- value **civilian accreditation** of military trg?
- value the **development of personal skills** in your staff members?
- want your organisation to be regarded as a **'good corporate citizen'**?

as an **employee:**

- value a job that assists you to **develop your full potential**?
- enjoy **acquiring new skills & experience** in a challenging environment and being well paid?
- appreciate top **professional development with civilian accreditation of Navy training**?
- work in an industry or business utilising a **flexible workforce to meet demands** of intermittent projects or seasonal trends?
- like the idea of furthering Navy training and **serving your country** in a part-time capacity?
- appreciate a work environment that will **encourage you to be physically fit**?
- value a heightened sense of **achievement and belonging**?

Navy Transferable Skills

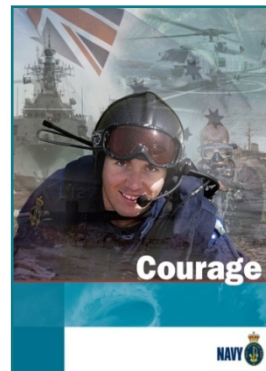
- **Core skills** - Teamwork, self-confidence, leadership qualities and experience of other cultures
- **Practical skills** - First aid, health and safety, fire-fighting, weapons drill and parade drill. Skills that develop



responsiveness, precision, co-ordination resourcefulness, perseverance and the ability to improvise in unfamiliar or difficult circumstances.

Navy Transferable Skills

- **Personal skills** - Attributes such as organisational **loyalty**, **reliability**, **integrity** and **confidence**. Activities are character-building and help develop **fitness**, **self-confidence**, **determination** and **perseverance**. Navy teaches individuals how to **lead** or **work within a team**, **solve problems**, **communicate**, **present ideas** and **organise a complex event or process**.

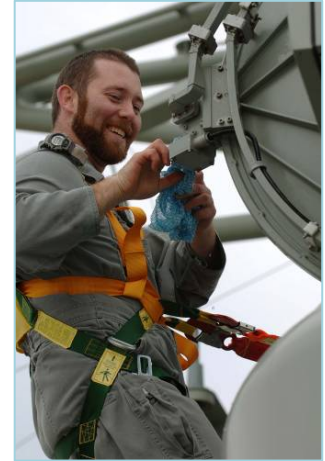


Navy Values ...



Navy Transferable Skills

- **Specialist skills** - Reservists train in specialist trades as well as military practices and procedures.
- **Hard skills** - Reservists' training covers a wide range of skills and disciplines depending on the to which they belong. Eg:
 - advanced communications using computer, radio and satellite technology
 - language skills for intelligence and administrative operations
 - handling munitions, explosives, dangerous chemicals or waste
 - fire-fighting and damage control
 - operation of light / heavy machinery & equipment
 - operation of watercraft and diving equipment
 - logistics and catering



Employers benefit from Reservists they employ

Staff development is the main benefit. Reservists undergo comprehensive training, not just in military matters, but in essential business skills like **leadership, logistics, organisation, administration and people management.**

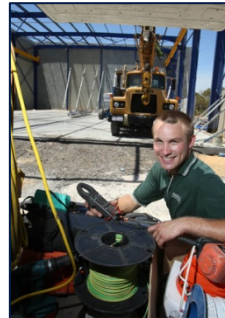
Military training emphasises the development of **initiative, imagination, energy and leadership** - vital qualities in any work force which translate into improved performance. **Physically and mentally fit** individuals who are **self disciplined, self reliant** and trained as **team players and thinkers** are of benefit to any organisation.

A Reservist is a skilled, committed, highly motivated employee – a valuable asset for any organisation.



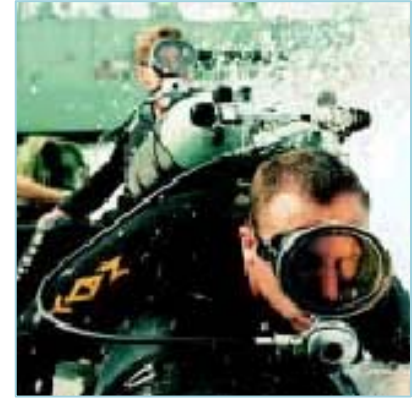
Defence & Industry Career Partnering

- Reservists work in all kinds of businesses



Navy Skills...

these skills & attitudes, this teamwork – career partnering



Navy Skills... these skills & attitudes, this teamwork – career partnering



ADF Reserve service

*A Reservist is
twice the citizen*



Navy Reserve Capability



**a strategic resource
for Defence & Industry**

