

## FACT SHEET

### Purpose

### Workforce Transformation Campaign Plan 2035

The Workforce Transformation Campaign Plan 2035 provides the strategic framework for Navy's workforce change initiatives to attract, develop and retain the right talent to sustainably deliver operations through the next decade and beyond.

### Future Workforce Design

- Navy is delivering projects to address pressures on the workforce and for the future workforce so we keep pace with technology, skill changes and, to ensure our future warfighting requirements.
- This includes remediating mid-rank hollowness, implementing Navy Mastery across training and development and career management, aligning our workforce with broader environmental factors, to enhance our capability and improve our depth, resilience and wellbeing. These are all guided by the **Workforce Transformation Campaign Plan 2035**.
- Navy's future workforce will have the following characteristics:
  - People are the centre of our Navy
  - People are healthy, empowered and resilient
  - People are leading at every level, committed to our future
  - People are part of an inclusive culture that supports Navy values
  - People have a career-based lifelong learning approach
  - People have a sustainable work-life balance
  - People are agile, skilled and future ready

### Next Steps

- People are **prepared** for future capability
- People are **engaged** with Navy's values and behaviours
- People are **enabled** through learning and mastery
- People are **empowered** by leadership and management
- People are **sustained** in terms of health and wellbeing

### 2035 People Headmark

The future Australian sailor is skilled, motivated and empowered in our lethal team

Status: Work Underway  
Lead: Deputy Chief of Navy

#### TARGETING

Navy People Enterprise

#### WHEN

2020-2035

#### YOU GET

A commitment from Navy's Senior Leadership Group to prioritise the development and retention of our people



VIEW CAMPAIGN UPDATES



Submit your feedback and questions:  
[navy.retention@defence.gov.au](mailto:navy.retention@defence.gov.au)



For more information visit:  
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## More Information

### Lines of Operation (LOO)

To deliver a larger increasingly skilled workforce, and one that can undertake complex and continuous change while still delivering operational outcomes for Government, the **Workforce Transformation Campaign Plan 2035** has five Lines of Operations.

- **LOO1: Achieve support:** Navy members, partners, and Government, understand and are committed to change.  
[Goal: Enduring change commitment](#)
- **LOO2: Set conditions for success:** Navy's culture, systems, organisational design and working environment are all aligned to enable reform.  
[Goal: Integrated, planned and synchronised change](#)
- **LOO3: Win in the market:** Our employee value proposition, our reputation and wider societal support secures and retains talent in a competitive labour market.  
[Goal: Support for Navy and preference to join Navy](#)
- **LOO4: Counter threats:** Own the information space to maintain our ability to shape and influence, and address risks associated with workforce growth and resistance to change.  
[Goal: Protect Navy's transformation now and in the future](#)
- **LOO5: Transform workforce:** Improve health and wellbeing, investing in and valuing our people, supporting life-long learning and enhancing conditions of service.  
[Goal: Future Australian sailor](#)



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