

# FACT SHEET

## Program HORIZON



*Program HORIZON will deliver an online engagement and development portal for Navy people, outside of the Defence Protected Network (DPN). HORIZON will support members in more effectively managing their development, wellbeing and careers.*

### WORKFORCE FEEDBACK

- We expect a mechanism to effectively manage our careers, development and wellbeing outside of the DPN
- We expect a streamlined, 'one stop shop', that is easy to navigate that allows us to find relevant and engaging information
- We expect contemporary content that aligns with modern adult learning principles

### ACTIVITY TIMELINES- MILESTONES

- HORIZON Beta Testing: May 22 / Oct 22
- HORIZON formal launch: Apr 23

### ACTIVITY OUTLINES- KEY ACTIONS

- Action 1: Development of a pilot web portal **Action: HORIZON**
- Action 2: Beta test program. **Action: HORIZON / Beta Testers**
- Action 3: HORIZON launch. **Action: HORIZON**
- Action 4: Engage and Develop. **Action: You!**

### MEASURES – BENEFITS REALISATION

- Improved access to development content to Navy People

### ADDITIONAL FUTURE ACTIVITIES

- Social Mastery will feature prominently in the ongoing Quarterly Culture Program, which will be supported by content on the Directorate of Navy Culture intranet page.
- HORIZON will be an online (off-DPN) web portal for Navy that will feature engaging Social Mastery content and resources – it is intended for HORIZON to be launched in April 2023.

### LAUNCHING

April 2023

### WHO

All Navy Workgroups

### YOU GET

- Engaging and informative content to develop your Navy Mastery.
- The right information in the palm of your hand on the personal device of your choice.
- The opportunity to submit your own (moderated) content for the development of others.

### YOU GIVE

Commitment to self development.

# ADDITIONAL INFO

## Program HORIZON



## SUMMARISED MEMBER FEEDBACK

- We are forced to hold people back from progression and we require an increased rate of effort in sea positions at the expense of other personal / professional development.
- We have distinct pockets within our organisation where opportunity appears to stall from the individual's perspective.
- Education – for those undertaking Defence Approved Study, they should have the ability to take some more time off. Current policy allows for 40 hours per subject, roughly 5 days. Defence approved study benefits defence in the long run and should be recognised.
- The US has their 'GI billet' which allows members to undertake a degree either during their career, at conclusion, or to pass on to their children. Were access to civil schooling/ADFAPG expanded at specific career milestones, this may incentivise members to remain.
- We need to analyse where we have opportunity gaps in our career pathways and look at how we close them. Outside of the training establishments which predominantly prepare members for sea postings, a member's continued professional development and coaching is incredibly subjective and based on their supervisor being willing and able to continue to develop the member.
- Army conduct ongoing professional military education both category specific and generic service PME. In Darwin, I attended some of these fortnightly sessions (the only Navy member there) where they would often have visiting lecturers from different universities and research hubs review a military campaign and War-Game outcomes.
- There may be a conservative view of "training people just so they leave", but without training the best, we will never retain the best, as the best will always be on a path of professional development.
- Nil financial incentive to achieve / professional development or private study.
- Professional Development is something that is seen as an ancillary to the work we do, not a core part of being a member of the RAN. Professional Mastery is more than just doing the job you're posted to, or thinking about things on promotion courses, yet getting released from work and funding to attend professional development activities to listen, learn, absorb, reflect and network with others is rare.