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Lessons Learned Related to Workforce Development in America.

Abstract: To sustain and build a nuclear submarine fleet, Australia must increase its submarine industrial workforce significantly to meet the increased demand while in direct competition with other Australian industries in a tight labor market. America is also facing a similar challenge and has stood up the Maritime Industrial Base (MIB) to increase the Submarine Industrial Base by at least 10,000 workers each year through three levels of effort: recruitment, training, and retention which will be discussed. Australia will need to do the same, the Australian Maritime Industrial Base (AMIB)!

Recruitment: The AMIB will need to use multiple approaches and programs designed to capture more prospects to include educating parents and young adults on industrial job opportunities, educating school career counselors, reaching out to various demographics and locations through add campaigns at sporting events as well as a usings sporting events or teams like soccer, rugby, tennis, etc., and pursuing untapped populations such as those who cannot enlist or those who were recently released from incarceration.

Training: The AMIB will have to work within the four stages of Australian's education system to include vocational education and training to introduce and potentially fund industrial oriented curriculums. Additionally, the AMIB will need to invest in the Accelerated Training in Defense Manufacturing that develops industrial skills in a structured program over 18-20 weeks related to Non-destructive testing, Computer Controlled Machines, Additive Manufacturing, Welding, & Metrology greatly reducing the time for workers to become productive.

Retention: First year attrition is significant resulting in lost time and investments in employees, thus the AMIB will have to develop programs and partner with corporations to introduce and assist industry understand causes of attrition as well as address the challenge.