

# Who is optimising your Sustainment?

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## OPTIMISING SUSTAINMENT

### SUSTAINMENT TRENDS

### Platforms Living Longer



### Contractors doing more



## OPTIMISING SUSTAINMENT SUSTAINMENT ROLE DESCRIPTIONS

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The roles that are most prevalent in current and future sustainment optimisation activities have names like:

- Logistics Engineer or Logistics Support Analyst or similar
- Asset Manager or Asset Management Practitioner or similar

These are roles that balance engineering, maintenance and supply to deliver requisite performance outcomes during the platform's in-service life cycle.

## OPTIMISING SUSTAINMENT SUSTAINMENT ROLE DESCRIPTIONS

The Australian Bureau of Statistics maintains the Australian and New Zealand Standard Classification of Occupations (ANZSCO).

- A search for “**Logistics**” yielded only three specialisation role types:
  - Logistics Clerks, Purchasing and Supply;
  - Logistics Managers; and
  - Logistics Officer (Airforce).
- A search for ‘**Asset**’ also yielded only three specialisation role types:
  - Commissioned Managers,
  - Financial Investment Managers and
  - Land Economist Asset Managers.

So no standard job names in sustainment !!!

## OPTIMISING SUSTAINMENT NATIONAL TRAINING REGISTER

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What about nationally recognised training. “Training.Gov” is the authoritative national register for training in Australia and contains information around training packages, qualifications, Registered Training Organisations (RTOs) and Nationally Recognised Training (NRT).

Not including short courses or single subjects:

- A search for “Logistics” courses yielded **no results**
- A search for “Asset Management” identified **four courses**. Of note the courses are cross referenced to ANZSCO codes, but not to any of the codes that described asset or Asset Management.

So no standard training in sustainment !!!

## OPTIMISING SUSTAINMENT

### WHO ARE WE HIRING THEN?

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A point check of SEEK (Feb 2019) Australia's largest recruiting site, yielded the following:

- There were **633** Logistics Engineering jobs advertised on SEEK (Feb 2019) with **46** in Defence. People lodged **144** CVs identifying as Logistics Engineers
- In the same time, the Australian population of certified Logistics Engineering staff was not able to be discerned by the author. SOLE.
- There were **6003** Asset management jobs advertised on SEEK (Feb 2019) with **339** in Defence. People lodged **2462** CVs identifying as Asset Management
- In the same time there were **665** people with current Australian certification in Asset Management.

So no standard to filter recruiting in sustainment !!!

# OPTIMISING SUSTAINMENT

## SOME THOUGHTS

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- Who are we hiring?
- What are their job tiles?
- Who defined their roles and requisite competencies?
- How were their competencies achieved?
- What does good look like in this space?