



# Air Force Technical Workforce Challenges

## Looking ahead to 2025

**AIR FORCE**

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# Scope

- Workforce influences
- Air Force Strategy
- Fleet recapitalisation
- Network technician
- Impact of new technologies

# Workforce Influences (External)

- Recruitment challenges
  - Reduction in STEM students
  - Ageing population
  - Increased competition for talent
- Retention challenges
  - Career expectations
  - Global workforce mobility

# Workforce Influences (External)

- Civil standards alignment
  - DASR Pt 66
  - One Sky project
  - Handling licenses for Ozone depleting substances

# Workforce Influences (Internal)

- Workforce Diversity
  - Increased female participation
  - Security vetting requirements
- Workforce size
  - Maintenance productivity improvement project
  - Increased outsourcing
- Reserve Management
  - Total workforce model
  - Limited entry pathways

# Air Force Strategy 2017 - 2027

*“Develop a fifth-generation workforce that can quickly and effectively adapt to rapid technological and operational change and exploit the opportunities presented by Australia’s changing workforce demographics.”*

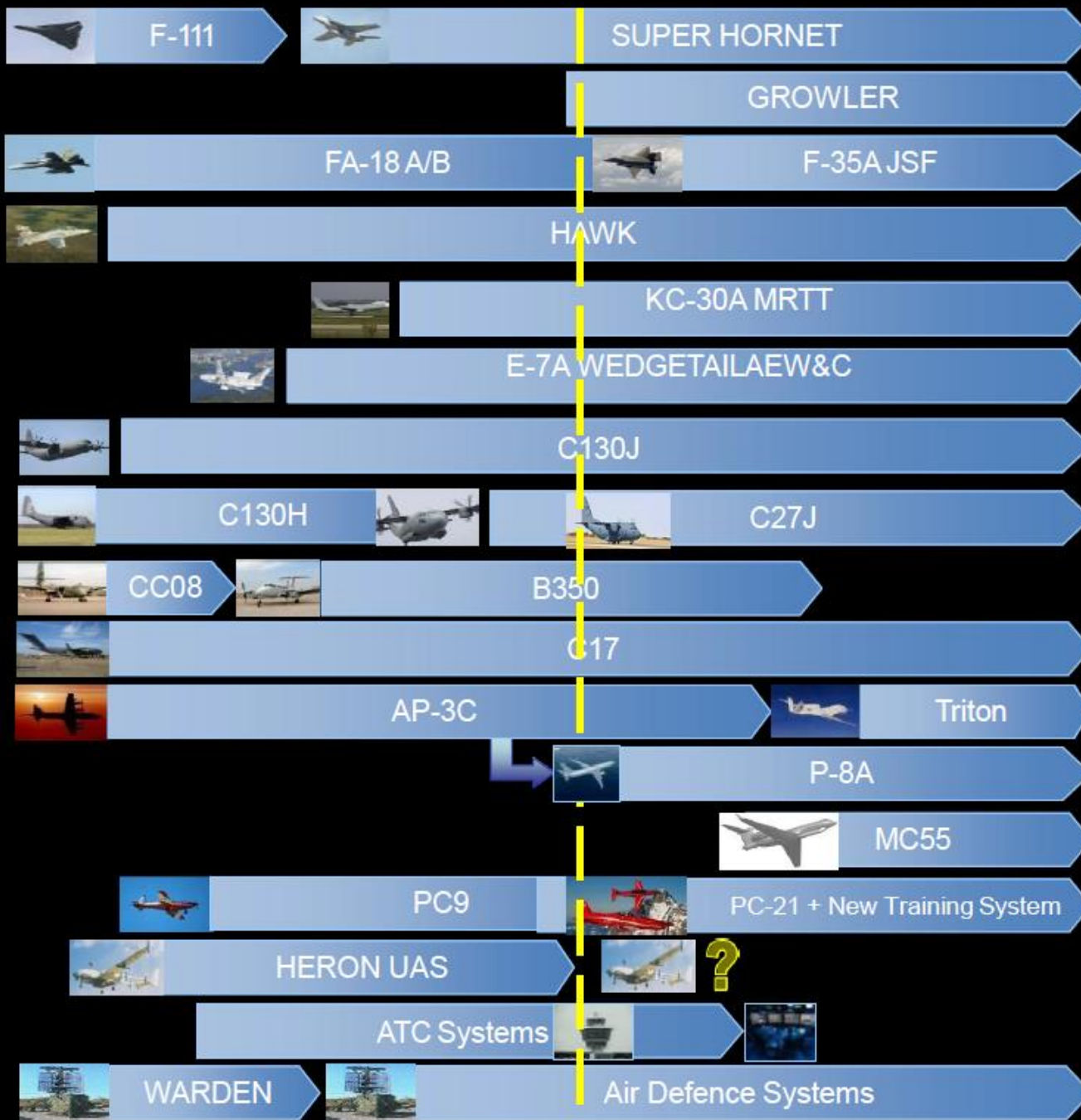
# Air Force Transition



2009

MID TRANSITION

FUTURE



# WF Transformation Example

- Network Technician
  - Cyberspace systems technical specialists
  - Assuring communications
  - Integration of networks





# New Technologies

- Technical training
  - Virtual reality, simulation
- Conduct of Maintenance
  - Drones, robotics, automation
- Maintenance Planning
  - Artificial intelligence

# Conclusion

- Changing workforce expectations
- Introduction of new platforms
- Rapidly changing technologies
- Requires an agile workforce

