

AAVNTC

Army Aviation Training Centre
Aeroskills Technician Specialist

LTCOL Tim Baker
SO1 Trades & Training Branch





ARH Tiger



Black Hornet NUAS



Wasp



CURRENT PLATFORMS



S-70A-9
Blackhawk

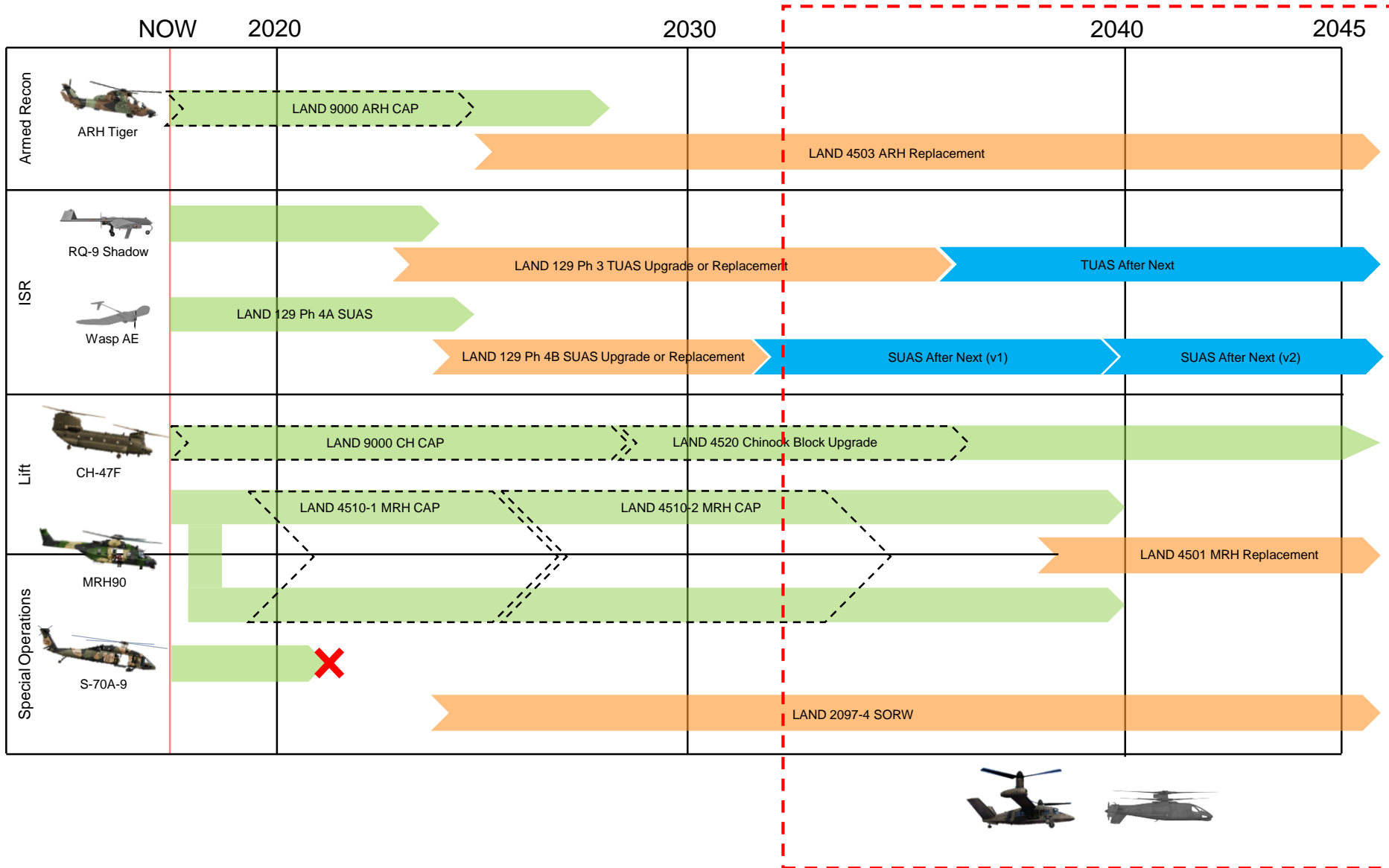
MRH-90

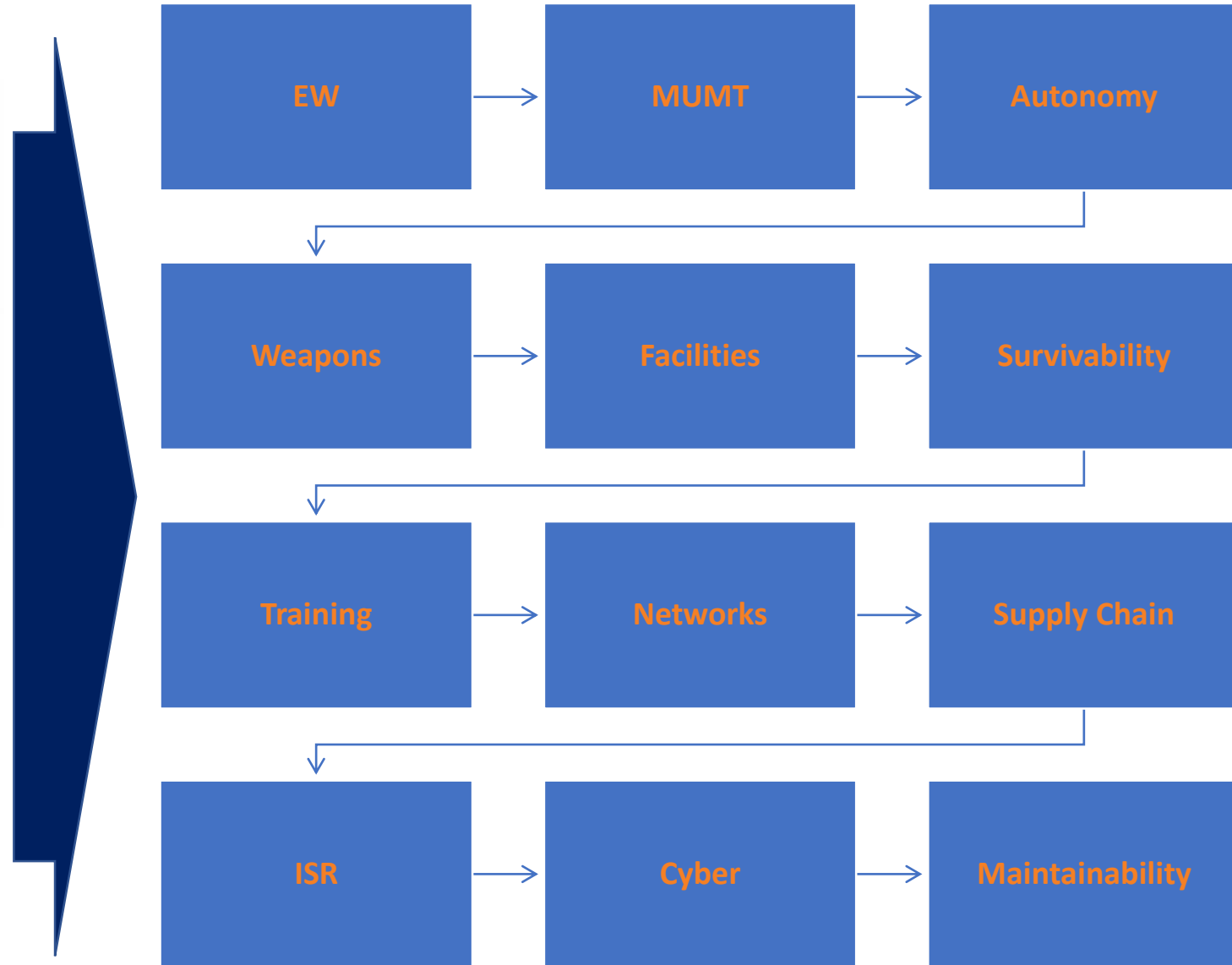


CH-47F Chinook



Shadow 200 TUAS







95%
B1.3



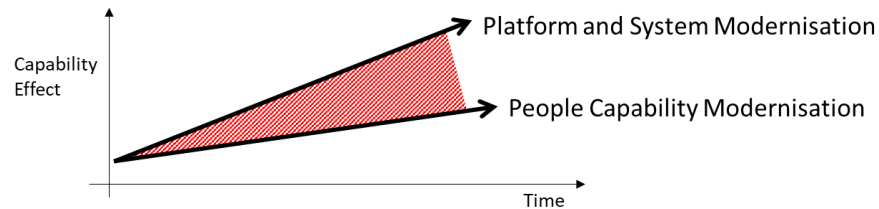
5%
B2



257
B1

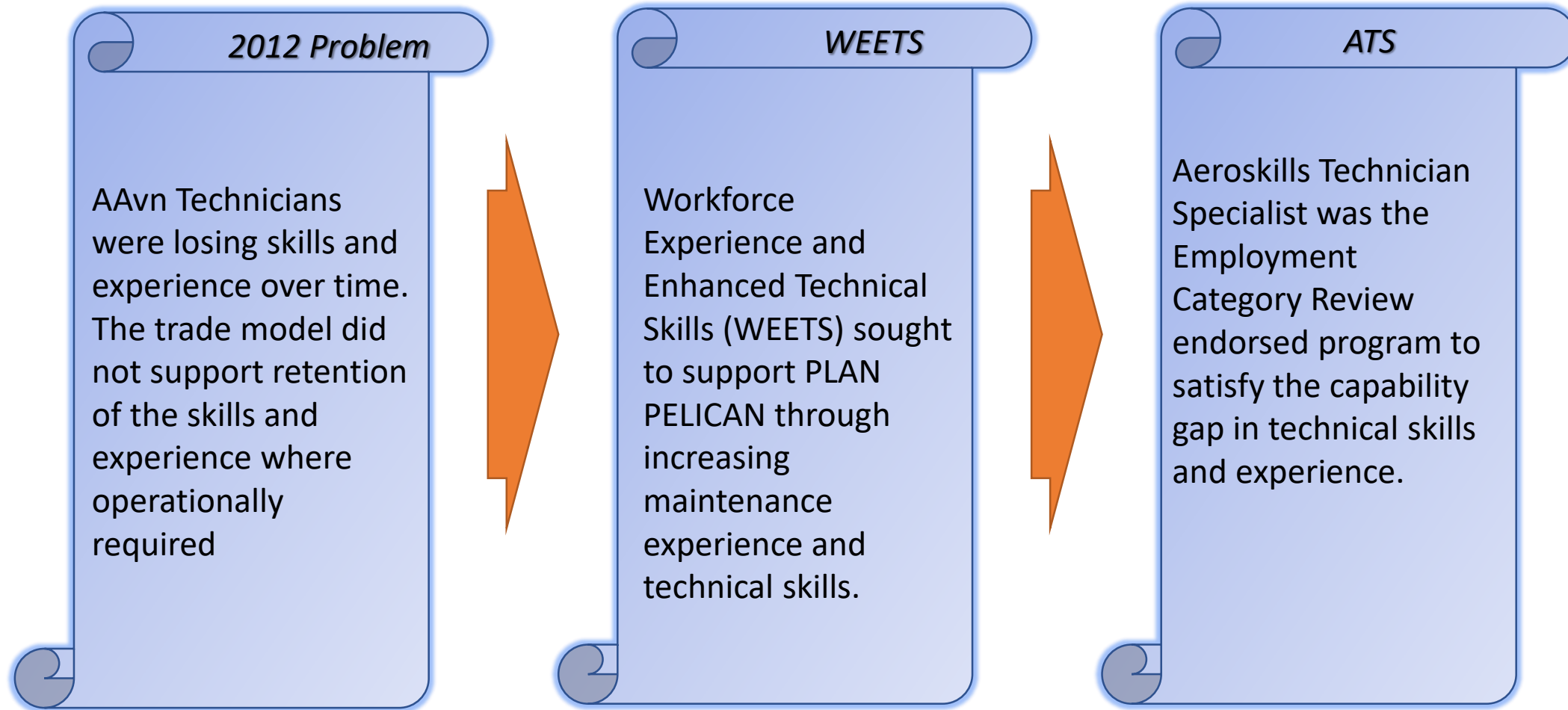


189
B2

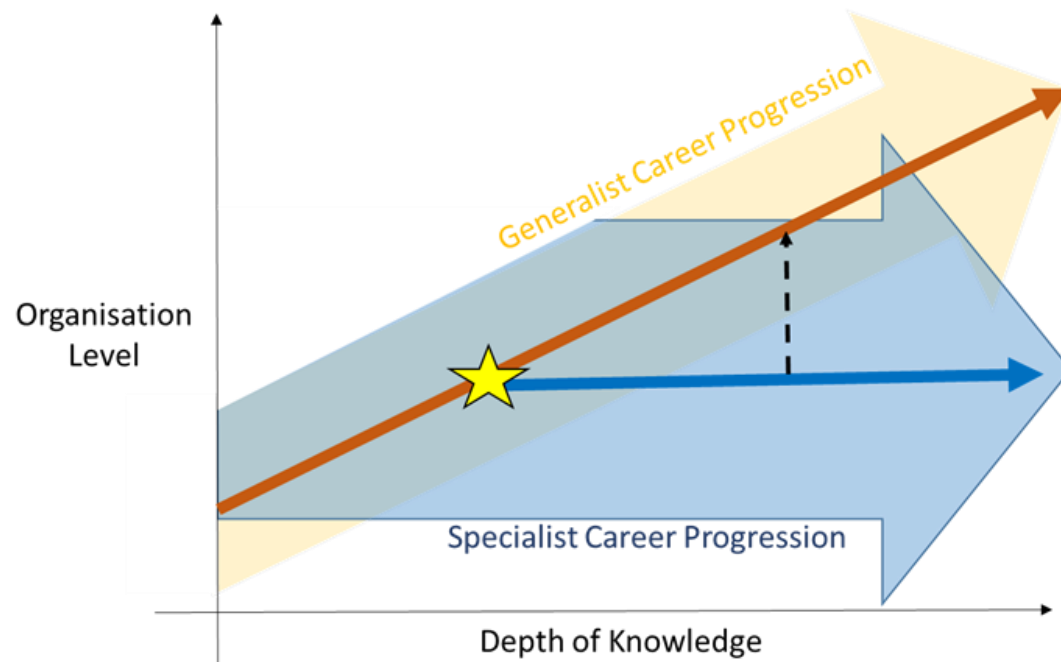


- People **unable to use new technologies**, platforms and systems effectively
 - **Outdated skill sets and methods of work** that do not take advantage of contemporary practises
 - **Failure to attract and acquire the right talent** and the right skills, in the right positions, at the right time
 - Uncompetitive in the market place
 - Highly skilled targets missed
 - **Failure to develop and retain the right people**
 - Training System overheats and is inefficient
 - **Missed opportunities**
 - Job share of STEM members with Defence Enterprise
 - TWM realisation
- Capability gaps continue to grow
 - Unable to maintain a competitive advantage
 - Unable to be future ready (win future wars)

Pelican, Houston, MSR, WEETS findings



Career Progression



- Specialists provide a depth of knowledge and experience within a specific employment field
- Currency requires continuous emersion in the field, rather than broadening assignments
- The regimental rank structure and career milestones do not always support specialist development

Generalist (warfighting) skills requirement



Tier 3: Combat Support Specialist

Tier 2: Service Provision Specialist


Tier 1: Highly Specialised Professionals

- The tiers align ab initio and all-corps training requirements to likely skills specialist require
- The training evaluation is geared to assessing specialist support in a given field rather than tactical acumen
- Point-in-time training can be provided to individuals who require greater tactical training for a specific role

Concept: Specialist Service Soldiers

- Rank insignia does not translate to regimental ranks, providing freedom to place people
- CWO direct correlation to US scheme. Alternative to ASWOC scheme to retain experienced Warrant Officers

	
Specialist Tradesperson	Senior Tradesperson
Specialist	Master Specialist
<ul style="list-style-type: none"> • Performs accredited skills to a high standard • Considerable breadth and depth of KSE in field • Roles <ul style="list-style-type: none"> - Practitioner - Instructor - Mentor 	<ul style="list-style-type: none"> • Supervisor of specialists within a field • Roles: <ul style="list-style-type: none"> - Technical Manager - Project works spvr - Standards spvr - Senior Instructor


Subject Matter Expert Advisor at Functional/Formation Command
Chief Warrant Officer
<ul style="list-style-type: none"> • Considerable KSE, recognised in a field as a SME • Advisor rather than CLM function • Alternative to Commissioning • Many may be part-time • Roles: <ul style="list-style-type: none"> - Technical advisor - Highly skilled in a niche role

WHAT WE ARE DOING

TRAINING

- We are going to provide 10% of the 411/412 workforce with additional training and qualifications to enhance technical outcomes across the Brigade
- These select members will be known as the Aeroskills Technician Specialists (ATS)
- This training will include; using industry DASR 147, specific modules....

DEVELOPMENT

- We are going to provide special development pathways for the ATS workforce including; dual license category, multiple type, other specific qualifications (NDI, Advance Diagnostics, Battle Damage Assessment)

EMPLOYMENT

- We are going to employ the ATS workforce in specific ways as follows;
 - Platform SME's
 - Mentors
 - Remain in location

INCENTIVES

- We are going to incentivize the ATS workforce with the following unique remuneration and progression opportunities....
- Remuneration
- Progression

OTHER

“Delivering a multi-talented, highly skilled, total workforce that is scalable and responsive to change”

HOW WE WILL DO IT

1

CO-DESIGN



Workshops and collaboration to ensure that we understand how the concept needs to work

2

ENGAGE



Engagement with the workforce to ensure that people have sufficient understanding of the changes

3

TRAIN



Provide training to all affected staff to ensure that everybody is fully clear of any new processes and ways of working

4

MEASURE



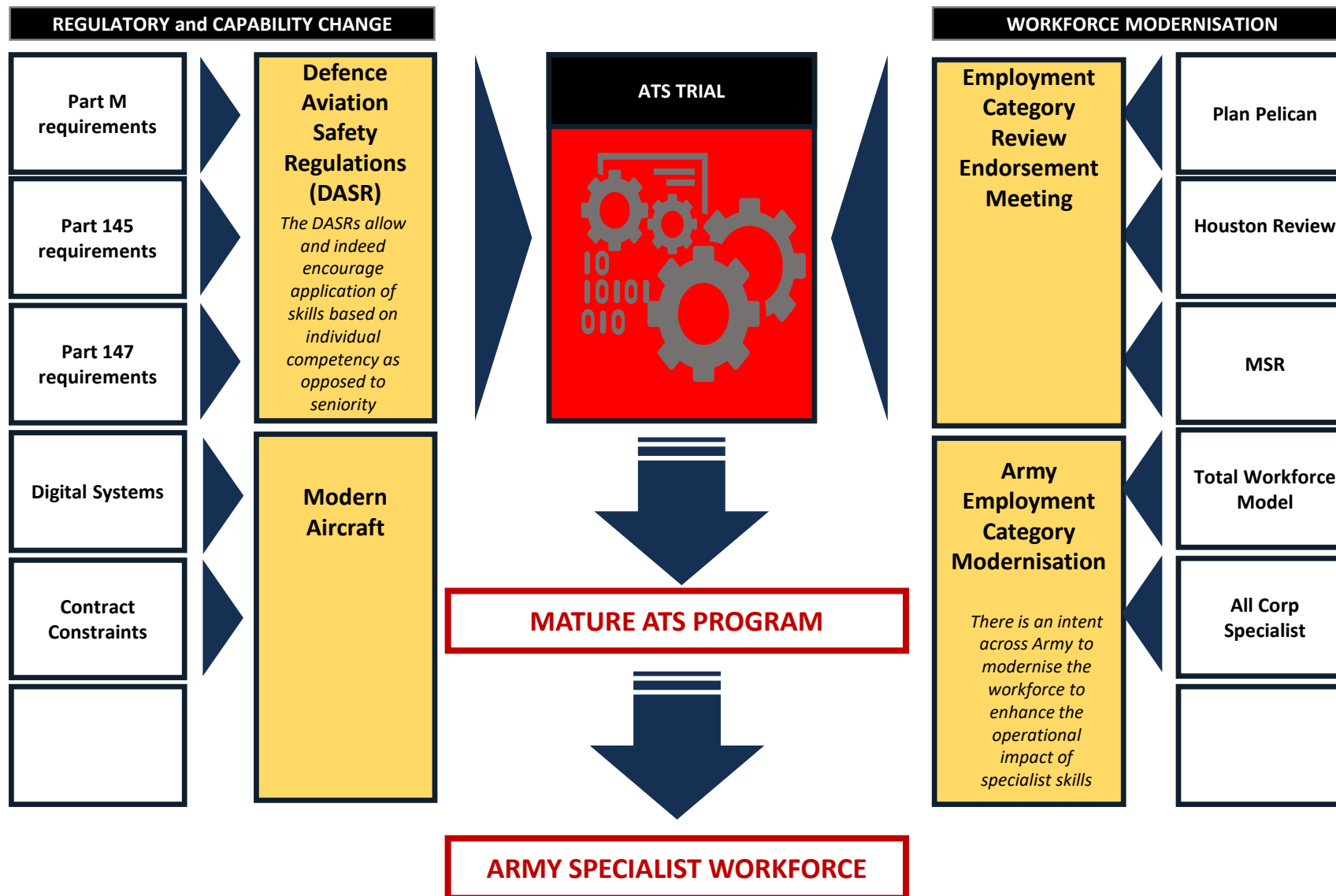
Measure the effectiveness of the new system to ensure they are having the desired benefits

WHAT IS OUR ENDSTATE?

To design, implement and manage an Aeroskills Specialist Program that selects, trains, develops, employs and rewards Aeroskills Technician Specialists in a way that enhances operational outcomes for Forces Command.

- The above endstate will be enabled via a pilot program that will commence in Q1 2020.
- The ATS pilot program will serve as the pathfinder for the Army Employment Category Modernisation Program (Strand 2: The Specialist Workforce)

What are the drivers for the ATS trial – what needs to be included in the ‘case for change’?





B1.3

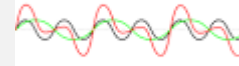


B2



B1.3/2

Vibration Analysis



ABDA



Aircrewman
Technician



Platform
Experience



Advanced
Diagnostics





Master Specialist

CAMM2 Data
Controller

Flight Test
Engineer

CAM SO





DASR MAML



CASA LAME

