



ADF Partner Employment

Program Summary
July 2021

Key points

- Partners of serving ADF members often face additional **career challenges**, particularly around posting relocations.
- For the past 18 months, the DFA Defence Partner Friendly Employment Program has worked to **raise awareness** of these issues, and **facilitate connection** between ADF partners and employers.
- DFA has collaborated with a range of employers and service providers, and are pleased with the **increased focus** on meeting the **unique needs** of partners.
- DFA will continue to **advocate** for partner employment, but will cease delivery of their in house program from 30 June 2021.



6x webinars hosted, which provided specialised advice, networking and advocacy.

By the numbers

60x

Organisations consulted to progress issues around partner employment.

138x

Job opportunities shared with the DFA community

3x

Partners jobs transferred on posting to a new location.

Over 20x

Partners gained employment.

23x

Blog posts on employment related topics.



Key issues in ADF partner employment

Recommendations

Initiatives to support ADF partner employment should be furthered by service delivery specialists and employers directly, and may utilise the lessons of this pilot program.

Service providers are recommended to:

- educate employers on the potential of the ADF Partner talent pool.
- Provide a conduit for employers and the ADF Partner community.
- Support employers to review and update their policies to reflect best practice.

Employers are recommended to:

- Review current employment and recruitment policies to meet best practice for a flexible workforce.
- Develop communications campaigns including case studies to showcase the company to ADF partners.
- Implement record keeping practices to identify and connect ADF partners in the workplace.

The ADF Partner Talent Pool

There are estimated to be around **40,000** ADF Partners

7% of ADF partners are self-employed.

20% of ADF partners are public servants, employed by government.

Defence Census 2019