



PARENTS AND GUARDIANS GUIDE



INTRODUCTION FROM THE CHIEF OF THE DEFENCE FORCE

Dear Parents and Guardians,

Finding your vocation is one of life's big decisions. Your son or daughter has already shown great maturity in considering a career in the Australian Defence Force. This guide will provide the information you need to help your child consider their future.

Military life is demanding but also immensely rewarding and it is important that you have the information you need to help your child make an informed decision. Australia expects a lot of our future leaders. To succeed, our Midshipmen and Officer Cadets need to be determined and adaptable and they must demonstrate the highest standards of Defence Values; professionalism, loyalty, integrity, courage, innovation and teamwork.

The unique partnership between the Australian Defence Force Academy and the University of New South Wales offers Midshipmen and Officer

Cadets the opportunity to combine world class military and leadership training with a degree from one of the country's leading universities.

I understand the weight of expectations and responsibilities can seem daunting. You may be anxious about your child leaving home so I want to reassure you that we will care for them, support them and encourage them to achieve. This commitment does not end on graduation day. It is a commitment the ADF will honour throughout their military career.



General David Hurley, AC, DSC
Chief of the Defence Force





A MESSAGE FROM THE COMMANDER OF THE AUSTRALIAN DEFENCE COLLEGE

The Australian Defence Force Academy is a place where young Australians can build a foundation for their future in an environment that will challenge them, provide experiences they cannot get anywhere else, and establish a circle of friends who will stay by them throughout their life. It is a place where training and education come together to develop Australia's leaders of the future. Whether they stay in the Australian Defence Force, or change careers, the lessons and experiences they will have at the Australian Defence Force Academy will equip them for the challenges of life, while completing a degree through the University of New South Wales.

Our university education and military training provides Midshipmen and Officer Cadets with an excellent foundation for future leadership positions in the Australian Defence Force, as well as opening up a wide range of other career opportunities. We are proud of the academic standards we achieve at the Academy with the University of New South Wales which delivers an exceptional standard of teaching with lecturers who are at the top of their profession. We have one of the best student-to-teacher ratios in the country, and our Midshipmen and Officer Cadets

have access to outstanding resources and facilities on campus. Equally important is the military training offered at the Academy, which provides Midshipmen and Officer Cadets with the skills they need to become junior officers in the Australian Defence Force. On top of all this we have great sports and creative programs to help develop well-rounded leaders.

My top priority is to ensure we help our Midshipmen and Officer Cadets to succeed, but do so in a safe environment. To achieve this, the highly skilled academic and military staff at the Academy support our Midshipmen and Officer Cadets in all aspects of their training and education. Success in life and the military does not come easily – however I am confident the Australian Defence Force Academy provides the opportunity for our Officer Cadets and Midshipmen to achieve their full potential. I look forward to joining them as they commence their journey.

A handwritten signature in black ink, appearing to read 'Craig Orme', written in a cursive style.

Major General Craig Orme, AM, CSC
Commander Australian Defence College



THE AUSTRALIAN DEFENCE FORCE ACADEMY





OUR PURPOSE

To serve Australia by providing the Australian Defence Force with tertiary graduates who have the attributes, intellect and skills required to be an officer.

OUR MISSION

Training the future leaders of the Australian Defence Force.

THE ROLE OF THE AUSTRALIAN DEFENCE FORCE

The Australian Defence Force (ADF) is comprised of the Royal Australian Navy, Australian Regular Army and Royal Australian Air Force.

The ADF mission is to defend Australia and its national interests. To achieve this, the ADF aims to be a balanced, networked and deployable force, manned by professional people, dedicated to excel.

While each Service has individual and specific values, they all share the values of professionalism, loyalty, integrity, courage, innovation and teamwork, which underpin everything we do. We expect our members to demonstrate these values, and we support, skill and empower them to strive for excellence, work together and actively look for better ways of fulfilling our mission.

The ADF plays a significant role in peacekeeping and humanitarian operations around the world. It performs a vital role in Australia performing tasks such as:

- reconnaissance, damage assessment, restoration of vital services and distribution of food and medical aid following natural disasters;
- deterring and apprehending illegal fishing boats and persons involved in illegal immigration and smuggling in our northern waters; and
- providing a wide range of support to emergency and community projects, such as repairing infrastructure including

housing, sewerage, roads and waste facilities in remote Aboriginal communities.

And in the global community, including:

- life saving aero-medical evacuations and distribution of humanitarian supplies to remote villages and communities; and
- playing an important part in the Australian Government's international humanitarian relief efforts.



THE AUSTRALIAN DEFENCE FORCE ACADEMY

ADFA is a unique partnership between the Department of Defence and the University of New South Wales, which provides military training and undergraduate education for the future leaders of the Navy, Army and Air Force.

Students at ADFA join the ADF as an Officer Cadet if they choose to join the Army or Air Force, or as a Midshipman if they choose to join the Navy. However, all students attending ADFA are collectively known as 'cadets'. They will decide which Service to join before they apply to the Academy. While cadets complete

the majority of their studies, training and recreation with peers from all three Services, they will wear the uniform of their chosen Service, and will complete some of their training in what is known as a single Service environment. For example, Midshipmen will spend time at sea on Navy ships, Army Officer Cadets will learn weapons and field craft tactics and Air Force Officer Cadets will perform workplace training on Air Force bases.

As members of the ADF, cadets receive a salary while they train and study, as well as benefits such as a textbook

allowance, subsidised accommodation, free healthcare and uniforms. The ADF will also pay their tuition fees and guarantee them a career as a junior officer in the Navy, Army or Air Force if they graduate from ADFA.

The military education and training, combined with a balanced and liberal university education, enables cadets to develop their professional abilities and the qualities of character and leadership that are appropriate to officers of the ADF. It will equip them to meet the many interesting and varied challenges of their future military careers.

THE ACADEMY MILITARY EDUCATION AND TRAINING PROGRAM

The Academy Military Education and Training Program at ADFA is primarily taught by military staff.

Military training takes place over three years and is carried out in blocks at the beginning and end of each year, and for about six hours each week during the academic session. In their first year at ADFA your son or daughter will also participate in six weeks of Year One Familiarisation Training, which will help them make the transition from civilian to military life.

Leadership and communication studies form a large part of military training at ADFA and cadets are given opportunities to develop and

practice these skills both in practical exercises and throughout daily life at the Academy. Cadets will also study defence issues in local, regional and global contexts, as well as military law and the laws of armed conflict. They will learn how to handle weapons, carry out first aid, and live in the field as part of a group, and will maintain a high level of physical fitness through prescribed physical training and optional sporting activities.

ADFA also offers a range of sporting and extra-curricular activities for cadets, encouraging them to compete against and become involved with local and interstate organisations.

A range of leave options are available on weekends and during semester breaks, and cadets are encouraged to return to their home town or city and keep in touch with parents and friends.



THE UNIVERSITY OF NEW SOUTH WALES

UNSW is one of Australia's most respected universities, with an international reputation for outstanding academic programs and world class research. UNSW Canberra located at ADFA comprises four academic schools, offering undergraduate and postgraduate disciplines.

Cadets at ADFA are also undergraduate students of UNSW. If they graduate at the completion of their three or four year undergraduate program, they do so with a world class degree from UNSW – the same as the degree received by graduates of UNSW's campus in Sydney.

In addition, UNSW Canberra academic staff are some of Australia's best qualified in their respective fields and foster high quality learning outcomes. As such, students can be assured that their UNSW degree is of the highest standing.

Academic programs consist of lectures, tutorials and other activities that comprise the undergraduate degree your son or daughter has chosen to study at UNSW Canberra. UNSW Canberra offers a range of undergraduate degrees in Arts, Business, Engineering,

Information Technology, Science or Technology. Cadets enrol in and attend a range of classes over two semesters each year. They study, complete assignments and sit exams in order to meet the requirements of their degree.

Detailed information on each of the undergraduate degrees offered can be found in the UNSW Canberra Undergraduate Studies Guide from unsw.adfa.edu.au or for specific academic enquiries email sas@adfa.edu.au

GRADUATION

To graduate from ADFA, cadets must achieve or demonstrate:

- officer qualities, as embodied by the ADFA values of teamwork, honesty, integrity, courage and a sense of giving everyone a fair go;
- successful completion of the Academy Military Education and Training Program;
- successful completion of single Service Training; and
- successful completion of a UNSW undergraduate degree.

ADFA applies equal weighting to each of these components.

Graduation from ADFA is dependent on cadets achieving all four components during three or four years of training and education (dependent on their chosen degree).

At the discretion of their Service, cadets studying a four year undergraduate degree or those who successfully apply to undertake an honours year, will remain as advanced students to complete their studies. Army Officer Cadets undertaking Engineering degrees complete three years at ADFA, followed by a year of training at the Royal Military College, Duntroon. They then return to ADFA for the final year of their undergraduate degree studies.



WHAT ADFA IS LOOKING FOR FROM YOUR SON OR DAUGHTER

When we select young men and women for admission into ADFA, we are looking for a range of qualities, academic and otherwise, which demonstrate their ability to further develop and enhance the skills and attributes which will enable them to be effective leaders within the Australian Defence Force. These are often referred to as officer qualities.

There is no doubt that gaining entry into ADFA is competitive. To successfully complete the selection process, candidates must satisfy a number of military and academic requirements over a period of six to twelve months.

The first stage of joining the Navy, Army or Air Force is to call **13 19 01** or apply online at **defencejobs.gov.au**

Staff will take your son or daughter's details and send them information about ADFA and the careers within the Services. If your son or daughter has further questions, they can contact Defence Force Recruiting again or book into an information session.

As part of the application process your son or daughter will take an aptitude test to determine what particular roles they are best suited for. Your son or daughter will be provided with information on the range of careers that are available to them, and will discuss career opportunities with an ADF Careers Counsellor. By this stage they will have all of the information needed to decide what careers within the ADF best suit their interests and particular abilities.

The next steps include completing a medical questionnaire and assessment, a psychological interview, and a Defence interview. The purpose of these assessments is to ensure that your son or daughter has the knowledge required, and is fully prepared, for an exciting and challenging career within the Navy, Army or Air Force.

On completing these assessments your son or daughter will be advised if they have been recommended to proceed to an Officer Selection Board for their preferred career role within the Navy, Army or Air Force. If they have not been recommended to proceed, they may be provided with alternate career options or advised to return once they are better prepared.



A UNIQUE ENVIRONMENT

ADFA provides an environment that welcomes students from a range of overseas defence forces, as well as mature age in-service candidates. This environment allows your son or daughter to learn from people from a diverse range of backgrounds and experiences.

OFFICER SELECTION BOARD

If your son or daughter has been recommended to attend an Officer Selection Board for ADFA entry they will be invited to undertake a four-day visit to Canberra, where the Selection Boards are held. This period includes a familiarisation tour of ADFA, a tour of Canberra, and participation in personal development and leadership workshops. The Officer Selection Boards are held during the March/April, June/July and September/October school holidays.

The Officer Selection Board consists of a series of activities designed to test aspects such as leadership skills, teamwork and individual abilities critical to the role your son or daughter has applied for.

They will undergo a formal interview before a panel of officers and a psychologist, as well as participate in a range of challenging problem solving exercises designed to test their competitiveness for available vacancies. Army candidates may also participate in a formal leadership exercise. They may also undergo a Physical Fitness Assessment (PFA).

The PFA comprises a range of activities, depending on the Service your son or daughter has chosen to join. Your son or daughter must be capable of achieving and maintaining a sufficient level of fitness to safely commence training. This assessment must be passed at some time during the eight weeks prior to enlistment.

Following the Officer Selection Board your son or daughter will be advised in writing if they have been recommended to proceed. If they have not been recommended they may be provided with alternate career options or advised to return once they are better prepared.

In some instances they will be placed in competition with other applicants and notified of their success at a later date. If they have been recommended, successful acceptance into ADFA is then dependent on their final Year 12 results and successful admission into UNSW.

PILOT OFFICER CANDIDATES

Candidates wishing to become pilots in the ADF will undergo a separate centralised selection board process at Tamworth NSW. This process will assess your son or daughter's suitability as both an officer and ADF pilot. These selection boards are run predominantly during school holidays. For more information on pilot selection visit **defencejobs.gov.au**



A SUCCESSFUL APPLICATION

If your son or daughter has been recommended after their Officer Selection Board they will need to submit an application to the Universities Admission Centre (UAC) in NSW, listing UNSW (ADFA) degree as their first preference. Confirmation of meeting the admissions requirements to study at UNSW is advised separately by an offer from UAC in early January.

As well as gaining the required Australian Tertiary Admission Rank (ATAR) or equivalent entrance score, some degrees assume students have studied certain subjects or met specific knowledge requirements in Years 11 and 12.

UNSW admission requirements are clearly outlined in the UNSW Canberra Undergraduate Study Guide.

The guide is available from the UNSW Canberra website at **unsw.adfa.edu.au**

If your son or daughter is successful at an Officer Selection Board and meets the admission requirements for UNSW, they will be contacted by an ADF Careers Counsellor and sent a letter of offer. They will need to advise of their intent to accept the offer prior to their appointment, and will then receive further information about joining ADFA. Applicants who are unsuccessful in competition with other candidates will also be advised in writing.

For further information regarding the application process or life at ADFA, please visit **defencejobs.gov.au**

HEAR FROM PARENTS OF PAST ADFA CADETS

In developing this guide we went directly to the people who know best when it comes to a son or daughter joining the ADF and in particular training and studying at ADFA. We contacted a range of parents and asked them to tell you a little bit about their experiences with ADFA.

Here is some of what they had to say: Like all parents Kim Buckland played a big part in his daughter Amanda's decision to attend ADFA and join the Navy, although a career with the ADF was not something he had thought his daughter would pursue.

"In terms of priority, had you asked me four years ago what career would have best suited my daughter, without question a career with the ADF would have been very much down the list.

Four years later I could not think of a more suitable, challenging and rewarding career for my daughter. Any concerns I had in the early days were based almost entirely on perception rather than on the facts. In my opinion, the students at ADFA face a similar level or degree of challenges shared by many facets of our society in the formative developmental years. Any undue challenges they face by having a military/academic balance in their time at ADFA is surely compensated by the certainty and security of their future with the ADF, not to mention the comradeship, as opposed to those undergoing purely university studies with little or, more often, no security whatsoever regarding their future employment. If the parent is confident in the son or daughter's ability to do

so, I could think of few better careers than the ADF and more specifically a career achieved by attending ADFA."

This level of support is also shared by other parents. When asked how he felt about his daughter Hailey's choice to join the Army, John Fletcher commented that, "we are very proud that she is serving her country, and following her chosen path. We are apprehensive about possible future assignments in dangerous locations and a little worried about not seeing her much in the future because of the likelihood of her being based interstate or overseas, however, we believe she has the potential for a long-term career as an officer in the ADF. She's expressed an interest in a couple of different areas and her choice will become clearer as her military and academic training progresses.

“The students at ADFA have to balance academic studies, military studies and training, sporting commitments and organised social activities so time management is a major issue. Another challenge is dealing with so much change all at the same time – from family home to independent living, settling into a new city, making new friends and learning new skills. Although our daughter was very independent for her age when she entered ADFA, she now seems much more confident and self-reliant.

The advice I would offer to other families whose son or daughter is considering coming to ADFA is to familiarise yourself as much as possible with the Academy, and make sure your child has realistic expectations of the challenges they will face.

If you live outside the ACT, take advantage of the ADFA Sponsor Family Program. It gives you peace of mind to know your son or daughter has family based support while living away from home.”

A number of parents that we talked to had also thought about their son or daughter’s longer-term involvement with the ADF and the career paths it might offer. When asked where Jeff Proud saw his son Matthew going in terms of his involvement with the Army he commented, “As far as he wants to frankly. Given his obvious abilities it is up to him. For my part, I think he should consider the Army to be a long-term career.





“We’re pleased by how much he has matured so quickly and become a more rounded and considerate person. The most challenging thing for him is probably time management, as the cadets at ADFA have so much to do. I’m very impressed with the Academy and the facilities it offers. I think it is serving my son very well.” To parents of young men and women considering coming to ADFA, Jeff adds, “Relax! They’re in good hands.”

There is no doubt that ADFA provides cadets with a number of challenges and in some cases situations that neither the cadet or parent expected.

When Matthew Fletcher joined the Army to complete his Bachelor of Civil Engineering, his mother, Margaret, was “concerned about whether their son Matthew would be able to tolerate the training regime. The most challenging thing about Matthew studying at ADFA is the need to comply with military discipline

while his school friends have more freedom at other universities.”

However, both John and Margaret Fletcher believe that in their son’s first year at ADFA, “he has matured, become more self-aware and grown for the better”. In particular, Margaret was pleased to see the special bond that has developed between the engineering students and the way they are working as a team.

Their advice to other families whose children are considering coming to ADFA is to “look very closely, seek advice, and help your son or daughter weigh the pros and cons. Make sure it’s their decision and then support them as much as possible”.

The need for students to work hard and develop effective time management skills was a common theme when we asked parents what they believed was the most challenging thing about their son or daughter studying at ADFA.

Shane and Anita Fogarty's son Brett studied a Bachelor of Electrical Engineering as a member of the Air Force. They believe that the biggest challenge facing their son was "the heavy combined workload of academic and military studies and the need for Brett to manage his time effectively". They also observed that "Brett has become more mature since joining the ADF. We're proud that he has chosen to join, and we see him building an exciting and successful career. Our interaction with the Academy has been excellent. We had reason to contact staff and found them very understanding and helpful".

Their advice to other families whose children are considering coming to ADFA is to "tell your child to be certain that this is the career they want and then support them all the way".





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LOOK VERY CLOSELY, SEEK ADVICE, AND HELP YOUR SON OR DAUGHTER WEIGH THE PROS AND CONS. MAKE SURE IT'S THEIR DECISION AND THEN SUPPORT THEM AS MUCH AS POSSIBLE.

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A WORD FROM THE RECTOR

We would like to thank you for your interest in the possible enrolment of your child at the University of New South Wales Canberra Campus (UNSW Canberra) located at the Australian Defence Force Academy. The university degree and military training will provide your son or daughter with an excellent basis for a career and leadership role in the Navy, Army or Air Force.

While your son or daughter is at UNSW Canberra, the emphasis will be on university studies designed to develop their intellectual and vocational capabilities. The degree and the academic programs that they undertake will be key elements in their development as a future leader in the Australian Defence Force. UNSW degrees are considered to be amongst the best in Australia and the educational opportunity that ADFA students have is a remarkable one.

The other very important emphasis will be on the military component of their overall training and the development of professional abilities and qualities of character and leadership appropriate for officers in the Australian Defence Force.

We provide our students with an exciting, challenging and rewarding experience in a supportive environment where they will be encouraged to excel. Graduation from ADFA provides a young person with the best possible start to their careers.

Best wishes,



Professor Michael Frater
Rector
UNSW Canberra
at the Australian Defence Force Academy





A WORD FROM THE ACADEMY SERGEANT MAJOR

As well as providing education, training and leadership for Midshipmen and Officer Cadets, ADFA employs dedicated staff whose role is to support our personnel by managing their health, safety and wellbeing.

As the Academy Sergeant Major I am responsible for the maintenance of military standards of discipline and dress by all unformed members, and provision of advice on the Defence Force Discipline Act and all ceremonial matters. I have a wealth of experience within Defence and I use this experience to educate the cadets about the unique, challenging, exciting and fulfilling rewards of a career in the Australian Defence Force.

I provide advice, guidance and counsel to all ranks, and make myself available to support Midshipmen and Officer Cadets.

I am responsible to the Commandant of ADFA for upholding the standards of the Academy, and work closely with staff from all three Services to ensure that cadets are achieving strong results. I also play a role in the maintenance of morale and welfare at the Academy.

Like all staff at ADFA, I am committed to providing an environment where your son or daughter is safe, happy and successful during their time at the Academy.

A handwritten signature in black ink, appearing to read 'Dave Devlin'. The signature is stylized and cursive.

Warrant Officer Dave Devlin
Academy Sergeant Major
Australian Defence Force Academy





**A WORLD CLASS DEGREE
A REWARDING CAREER
IN THE NAVY, ARMY OR AIR FORCE**