

APRIL 2015



## PARENTS AND GUARDIANS GUIDE





# INTRODUCTION FROM THE CHIEF OF THE DEFENCE FORCE

Dear Parents, Guardians and Families,

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

The partnership between the Australian Defence Force Academy and the University of New South Wales offers young men and women the opportunity to combine military and leadership training with academic study for a degree from one of the country's leading universities. Graduates of the Australian Defence Force Academy not only attain a bachelor degree, they also have tangible skills in leadership, teamwork and decision making.

Following graduation your son or daughter will embark on a diverse and highly respected career in the Australian Defence Force. Military life is demanding but also immensely rewarding and Australia expects a lot of our future leaders.

To succeed, our men and women need to be determined and adaptable. They must demonstrate the highest standards of the core Defence Values of professionalism, loyalty, integrity, courage, innovation and team work.

I understand that you may be anxious about your child leaving home, so I want to reassure you that we will care for, support and encourage them to excel throughout their training and their military career. We are making real and sustained progress in cultural change across Defence to ensure we are consistently fair, inclusive and respectful and I am pleased that the Australian Defence Force Academy is at the forefront of this change. I am confident that the Australian Defence Force Academy respects and upholds our organisation's values and expected behaviours.



Air Chief Marshal Mark Binskin, AC  
Chief of the Defence Force





# 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

To provide foundation and specialist education and training for Australian Defence Organisation Officers, together with a tri-service ceremonial capability.

# 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)

ADFA provides a unique partnership between the Department of Defence and UNSW Australia, 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. They will decide which Service to join before they apply to the Academy. While midshipmen and officer 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, midshipmen and officer cadets receive a salary while they train and study, as well as benefits such as 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 successfully from ADFA.

The military education and training, combined with a balanced and liberal university education, enable 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 eight hours each week during the academic session. In their first six weeks at ADFA your son or daughter will also participate in Year One Familiarisation Training; this is induction training that helps them make the transition from civilian to military life.

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

to develop and practise these skills both in practical exercises and throughout daily life at the Academy. Midshipmen and officer 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 midshipmen and officer cadets are encouraged to return to their home town or city and keep in touch with parents and friends.





# THE ACADEMIC PROGRAM

UNSW Australia is one of Australia's most respected universities, with an international reputation for outstanding academic programs and world class research. UNSW is one of the world's top 50 universities with a ranking of 48 in the 2014 QS World University Rankings. UNSW Canberra at ADFA, comprises four academic schools, offering undergraduate and postgraduate disciplines.

Midshipmen and officer 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. In addition, UNSW is recognised as the Australian university with the strongest links to industry. As such, students can be assured that their UNSW degree is of the highest standing.

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](http://unsw.adfa.edu.au) or for specific academic enquiries email [sas@adfa.edu.au](mailto:sas@adfa.edu.au)



# GRADUATION

To graduate from ADFA, midshipmen and officer cadets must achieve or demonstrate:

- officer qualities as embodied by the ADFA values in all aspects of work and life at the Academy;
- 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 midshipmen and

officer 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, midshipmen and officer 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 with UNSW Canberra.



# 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 action to join the Navy, Army or Air Force is to call **13 19 01** or apply online at **[defencejobs.gov.au](http://defencejobs.gov.au)**

Staff will take your son's 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 photograph of a modern building with large glass windows and a brick patio. The building is reflected in the glass, and the patio is visible in the foreground. The text is overlaid on the image.

## **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. They may also undergo a Physical Fitness Assessment (PFA). Army candidates may also participate in a formal leadership exercise.

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](http://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 Canberra - ADFA degree as their first preference. Confirmation of meeting the admissions requirements to study at UNSW Canberra 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 ADFA

Study Guide 2015/16. The guide is available from the UNSW Canberra website at **[unsw.adfa.edu.au](http://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](http://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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# MESSAGE FROM THE COMMANDANT OF THE AUSTRALIAN DEFENCE FORCE ACADEMY

The Australian Defence Force Academy (ADFA) is an academic and military training institution with the aim of developing young men and women as future leaders of the Australian Navy, Army and Air Force. While developing leadership and other military skills as well as completing an undergraduate degree through the University of New South Wales (UNSW), midshipmen and officer cadets gain an excellent foundation for a rewarding career in the Australian Defence Force (ADF).

A major emphasis is placed on academic excellence at ADFA and UNSW. With one of the best student-to-teacher ratios in the country, outstanding resources and facilities, and an exceptional standard of teaching from the lecturers of UNSW, midshipmen and officer cadets are given every opportunity to excel in their chosen field. In addition, the challenging and rewarding military training conducted at ADFA provides our midshipmen and officer cadets with the experiences and skills to excel as junior officers in the ADF.

Of utmost importance to me and staff at ADFA and UNSW is the wellbeing of all our people. The highly skilled military and academic staff are committed to supporting the midshipmen and officer cadets in all aspects of their personal and professional lives.

I am proud of the courage, respect, integrity, service and professionalism demonstrated by our midshipmen and officer cadets. I am committed to providing them with the best opportunity possible to maximise their full potential as future leaders of the ADF.



Alan Clements  
Air Commodore  
Commandant  
Australian Defence Force Academy







## 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 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,

A handwritten signature in black ink that reads "Michael Frater". The script is fluid and cursive.

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

**NAVAL AVIATION**

Guide to Naval A

**FLY NAVY**  
*The History of Naval Aviation*

**CARRIER WAR**

**AIRCRAFT  
AND  
SEA  
POWER**

HEZLET

HEZLET

From the

**CARRIER FIGHTERS**

DAVID BR



Nonfiction/War

**Darryl Yo**



**EDUCATING OUR  
FUTURE LEADERS**



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