Australian Government
Australian Submarine Agency

ASA

Enabling AUKUS Capability Through Infrastructure Delivery

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SKILLS AND TRAINING ACADEMY CAMPUS

PEOPLE TODAY. CAPABILITY TOMORROW.

Capability is a System



PEOPLE
Skilled, diverse and future-ready workforce.

PROCESSES
Safe, efficient and repeatable ways of working.

KNOWLEDGE
Captured, transferred and applied across generations.

SUPPLY CHAINS
Resilient and sovereign networks.

REGULATION
Clear, consistent and enabling frameworks.

CULTURE
Shared values, behaviours and a commitment to nuclear stewardship.

INFRASTRUCTURE
The environment that brings it all together.

SKILLS AND TRAINING ACADEMY CAMPUS

PEOPLE TODAY. CAPABILITY TOMORROW.

Building the Environment First

$502 million
Australian Government investment

2025
Construction commenced

2028
Planned to be operational

Osborne, SA
Close to the future Submarine Construction Yard

WORKFORCE EXPERIENCE
What does the future workforce need to physically experience?

EQUIPMENT
What equipment needs to be replicated, simulated or installed?

MOVEMENT
How should people, materials and equipment move through the facility?

INTERFACES
Where should activities intersect or be separated?

ADAPTABILITY
How do we design spaces that can change as technology and training needs evolve?



Render Credit: Australian Naval Infrastructure

INFRASTRUCTURE DECISIONS ARE CAPABILITY DECISIONS

SKILLS AND TRAINING ACADEMY CAMPUS

PEOPLE TODAY. CAPABILITY TOMORROW.

Rehearsing the Future

LEARN



CLASSROOMS

Build foundational knowledge and understanding.

PRACTISE



WORKSHOPS

Develop hands-on skills with real and simulated equipment.

REHEARSE



SIMULATION AND HANDS-ON ENVIRONMENTS

Experience real interfaces, processes and expectations in a controlled environment.

PRODUCTION



FUTURE CONSTRUCTION YARD

Enter the workforce with familiarity, discipline and the ability to contribute from day one.

SAME ENVIRONMENT. SAME STANDARDS. SAME BEHAVIOURS. SOONER.

SKILLS AND TRAINING ACADEMY CAMPUS

PEOPLE TODAY. CAPABILITY TOMORROW.

Can Infrastructure Shape Behaviour?

LEARN
Classrooms and collaboration spaces.

PRACTISE
Workshops with real and simulated equipment.

INTEGRATE
Where disciplines and activities intersect.



EXPERIENCE
Central submarine mock-up and hands-on environments.

MOVE EFFICIENTLY
Intentional flow of people, materials and equipment.

ADAPT
Flexible spaces to evolve with technology and training needs.

PHYSICAL ENVIRONMENT
Purposeful design and infrastructure.

→

REPEATED BEHAVIOURS
How people work, interact and learn.

→

CULTURE AND CAPABILITY
Higher standards, safety and performance as the default.

OFFICIAL

From “She’ll Be Right” to “Show Me”

FROM

“SHE’LL BE RIGHT.”

- Pragmatic problem solving
- Adaptable and resourceful
- Individual experience and know-how
- Get it done



SAME STRENGTHS. **A HIGHER BAR.**

TO

“SHOW ME.”

- **PROCESS**
  What happened?
- **CONFIGURATION**
  What were we working to?
- **PEOPLE**
  Who performed the work?
- **EVIDENCE**
  Can we demonstrate it was done correctly?
- **REPEATABILITY**
  Can we reproduce the result?



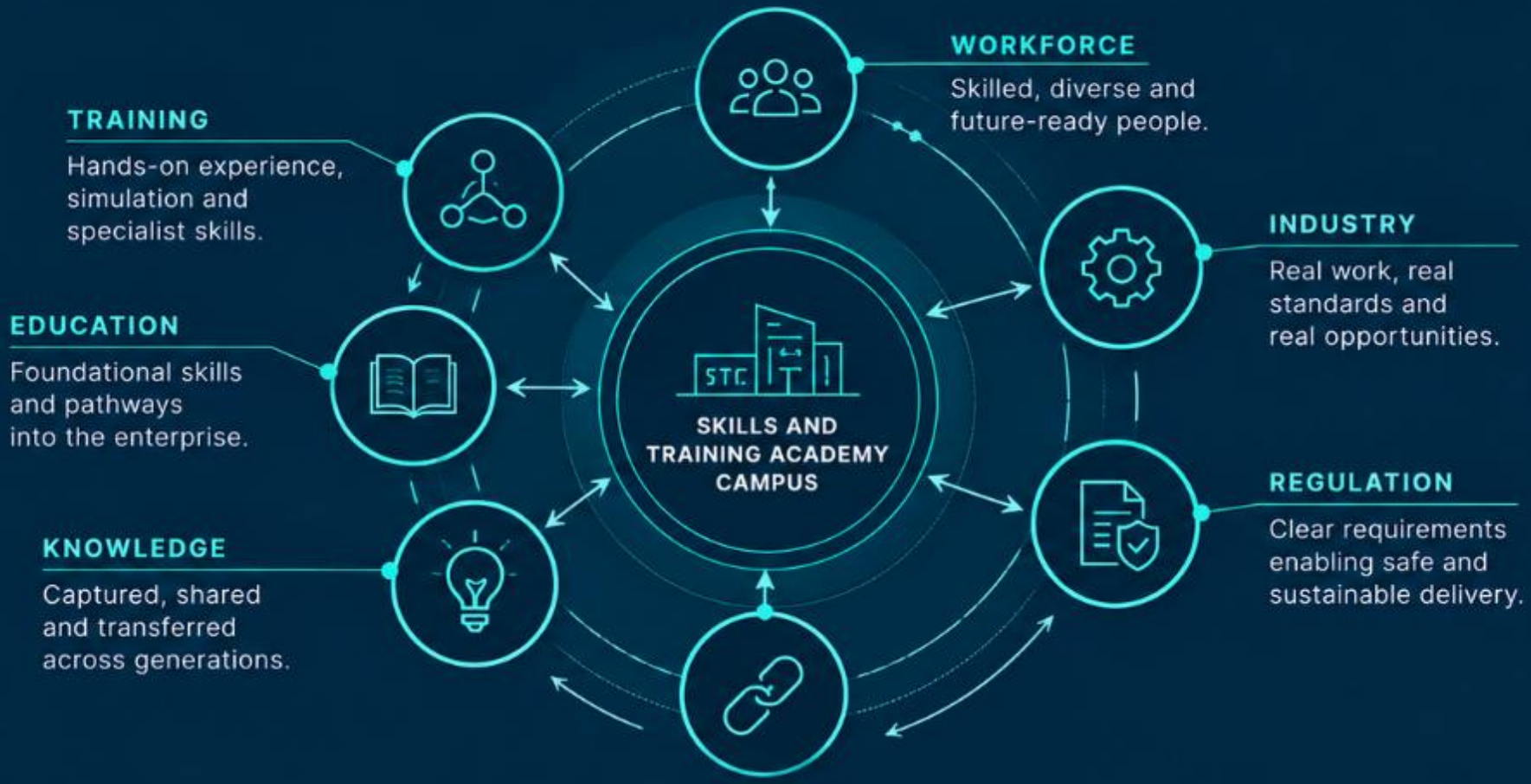
DIFFERENT MINDSET. HIGHER STANDARDS. A MORE RESILIENT CAPABILITY.

OFFICIAL

SKILLS AND TRAINING ACADEMY CAMPUS

PEOPLE TODAY. CAPABILITY TOMORROW.

From People to Capability

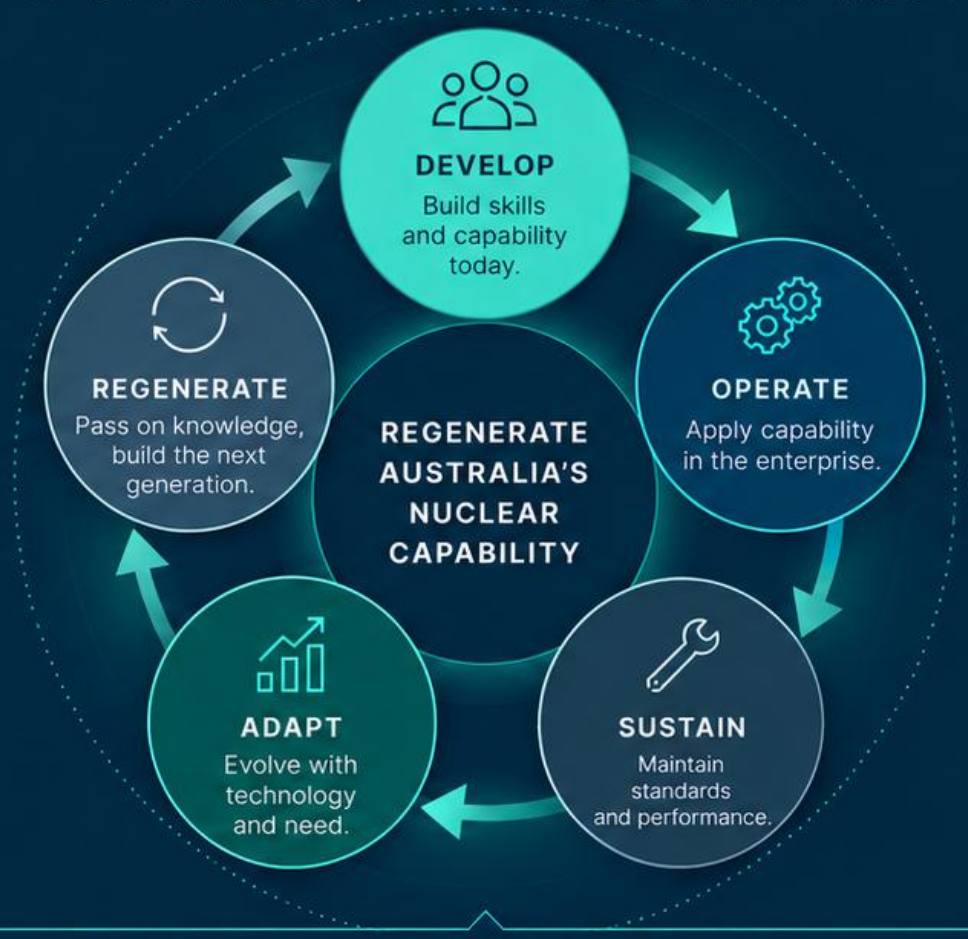


SKILLS AND TRAINING ACADEMY CAMPUS

PEOPLE TODAY. CAPABILITY TOMORROW.

Security is the Ability to Regenerate Capability

A SUSTAINABLE CYCLE FOR A STRONGER, MORE RESILIENT AUSTRALIA



PEOPLE
A skilled and diverse workforce.

INFRASTRUCTURE
Purpose-built environments.

KNOWLEDGE
Captured, shared and transferred.

REGULATION
Clear and consistent requirements.

SUPPLY CHAINS
Resilient and sovereign networks.

CULTURE
Shared values, behaviours and nuclear stewardship.

STRONGER WORKFORCE | RESILIENT SUPPLY CHAINS | ENDURING KNOWLEDGE | GREATER SOVEREIGNTY

SKILLS AND TRAINING ACADEMY CAMPUS

PEOPLE TODAY. CAPABILITY TOMORROW.

Infrastructure is Capability.

PEOPLE + PLACES + SYSTEMS + KNOWLEDGE = A STRONGER, MORE RESILIENT AUSTRALIA

PEOPLE
Skilled, diverse and future-ready.

PROCESSES
Disciplined, repeatable and safe.

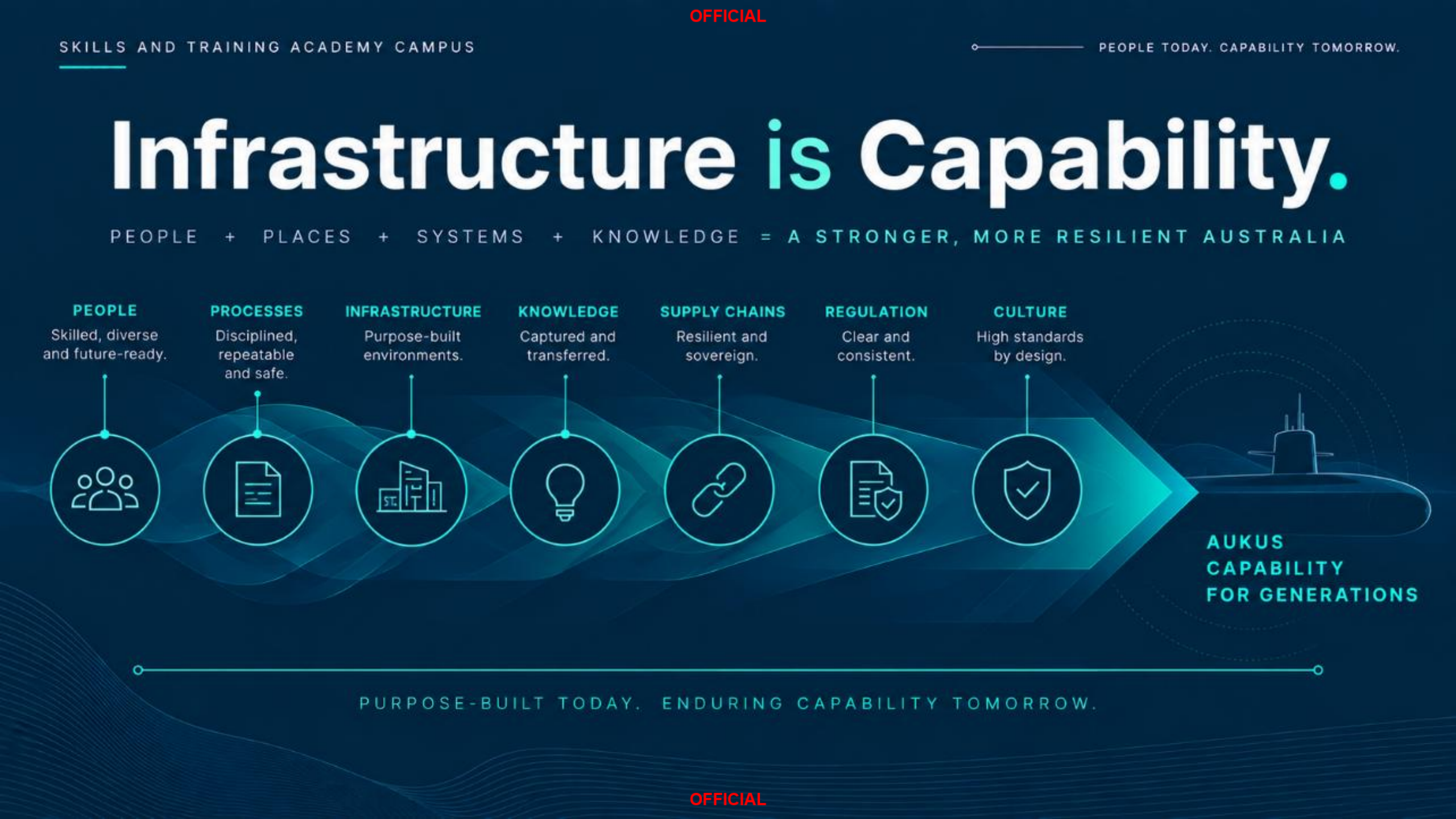
INFRASTRUCTURE
Purpose-built environments.

KNOWLEDGE
Captured and transferred.

SUPPLY CHAINS
Resilient and sovereign.

REGULATION
Clear and consistent.

CULTURE
High standards by design.



AUKUS CAPABILITY FOR GENERATIONS

PURPOSE-BUILT TODAY. ENDURING CAPABILITY TOMORROW.