

UNIT GUIDE INTRODUCTION

Dear Commanding Officer

Thank you for agreeing to host a Defence Work Experience Program (DWEPP) placement. This Unit Guide aims to provide Commanders with key information required to facilitate your Unit's capability to conduct a placement in a youth safe manner. All personnel you select to support a DWEPP activity should familiarise themselves with this Guide, and with relevant policies in YOUTHPOLMAN Part 3.

BENEFITS OF THE DWEPP TO DEFENCE AND TO YOUR UNIT

Defence participates in a range of programs and activities where the primary focus is the achievement of broad social outcomes for the Australian community as opposed to any specific direct benefit to military capability. In many cases, the key benefit for Defence will be community engagement outcomes, including promoting greater trust and mutual understanding between Defence and the public. DWEPP will also provide an opportunity for you to showcase your Unit and how it may contribute to the personal development and potential career pathways of a participant.

The DWEPP is one of these community engagement activities. It is a national program that is primarily aimed at providing young Australians who may be interested in a Defence career the opportunity to gain exposure to a range of job roles available in the Australian Defence Force and the Australian Public Service.

DWEPP provides a unique opportunity to positively promote Defence and the Services as an employer of choice in a competitive recruitment environment and as an employer who promotes a collaborative, diverse and inclusive environment for all those involved in a DWEPP placement. Regardless of their eventual career choice, young Australians who have a positive experience with Defence through a DWEPP placement will carry that experience with them into their communities, advocating Defence as an employer of choice.

THE DWEPP PARTICIPANT PROFILE

Work experience opportunities are available for both secondary and tertiary students. Students participating in Defence work experience placements must be at least 15 years of age at the time of the placement.

Consistent with the 2016 Defence White Paper requirements, DWEPP places a particular focus on increasing placement opportunities for:

- Aboriginal and Torres Strait Islander students
- female students
- students studying Science, Technology, Engineering and Maths (STEM) related disciplines
- students from Culturally and Linguistically Diverse (CALD) backgrounds.

SPECIAL CONSIDERATIONS FOR DWEP PARTICIPANTS UNDER 18

The DWEP National Manager and the team of Regional Work Experience Managers (RWEMs) recognise that for many personnel on Defence units and bases, interacting with young people under the age of 18 is not 'core business'. DWEP personnel also appreciate that not all DWEP participants meet the 'typical' profile of an ADF recruit, in respect of levels of fitness, maturity and focus. The RWEMs will work with your nominated POCs to ensure that the proposed activities for each placement are appropriate to the unique profile of each cohort, including fitness levels, maturity and any special needs/considerations. As CO, you will be asked to approve a program of activities that has been designed collaboratively and assessed to mitigate, so far as reasonably practicable, risks to participants' health, safety and protection.

PLANNING ACTIVITIES THAT WILL ENGAGE YOUTH

Each State has different activities that are considered excluded activities, or activities that require special consideration from the school principal. Your WELO will be able to provide this information to you during the planning process. Where possible, activities should be as hands on and interactive as possible. A suggestion of activities that have been previously run across a variety of DWEP placements are listed below to assist with compiling a timetable of activities.

- Leadership and team building activities
- Practical problem solving activities
- Base, workshop, unit and facility tours
- Equipment demonstrations, for example, how to put on a bomb disposal suit, night vision equipment, parachute drying facilities
- Static displays of assets and equipment, for example, tour through planes, vehicles and weapons displays
- Military working dog demonstration and discussion
- Museum tours and discussions of history and traditions
- Drill and marching
- Pre-fitness assessment, sports activities, over water obstacle course, gym workouts
- Walkthrough of WTSS facilities and watching a WTSS shoot
- Field craft activities, for example, setting up a hoochie, applying camouflage paint, cooking ration packs, orienteering and navigation
- Simulation activities, for example, flight simulators, medical simulators.
- Learning new practical skills, such as first aid, CPR, applying plaster to a 'broken' limb, knot tying, packing pallets for air drops
- DFR presentation