

# DEFAUS19



## ADF Literacy and Numeracy Support System

PITCHER

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1 October 2019

# ABSTRACT AND OUTCOMES

The provision of a whole-of-ADF literacy and numeracy support system from recruitment and throughout personnel's careers will provide a better understanding of literacy and numeracy issues in the ADF and wider community.

English literacy and numeracy fluency is an ongoing issue in Australian society. Industry has recognised the importance of literacy and numeracy in the workplace by making TAE16/411 *Address adult language, literacy and numeracy skills* a core unit in the TAE16 Training Package. As a Registered Training Organisation (RTO), Defence is bound by the *Standards for Registered Training Organisations (2015)* and its successors.

A tri-Service approach to the modernisation of recruitment policies and procedures and the provision of sufficient through-career support to individuals with (diagnosed or suspected) language, literacy and numeracy (LLN), learning disorders or other neuropsychological issues in their primary, secondary (or in some cases, tertiary) language (that being English) is necessary in order to achieve the greatest return on investment on those individuals successfully recruited to the ADF. Additionally, this will also provide Objective Quality Evidence during Australian Skills Quality Authority (ASQA) audits for compliance against the Standards.

# PROPOSAL

The implementation of a whole-of-ADF literacy and numeracy support system will require a multi-faceted approach. The visual representation of how this may be achieved in the RAN is shown. With modification, this model could be adapted, at multiple levels, to reflect the needs of the ADF.

