



# ADF - Adecco Project 2024

ADF  CAREERS

 NAVY  ARMY  AIR FORCE

 unisport



# ADF Aims

- **DOUBLE** recruitment numbers in next decade
- **IMPROVE** pass rates and candidate experience of Pre-Fitness Assessments (PFAs)
- **OUTSOURCE** delivery of PFA Assessments and gain the confidence of the Commonwealth in provider quality.

# 6- Week Trial: Testing + Training

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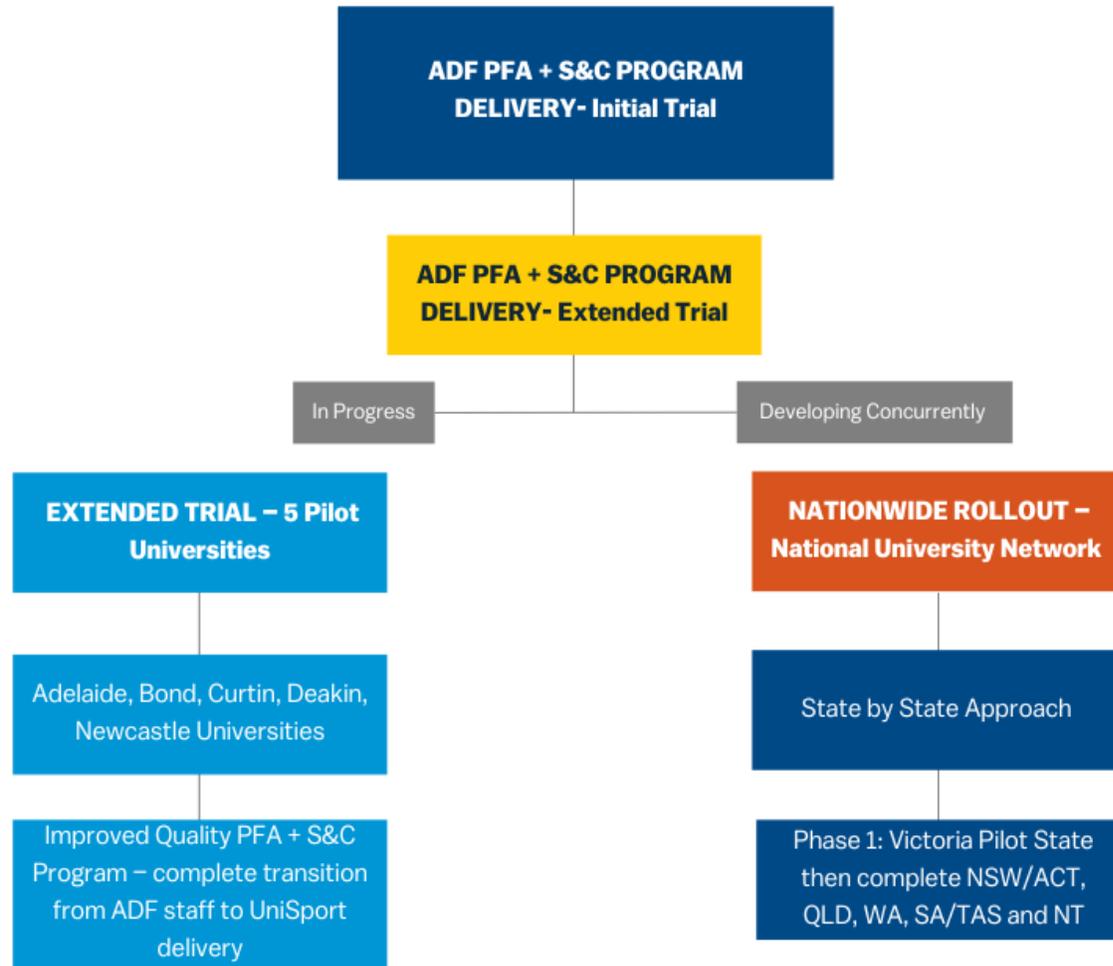


## OUTCOMES and LEARNINGS?



## WHERE ARE WE NOW?

- 1. SUCCEEDED** in gaining the confidence of Adecco and ADF in extending the trial (8 weeks) with view to full National rollout.
- 2. DELIVERING** 8-week extension - both PFAs and Strength & Conditioning intervention programs independently through our 5 pilot member universities.
- 3. PLANNING** both PFAs and Strength & Conditioning intervention program delivery across Australia to roll out June 1 .



## Six-week Trial Conclusion

Three key success measures as identified in the UniSport – ADF/Adecco Trial Approach:

1. Candidates see an improvement on PFA scores
2. Candidate experience is positive
3. Commonwealth confidence in quality of PFA assessments.

# Staff

UniSport CEO	Mark Sinderberry
UniSport GM - Special Projects	Jane Woodlands-Thompson
Unisport Physical Performance Consultant	Glenn Stewart
UniSport Regional Coordinators	2-4 appointments tbc
UniSport Logistics Coordinator	Appointment tbc
University Program Leads	One per university (CEO/GM)
University S&C Lead Coach	One per university
University Support S&C Coaches	Pool of 3-6 coaches per university

## UniSport Special Projects Team



UniSport CEO: Mark Sinderberry



UniSport Regional Coordinator (RC): West and South Regions – WA, SA, VIC, TAS : TBC



UniSport GM – Special Projects: Jane Woodlands-Thompson



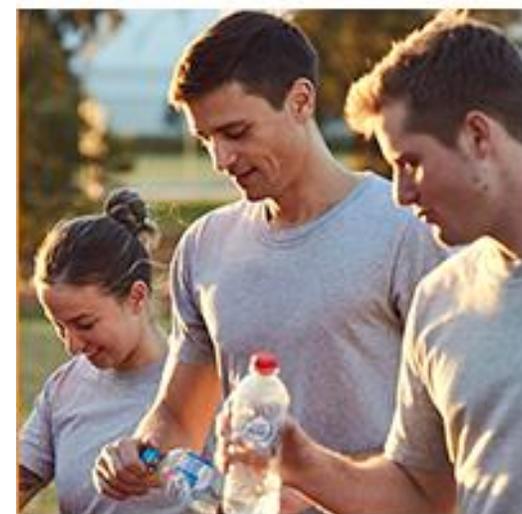
UniSport Regional Coordinator (RC): North and Central Regions – QLD, NSW, ACT, NT: TBC



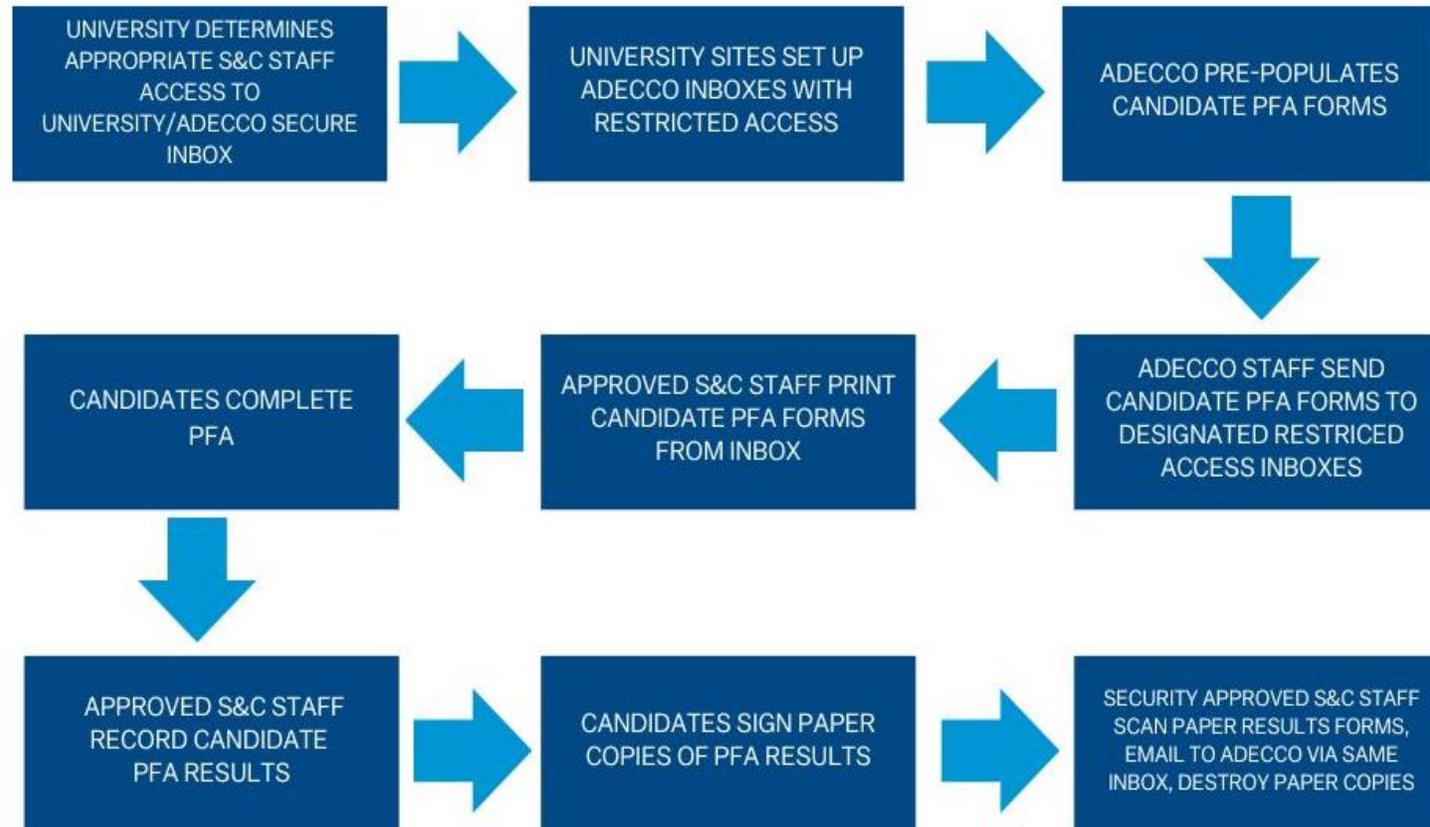
UniSport Physical Performance Consultant (PPC): Glenn Stewart



UniSport Logistics Coordinator (ULC): TBC



# Working with the ADF: Program Components – Standards, Data Handling, Security, Quality Control, Issues Management



## Standards – 5 ADF VALUES, 6 ADF Behaviours

- Staff
- Facilities
- Induction & training process
- UniSport/ Adecco Induction site visit
- ADF site visits
- A site inspection
- Unisport CEO/ UniSport GM/ University PL weekly check-in
- Full automation –financial and reporting processes
- Data security and handling
- Risk Management Plan

Quality Control – environment – high safety emphasis with risk contingencies including weather, quality indoor facility and candidate amenities (car parking, change rooms etc).

# Pre-entry Fitness Assessments – ADF Priority Outsource



NAVY CLEARANCE DIVER			
PUSH-UPS			30
SIT-UPS			25
SHUTTLE RUN			10.1

ARMY				
	PUSH-UPS	SIT-UPS	SHUTTLE RUN	HEAVES
FEMALE COMBAT SUPPORT	4	20	6.1	N/A
MALE COMBAT SUPPORT	8	20	6.1	N/A
FEMALE OFFICER/COMBAT	8	45	7.5	N/A
MALE OFFICER/COMBAT	15	45	7.5	N/A
COMMANDO	40	60	10.1	6

ARMY APCP PROGRAM (FIT PREP)			
	PUSH-UPS	SIT-UPS	SHUTTLE RUN
APCP FEMALE COMBAT SUPPORT	1	9	4.9
APCP MALE COMBAT SUPPORT	2	9	4.9
APCP FEMALE COMBAT	2	20	5.5
APCP MALE COMBAT	4	20	5.5

AIR FORCE			
	PUSH-UPS	SIT-UPS	SHUTTLE RUN
FEMALE	N/A	20	5.1
MALE	N/A	20	6.1
GROUND DEFENCE OFFICER	10	20	6.5
FEMALE PTI	10	30	9.5
MALE PTI	20	30	9.5

TRI-SERVICE (IPRP)			
	PUSH-UPS	SIT-UPS	SHUTTLE RUN
FEMALE	2	20	5.1
MALE	8	20	6.1

NAVY ALTERNATIVE CARDIO								
	FEMALE UNDER 35	MALE UNDER 35	FEMALE 35 - 44	MALE 35 - 44	FEMALE 45 - 54	MALE 45 - 54	FEMALE 55 - 59	MALE 55 - 59
SIT-UPS	20	20	15	15	10	10	5	5
2.4km RUN	16:00	14:00	18:00	16:00	20:00	18:00	21:00	19:00
5km WALK	44:00	43:00	46:00	45:00	47:00	46:00	49:00	48:00
500m SWIM	14:30	13:30	15:30	14:30	16:30	15:30	17:30	16:30



\* Required

1. University Name \*

Select your answer

2. Week commencing \*

Please input date (M/d/yyyy)

3. Session Number \*

Select your answer

4. Number of Session candidates \*

The value must be a number

5. Number of Session Fails \*

The value must be a number

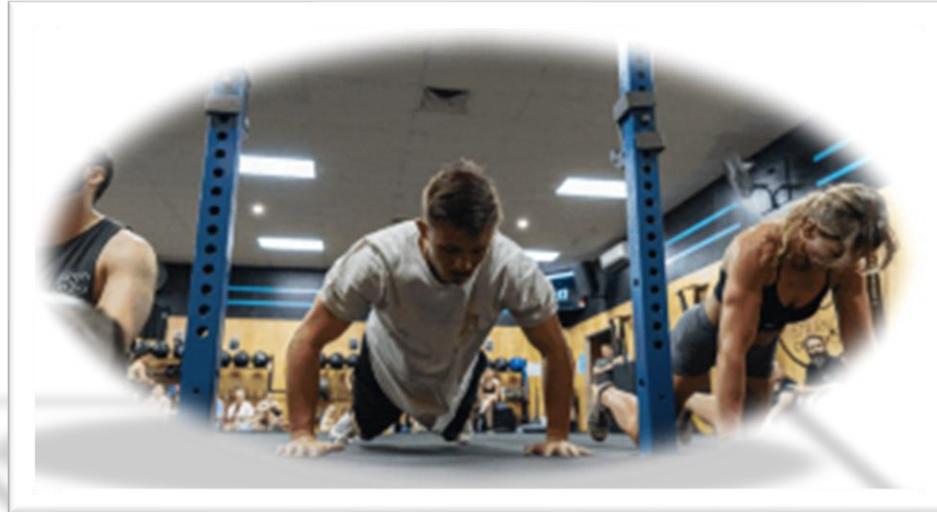
6. Any Comments \*

Enter your answer

You can print a copy of your answer after you submit

Submit

Never give out your password. [Report abuse](#)



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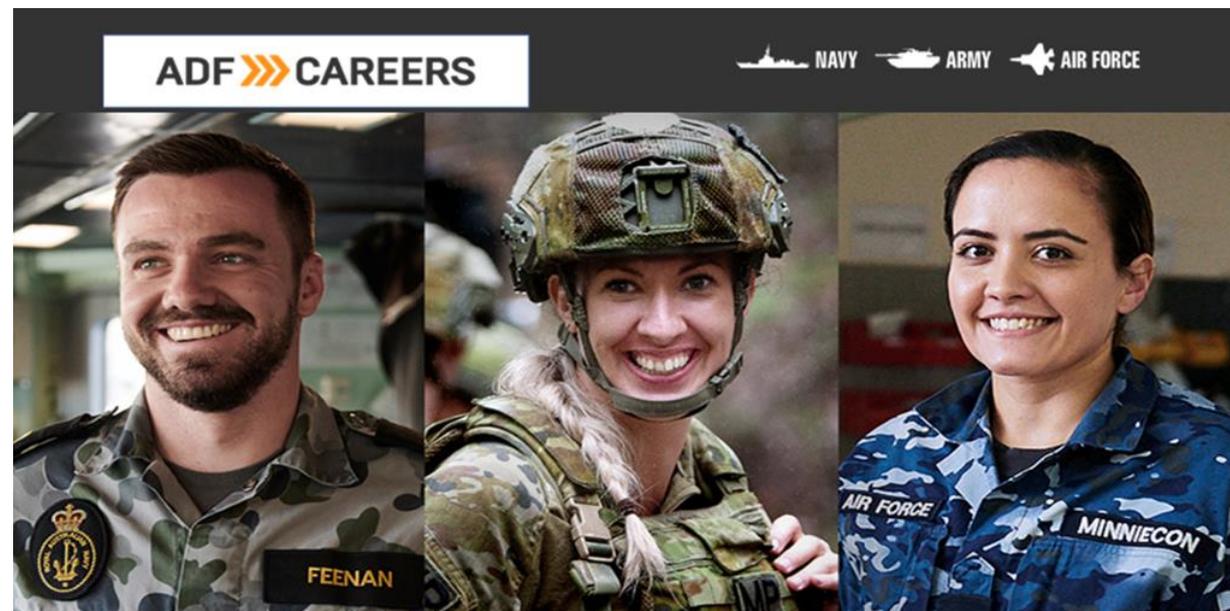
# Automated Reporting

# Scheduling – PFAs + S&C Sessions



	Monday	Tuesday	Wednesday	Thursday	Friday
Adelaide Uni	9:30 am S&C 1	8:00 am PFA 1			9:30 am S&C 2    11:00 am PFA 2
Bond Uni	8:00 am S&C 1    3:00 pm PFA 1			8:00 am S&C 2	8:30 am PFA 2
Curtin Uni	8:00 am PFA 1    9:00 am S&C 1			8:00 am PFA 2    9:00 am S&C 2	
Deakin Uni	11:00 am S&C 1    8:00 am PFA 1			11:00 am S&C 2	8:00 am PFA 2
Uni of Newcastle (1 x PFA/week)	7:00 am S&C 1		7:00 am S&C 2    8:45 am PFA 1(of 1)		

# Nationwide Rollout Sequencing



# University Criteria for Inclusion

Criteria for Preferred Universities for ADF Project	Details
A. University has a quality indoor sports stadium / basketball court with adequate 5-metre run off at either end to comply with ADF shuttle run testing protocols; fully equipped gym available at all times except for exceptional circumstances	Stadium to have wall clock, sound system, gym mats for push-up & sit-up testing, standard gym equipment; permanent booking and cover for exceptional circumstances (e.g. Orientation Week).
B. University has ability to secure priority venue booking preferences for all PFA and Strength and Conditioning Sessions for the ADF cohort at suitable candidate availability times for 12-month period.	Some clashes are inevitable for special events but must have undercover approved suitable substitute area noting strong preference for indoor stadium.
C. A minimum of two S&C Staff available to be allocated to every PFA testing session.	If a candidate needs to take a BFA (Basic Fitness Assessment) or any variation to the standard PFA, then an extra staff member may need to be allocated.
D. Appointment of Program Lead S&C Coach to oversee and conduct all aspects of PFA and S&C components with the ability to write high quality and effective, safe bespoke conditioning programs, ability to undertake all administration and correspondence related to the project with all necessary and current accreditation to run ADF PFAs. They must also have capability and capacity to train and manage the S&C Support staff in delivering all aspects of PFAs and S&C programs and conduct ADF approved site inspections of their training area.	<ul style="list-style-type: none"> <li>• ASCA Level 1 minimum qualified</li> <li>• Adele O, PFA Assessor certification</li> <li>• First Aid and CPR certification</li> <li>• Working with Children check</li> <li>• Defence Force Youth Protection Awareness (00089051) – Campus Anywhere Course</li> <li>• Responsible for PFA compliance</li> <li>• Day to day problem solving</li> <li>• Must set up comms group with S&amp;C program participants and follow up all aspects of attendance, logistics and performance.</li> </ul>
E. Appointment of Program Support Coaches (2+) with the ability to conduct PFAs and S&C sessions with at least one with data handling access in the absence of the Lead S&C Coach. If not ASCA Level 1 minimum qualified, these Coaches may not write the S&C programs but may conduct them.	<ul style="list-style-type: none"> <li>• Cert IV in Fitness or equivalent minimum qualified</li> <li>• Adele O, PFA Assessor certification</li> <li>• ADF Data handling clearance (if recording results at PFAs)</li> <li>• First Aid and CPR certification</li> <li>• Working with Children check</li> <li>• Defence Force Youth Protection Awareness (00089051) – Campus Anywhere Course.</li> </ul>
F. The University Sports Department Lead (CEO/GM or equivalent) must be responsible for communications with the UniSport GM managing the project, best practice staffing, invoicing and financial management, secure data handling and overseeing the Lead S&C Coach and Program.	CEO/GM must have capacity to respond promptly to all UniSport communications regarding the project.



# Step-by-step Activation of the Program



A turnkey type of approach for University Program Leads to commencing delivery of the PFA and S&C program is framed below:

1. Assess university suitability
2. Memorandum of Understanding
3. Indoor court permanent booking
4. Appoint suitable staff to the program
5. Coach PFA observation
6. Site Visit
7. Site inspection
8. PFA Online + Practical Assessor Training assessments
9. Submit all required certification
10. Secure inbox
11. Data handling process
12. Attend weekly check-in
13. Invoice UniSport at the end of every month
14. Prepare university maps, carparking and public transport information for candidates.

# Pilot Universities Panel



# Questions?



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NAVY



ARMY



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