Omni Case Study
SUPPORTING MARITIME CAPABILITY THROUGH STRATEGIC WORKFORCE PLANNING

Australian Border Force, Civil Maritime Services Project, Nov 24 ongoing.

Background

Omni has been delivering specialist financial services through the Defence Support Services Panel for over 12 years, and are members of the ICT Provider Arrangement (ICTPA), Department of Infrastructure and Regional Development (DoIRD), Commonwealth Scientific and Industrial Research Organisation (CSIRO), Department of the Prime Minister and Cabinet (PM&C) and DHA Services Panels for like services.

Our long term strategic customers, demonstrating Omni's significant experience and expertise relevant for this category, include Capability Acquisition and Sustainment Group (CASG), Defence Science and Technology (DST), Defence Digital Group (DDG) and the Australian Border Force (ABF).

Project Overview

The Australian Border Force undertook a comprehensive review of its civil maritime capability, resulting in a 10-year capability development plan. This plan identified new capital investments and modernisation initiatives required to sustain government-directed capability levels into the future.

A key component of this uplift was the assessment of the civil maritime workforce required to support and crew these capital upgrades.

Omni's Delivery

Omni supported the ABF through the provision of a specialised workforce planner to assist in the delivery of this review. Due to extremely tight timeframes specified by the client, this workforce planner was required to conduct project initiation, literature reviews, site inductions and stakeholder engagement activities within the first week of arrival.

By the second week, this workforce planner was leading stakeholder engagement interviews with ABF staff across Australia, as well as contributing to master written submissions as part of an integrated workforce planning team.

Outcomes and Impact

The ABF adopted a phased approach to delivery of this workforce plan, with the initial deliverable product due at the end of 2024, and subsequent work packages scheduled for the first half of 2025. Through the injection of a dedicated workforce planner, Omni was able to support the ABF meet these timeframes and deliver a phased workforce review as part of its 10 capability upgrade program. Omni was pleased to work alongside the ABF and support the Home Affairs portfolio with a dedicated workforce planning specialist.

