



Defence Force Remuneration Tribunal

DECISION

Defence Act 1903

s.58H—Functions and powers of Tribunal

AUSTRALIAN DEFENCE FORCE - TARGETED WORKFORCE SEGMENTS

(Matter 4 of 2025)

MS B O'NEILL, PRESIDENT

MS A LESTER, MEMBER

CANBERRA, 8 APRIL 2025

MAJGEN G FOGARTY AO RETD, MEMBER

[1] This decision arises from a listing application from the Australian Defence Force (ADF) for a determination to be made under Section 58H of the *Defence Act 1903* (the Act). The listing application¹ seeks to enhance the ADF Employee Value Proposition (EVP) through a salary increase for members in those employment categories experiencing long-term stress and/or with significant growth requirements.

[2] We considered this matter in a hearing in Townsville on 27 February 2024. Ms K Hagan appeared for the ADF and Mr K Wong for the Commonwealth. Brigadier K Lloyd OAM, Acting First Assistant Secretary People Policy and Development, appeared as a witness for the ADF.

Background

[3] The ADF Modernisation Program was determined by this Tribunal across Matters 16 of 2020² and 8 of 2022³ so as to improve the EVP and modernise the remuneration package to better support attraction and retention.

[4] The *National Defence Strategy (NDS) 2024*⁴ highlights that the ADF must recruit, retain and grow the highly specialised and skilled workforce required to meet Defence’s capability needs and achieve the NDS objectives. The NDS will shift the ADF from a balanced force capable of responding to a range of contingencies, to an integrated, focused force designed to address significant strategic risks. As a companion to the NDS the *Integrated Investment Program 2024* sets out the Governments program of planned capability investments over the next decade.

[5] These documents, coupled with the changing nature of work, the Australian economy and the employment market means it is imperative the ADF relies on an EVP that is competitive to attract and retain members. While the ADF has recently stabilised workforce numbers, it must continue to focus on remediating the depth of junior and middle ranks and grow the size of the Permanent Force to 69,000 by the early 2030s (from 57,400 as at November 2024).

Submissions

ADF

[6] The ADF submission proposes a ‘plus one’ pay grade for employment categories across all three Services in the following workforce segments:

- a. Communications and Cyber;
- b. Engineering, Maintenance and Construction; and
- c. Intelligence.

[7] Specifically, it seeks to:

- a. increase by one pay grade, the current pay grades contained in the Graded Officer Pay Structure (GOPS), Graded Other Ranks Pay Structure (GORPS) and the Warrant Officer Class 1 Pay Structure for the targeted workforce segments (a list of the targeted categories is at Annex A to this decision);⁵ and
- b. acknowledge the exclusions, nuanced application and secondary impacts of the proposition.⁶

[8] This will apply to eligible personnel across Service Categories (SERCAT) 3 to 7.

[9] The ADF submits that this is ‘*an innovative approach that seeks to address current and future (long term) workforce skill shortages through a single submission*’ rather than ‘*present multiple cases that are resource intensive and slower in delivering outcomes to skill workforces that are in demand*’.⁷

[10] The ADF states that, while the proposition involves a ‘*broad uplift*’ of the technical workforce in the targeted workforce segments, there are some elements of these segments that are ‘*specifically excluded from, or require a nuanced application of the ‘plus one’ pay grade proposition*’.⁸ These are:

- a. Members paid under Trainee Salary;
- b. Army Recognition of Prior Experience (RPE);
- c. Army Regimental Sergeant Major (RSM);
- d. Absolute Command Placements;
- e. Army Engineering Corps;
- f. Army Officers – Passed Staff Course;
- g. Special Forces Integrator and Special Forces Enabler;
- h. Navy Nuclear Qualified employment categories; and
- i. some ADF Gap Year exclusions.⁹

Commonwealth

[11] The Commonwealth did not oppose the ADF submission, recognising that ‘*the ADF is bound by the limits set out in the GOPS/GORPS salary structures, as well as internal relativities and budgets, and thus is not seeking to match industry benchmarks*’.¹⁰

[12] The Commonwealth noted the resultant introduction of ‘*many new skill grades to pay grades 9 and 10 in the GORPS*’ questioning whether this will have ‘*any impact upon established relativities with employment categories occupying the upper ranges of the GORPS*’.¹¹ Aligned with this, it also remarked on the preservation of the value of Command placements and whether some members may be ‘*less incentivised to elect for Command roles if their category encroaches upon established Command placements*’.¹²

Witness Evidence

[13] Brigadier (BRIG) K Lloyd OAM, Acting First Assistant Secretary People Policy and Development gave written and oral evidence in support of the matter. BRIG Lloyd outlined the challenges of the strategic context and the National Defence Strategy while recognising that ‘*the ADF is approximately 4,400 personnel under strength with the achievement of recruiting targets being well below where they need to be*’.¹³

[14] BRIG Lloyd stated *‘the nature of the Targeted Workforce Segments is not routine, yet it is not unique’* noting that the advent of GOPS and GORPS took a *‘family approach’* which he considers is *‘not dissimilar’*. He added that this matter is *‘seeking to adopt a broad approach as previously utilised on the establishment of GOPS and GORPS’* which *‘recognises the movement in value placed on the work performed in key workforce groups over the past 2 decades’*. Further, that the proposition *‘reflects a change in the ADF workforce distribution as a result of a more technical workforce required to support the extensive re-capitalisation of Defence capability platforms’*. He considered a *‘segmented approach reflects longstanding occupation-wide based demands and challenges’*.¹⁴

[15] BRIG Lloyd gave evidence on the aims of the submission and noted that *‘in the short term, any increase in remuneration will provide a positive signal to the current workforce that their contribution and importance to the ADF has been recognised’* and that the *‘immediate impact may provide some relief to the separation rates across these segments’*. In the longer term he considered it will have the following benefits:

- a. encourage those with the aptitude to choose these segments which often have higher entry standards and longer initial employment training requirements;
- b. encourage existing serving personnel to ‘trade transfer’ to areas of workforce growth;
- c. provide a more competitive remuneration package over the full career continuum; and
- d. mitigate against some of the broader employment demands in the Australian society.¹⁵

Consideration

[16] There are 220 distinct trained force employment categories within GOPS and GORPS, with all ADF employment categories structured into 8 workforce segments:

- Aviation
- Combat and Security
- Communications and Cyber
- Engineering, Maintenance and Construction
- Enterprise and Command Support
- Health
- Intelligence and
- Logistics

[17] Of these 220 we accept that, in February 2024, 42 categories were assessed as ‘critical’ with an additional 31 assessed as ‘at risk’. The 42 categories span *‘the majority of workforce segments except Health and Enterprise and Command Support’*.¹⁶ Of the 73 categories we accept that 39 (53.4%) belong to one of the three targeted workforces segments. Additionally, of the 31 at risk categories, 19 (61.3%) were represented within the same three segments.

[18] We considered the evidence that the ADF's submission is premised on the following logic:

- a. Base salary rates are an important component of the Defence EVP. This means that higher salary rates, all other things being equal, may lead to better attraction, recruitment and retention outcomes; and
- b. Attraction, recruitment and retention outcomes for the targeted workforce segments are likely to improve, all other things being equal, if base salary rates are increased for these segments.¹⁷

[19] We accept the key-drivers underpinning this proposition are:

- a. Long-term vulnerability of technical workforces;
- b. Planned workforce growth; and
- c. The need for an enduring remuneration solution.¹⁸

[20] We accept that relevant considerations include:

- a. Government imperatives;
- b. Current and forecast state of the labour market;
- c. ADF workforce budget constraints; and
- d. ADF workforce shortages.¹⁹

[21] In this context we initially considered the impact of a single pay grade increase rather than a higher quanta and accept that, as noted by the Commonwealth, the ADF *'does not seek to match industry salaries'* but *'rather, by delivering an enduring improvement to the EVP of these highly technical workforces, it signified their increased value to the ADF'*.²⁰ We also note the Commonwealth concerns, querying the longer-term vulnerability of these workforces and whether *'there are contingent plans under consideration if a single pay increase is not enough to turn around these vulnerabilities'*.²¹

[22] We accept the ADF workforce is analysed and reported on *'both systemically and cyclically'* with *'various workforce planning methods utilised to evaluate workforce health, assess the ADF's ability to deliver on existing capabilities and forecast achievement of Defence' strategic objectives'*. Additionally, we accept the assessment of *'critical'* and *'at risk'* categories is part of an annual review cycle that examines overall workforce health in Defence.²²

[23] We accept that the national labour market for these workforce segments and Science Technology Engineering and Maths (STEM) skills is becoming '*increasingly competitive*'. Additionally the ADF Engineering Maintenance and Construction workforce is '*represented within a combination of both the Professionals major group and the Technician and Trades major groups both of which were identified on the Occupational Shortage List (OSL)*'²³. The Intelligence and Communications and Cyber workforce segments are represented within the Professionals major groups'.²⁴

[24] In considering each of the targeted segments we accept:

- a. The Communications and Cyber workforce is currently at 88% capacity and has been unable to meet demand since 2016. The workforce is required to grow from approximately 5,191 members in 2024/25 to approximately 6,677 members in 2033/34.²⁵
- b. The Engineering, Maintenance and Construction workforce segment is currently at 91% however the workforce has been in constant decline since 2016. The segment is required to grow from approximately 15,148 members in 2024/25 to approximately 17,076 in 2033/34.²⁶
- c. The Intelligence workforce is currently at 90% capacity and has been unable to keep up with workforce growth since 2015. The workforce is required to grow from approximately 3,702 members in 2024/25 to approximately 4,506 members in 2033/34.²⁷

[25] We also accept that a range of bonuses have been offered to these categories to support remediation efforts both under the remit of this Tribunal and Defence.²⁸

[26] In addressing the concerns of the Commonwealth with regard to pay grades 9 and 10 compression we considered the evidence of BRIG Lloyd that '*currently only very small numbers occupy the higher pay grades – approximately 0.97% of Officers and 2.13% of Other Ranks*'. We accept his evidence that '*the move to the right will result in more members being paid at the highest pay grades*' and agree this is by '*a modest amount*' resulting in 3.28% of Officers and 3.09% of Other Ranks.²⁹

[27] We gave detailed consideration to the exclusions sought by the ADF and address each one below. We accept, in some cases, '*this approach amends previous logic put to the DFRT (where essential) to achieve or maintain workforce salary differentials in support of future capability demands*'.³⁰

- a. Members paid under Trainee Salary: will be excluded unless they are under training and already being paid at an existing rate in GOPS or GORPS and their skill grade is included at Annex A.

- b. Army Recognition of Prior Experience (RPE): Army RPE General Service Officers whose Corps are in the included technical workforce segments are excluded where the officer is *'no longer responsible for the delivery of technical capabilities'*. An *exception* to this exclusion is Army Capability Management Officers (RPE-Grade 7) whose primary and capability management qualifications may be considered for pay grade advancement where they meet the eligibility criteria and do not exceed pay grade 8 placement.
- c. Army Regimental Sergeant Major (RSM): Army Warrant Officers Class One who transition from a category at Annex A to the RSM employment category³¹ are considered to be no longer categorised or employed in their technical role and will be excluded unless they are employed in RSM positions without having transferred into the RSM employment category where they will be eligible if their employment category is at Annex A.
- d. Absolute Command Placements: In regard to the exclusion of Command positions we considered the impact of this approach coupled with the historic logic that *'command appointments have been valued in GOPS higher than ordinary category work value, both as recognition for the increased responsibility, but also to incentivise people to move towards command'*.³² We sought to reconcile those two positions in the hearing and, while we acknowledge this matter does not seek to change command placements, we note it does amend the extent to which some members will be able to advance in salary upon appointment to command – a perceived disincentive as noted by the Commonwealth. We accept the evidence that the ADF is *'not viewing this as a devaluing of command'* and that *'command continues to be valued and not diminished, and that there are many motivating factors for members to seek out command, apart from remuneration'*.³³
- e. Army Engineering Corps: This matter differentiates between technically qualified engineers from the non-technical Royal Australian Electrical and Mechanical Engineers (RAEME) and Royal Australian Engineers (RAE). To be eligible for this increase, 'qualified' engineering officers must meet all the following criteria:
 - i. Hold one of the following qualifications:
 - 1. A relevant engineering tertiary qualification; or
 - 2. Having commissioned from Army Non Commissioned Officer/Warrant Officer in a technical employment category and hold a para-professional engineering qualification(s) and experience; and
 - ii. Hold a professional registration with Engineers Australia; and
 - iii. Be allocated to either RAEME or RAE.³⁴

- f. Army Officers – Passed Staff Course (PSC): Only eligible PSC Army Officers in the employment categories at Annex A will receive an increase. This includes officers who have graduated from Australian Command and Staff College – Capability Management program.
- g. Special Forces (SF) Integrator and Special Operations Forces (SOF) Enabler: The proposal will apply to several primary employment categories for SF Integrators and SOF Enablers who have been placed in the Enhanced Technical and Interoperability Skills Framework that was determined in Matter 9 of 2023. We accept that the impact of this proposition means the advantage provided by that Framework may be reduced.³⁵
- h. Navy Nuclear Qualified employment categories: Salary placements for a number of submariner employment categories listed at Annex A were determined in Matter 7 of 2024 where they were placed into the Officer Aviation Pay Structure (OAPS) on the basis of their GOPS/GORPS increment at that time.³⁶ We accept *‘this proposal revises the placement for those who have transferred into OAPS to avoid differentiated remuneration between the members who transferred before and those who transferred after this proposition’*.
- i. Some ADF Gap Year exclusions: Gap Year participants who are allocated to Service ‘General Duties’ employment categories, or to the Navy Gap Year Officer category, who do not hold technical workforce qualifications at Annex A, will be excluded.

[28] We agree that the ADF is in a position where *‘decisions need to be made about what is best for the overall people capability’*. We are encouraged by the evidence of BRIG Lloyd that *‘most ADF members would recognise the ongoing challenges in the targeted segments’* and *‘understand a line has to be drawn somewhere’*.³⁷ Further, we agree with BRIG Lloyd that the risks of not proceeding would be to *‘ignore the long-term vulnerability of these workforce segments evident across the ADF and would be to accept heightened risk and capability shortfalls that are likely to appear’*.³⁸

[29] From the outset we were concerned with second-order effects arising from this proposition. At the forefront of our deliberations we acknowledge that the submission reflects a *‘change in ADF relativities’* and strongly agree this will need to be *‘carefully managed by the ADF as remuneration can be an emotive issue’*.³⁹

[30] We note that a communications strategy is being developed to inform ADF members of the Targeted Workforce Segment initiative. Of note, we concerned ourselves with communication to those segments not included by this approach, or expressly excluded from it. We accept *‘the ADF is accustomed to differential pay’* however also comment that it will be vital for the ADF to

communicate that it values ‘everyone’.⁴⁰ We reiterate that ‘*Commanders need to talk about the value of everyone in the workforce and how these challenges for these workforces have been longstanding and the ADF was trying to recognise that*’.⁴¹ We are persuaded by the ADF commitment to communications with the entire workforce through ‘*Service specific fact sheets, commander’s talking points, implementation guidance to transactors, Service News publications and information sessions for ADF members across the workforce*’.⁴²

Conclusion

[31] In closing we agree that, given the nature of Australian economy, the employment market and strategic challenges, the ADF must provide an EVP that is competitive. We agree Defence needs to fill areas of the workforce that have had long-term shortages and increased demand and that these are predominantly in STEM areas where there is strong competition for such skills.

[32] We accept the Targeted Workforce Segments seeks to address current and future workforce skills shortages in a way not previously attempted. It is a considered and pragmatic approach and while we agree it will not resolve all workforce problems, we join the ADF in expecting it to play a part in overall remediation and growth.

[33] We are most cognisant that the ADF needs to take a nuanced approach to the application and implementation of this proposal so as to balance relativities across employment categories and manage expectations of the entire workforce. At the same time, we accept it must respond to workforce pressures and challenges and remark that remuneration reform is only one lever.

[34] This matter does not preclude the ADF returning to us with future cases in relation to the individual categories dealt with in this decision.

[35] A determination will shortly be issued to give effect to our decision from 5 June 2025.

MS B O’NEILL, PRESIDENT
MS A LESTER, MEMBER
MAJGEN G FOGARTY AO RETD, MEMBER

Appearances:

Ms K Hagan for the ADF assisted by *Squadron Leader L Hawket*

Mr K Wong for the Commonwealth assisted by *Mr C Johnson*

Witness:

Brigadier K Lloyd OAM, Acting First Assistant Secretary People Policy and Development.

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- ¹ DMR BN92468301 Listing Application: Targeted Workforce Segments dated 11 December 2024.
- ² <https://www.dfrt.gov.au/matters/adf-allowances-modernisation-tranche-1>
- ³ <https://www.dfrt.gov.au/matters/adf-modernisation-program-tranche-2>
- ⁴ <https://www.defence.gov.au/about/strategic-planning/2024-national-defence-strategy-2024-integrated-investment-program>
- ⁵ ADF Submission Matter 4 of 2025 Targeted Workforce Segments dated 3 February 2025 (ADF1) pages 1 and 2 paragraph 1.6a.
- ⁶ ADF1 page 58 paragraph 7.4b.
- ⁷ ADF1 page 3 paragraph 1.13.
- ⁸ ADF1 pages 43 and 44 paragraphs 5.2 and 5.5.
- ⁹⁹ ADF1 pages 43 to 51 paragraphs 5.5 to 5.32.
- ¹⁰ Commonwealth Submission Matter 4 of 2025 Targeted Workforce Segments dated 14 February 2025 (CWLTH1) pages 13 and 14 paragraphs 63 and 71.
- ¹¹ CWLTH1 page 14 paragraph 72.
- ¹² CWLTH1 page 14 paragraph 70.
- ¹³ Affidavit of Brigadier K Lloyd OAM dated 18 February 2025 (ADF2) page 3 paragraph 16.
- ¹⁴ ADF2 page 7 paragraphs 29 and 30.
- ¹⁵ ADF2 pages 7 and 8 paragraph 31.
- ¹⁶ ADF1 page 34 paragraph 4.26.
- ¹⁷ ADF1 page 3 paragraph 1.10.
- ¹⁸ ADF1 page 3 paragraph 1.11.
- ¹⁹ ADF1 page 3 paragraph 1.12.
- ²⁰ ADF1 page 4 paragraph 1.14.
- ²¹ Transcript page 34 lines 22 to 25.
- ²² ADF1 page 21 paragraph 3.21.
- ²³ <https://www.jobsandskills.gov.au/data/occupation-shortages-analysis/occupation-shortage-list>
- ²⁴ ADF1 page 36 paragraphs 4.34 and 4.35.
- ²⁵ ADF1 page 38 paragraphs 4.44 and 4.46.
- ²⁶ ADF1 pages 39 and 40 paragraphs 4.53 and 4.54.
- ²⁷ ADF1 pages 41 and 42 paragraphs 4.61 and 4.65.
- ²⁸ ADF1 page 38 paragraph 4.49; page 40 paragraph 4.57; and page 42 paragraph 4.66.
- ²⁹ ADF2 page 9 paragraph 37.
- ³⁰ ADF1 page 45 paragraph 5.10.
- ³¹ Employment Category Number (ECN) 350.
- ³² Transcript 27 February 2025 page 7 lines 38 to 41.
- ³³ Transcript page 8 lines 13 to 16.
- ³⁴ ADF1 page 49 paragraph 5.22.
- ³⁵ ADF1 page 51 paragraph 5.29.
- ³⁶ <https://www.dfrt.gov.au/matters/nuclear-submariner-workforce-tranche-1>
- ³⁷ ADF2 page 9 paragraph 35.
- ³⁸ ADF2 page 11 paragraph 42.
- ³⁹ ADF2 page 8 paragraph 34.
- ⁴⁰ Transcript page 27 line 28 and page 28 line 20.
- ⁴¹ Transcript page 32 lines 19 to 21.
- ⁴² ADF1 page 57 paragraph 6.8

TARGETED WORKFORCE SEGMENTS – LIST OF EMPLOYMENT CATEGORIES

OFFICERS

1. The employment categories for Officers listed in this annex are eligible for a 'plus one' pay grade increase under the Targeted Workforce Segments initiative. Unless otherwise indicated, all Trained Force members within a designated employment category will receive the 'plus one' pay grade increase.

COMMUNICATIONS AND CYBER

Employment Category	Service
Information Warfare Officer	Navy
Signals Officer	Army
Cyber Warfare Officer	Air Force

ENGINEERING, MAINTENANCE AND CONSTRUCTION

Employment Category	Service
Aerospace Engineer	Navy
Marine Engineer	Navy
Marine Engineer Submariner	Navy
Nuclear Marine Engineer Officer - Submarines	Navy
Weapons Electrical Engineer	Navy
Weapons Electrical Engineer Submariner	Navy
Nuclear Powered Submarine Officer	Navy
Electrical and Mechanical Engineering Aviation Officer*	Army
Electrical and Mechanical Engineering Officer*	Army
Engineer Officer*	Army
Aeronautical Engineer	Air Force
Airfield Engineer	Air Force
Armament Engineer	Air Force

* As per paragraph 27e of this decision, to be eligible for inclusion in the targeted workforce segments initiative, 'qualified' Army Engineers must meet the all of the following criteria:

- a. hold one of the following qualifications
 1. A relevant engineering tertiary qualification; or
 2. having commissioned from Army NCO/WO in a technical employment category, hold a para-professional engineering qualification/s and experience; and
- b. hold a professional registration with Engineers Australia; and
- c. be allocated to RAE or RAEME.

Electronics Engineer	Air Force
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INTELLIGENCE

Employment Category	Service
Navy Intelligence Officer	Navy
Maritime Geospatial Officer - Hydrographer	Navy
Maritime Geospatial Officer - Meteorologist/Oceanographer	Navy
Intelligence Officer	Army
Air Intelligence Officer	Air Force

OTHER RANKS

COMMUNICATIONS AND CYBER

2. The employment categories for Other Ranks listed in this annex are eligible for a 'plus one' pay grade increase under the Targeted Workforce Segments initiative. Unless otherwise indicated, all Trained Force members within a designated employment category will receive the 'plus one' pay grade increase.

Employment Category	Service
Communications and Information Systems	Navy
Communications and Information Systems - Submariner	Navy
Cyber Warfare Specialist	Navy
Electronic Warfare	Navy
Electronic Warfare Submariner	Navy
Information Systems Technician Communications – Submariner	Navy
Information Systems Technician Electronic Warfare – Submariner	Navy
Imagery Specialist	Navy
Artillery Command Systems Operator	Army
Battlespace Communications Specialist	Army
Cyber Warfare Specialist	Army

Groundcrewman Mission Support*	Army
Information Systems Engineering	Army
Telecommunications Network Engineering	Army
Cyber Warfare Specialist	Air Force
Communications and Information Systems Controller	Air Force
Network Technician	Air Force

* Groundcrewman Mission Support (ECN 165) will be renamed as Aviation Operations Specialist following Matter 2 of 2025 – *Army Aviation – Restructure of Employment Categories – Other Ranks*.

ENGINEERING, MAINTENANCE AND CONSTRUCTION

Employment Category	Service
Aviation Support Technician	Navy
Aviation Technician Aircraft	Navy
Aviation Technician Avionics	Navy
Electronic Technician	Navy
Electronic Technician Submariner	Navy
Electronic Technician Fire Control - Submariner	Navy
Electronic Technician Navigation - Submariner	Navy
Machinist's Mate Auxiliary – Submariner	Navy
Machinist's Mate Weapons – Submariner	Navy
Marine Technician	Navy
Marine Technician Submariner	Navy
Nuclear Technician - Electrician's Mate	Navy
Nuclear Technician - Electronics Technician	Navy
Nuclear Technician – Machinist's Mate	Navy
Ammunition Technician	Army
Artificer Land	Army
Carpenter	Army

Drafting Technician	Army
Electrician	Army
Electronics Technician	Army
Energy Technician	Army
Engineer Surveyor	Army
Manager Works	Army
Marine Technician	Army
Material Technician	Army
Operator Plant	Army
Plumber	Army
Recovery Technician	Army
Supervisor Works	Army
Technician Aircraft*	Army
Technician Avionics*	Army
Vehicle Technician	Army
Weapon Technician	Army
Aeronautical Life Support Fitter	Air Force

* Technician Aircraft (ECN 411) will be renamed as Aircraft Technician following Matter 2 of 2025 – *Army Aviation – Restructure of Employment Categories – Other Ranks*.

* Technician Avionics (ECN 412) will be renamed as Avionics Technician following Matter 2 of 2025 – *Army Aviation – Restructure of Employment Categories – Other Ranks*.

Aircraft Technician	Air Force
Aircraft Systems Technician	Air Force
Aircraft Structural Technician	Air Force
Aircraft Surface Finisher	Air Force
Armament Technician	Air Force
Avionic Technician	Air Force
Avionics Systems Technician	Air Force
Carpenter	Air Force
Communications Electronic Technician	Air Force
Communications Electronic Systems Technician	Air Force
Electrician	Air Force
Ground Mechanical Engineering	Air Force
Ground Support Equipment	Air Force
Non-Destructive Inspection Technician	Air Force
Plant Operator	Air Force
Plumber	Air Force
Works Supervisor	Air Force

INTELLIGENCE

Employment Category	Service
Navy Intelligence Sailor	Navy
Hydrographic Systems Operator	Navy
Acoustic Warfare Analyst Submariner	Navy
Sonar Technician – Submariner	Navy
Analyst Intelligence Operations	Army
Electronic Warfare	Army
Geospatial Technician	Army
Multimedia Technician	Army
Air Intelligence Analyst	Air Force
Air Surveillance Operator	Air Force