

COVE+: Australian Army Creating a Future Ready Workforce.

When the Australian Army was looking to ensure that their workforce was future-ready, they recognised the need to provide Australian soldiers with an intellectual advantage.

Historically, the Australian military has not been able to rely on the advantage of *size*, and in the future, it will not be able to rely on the advantage of *technology*. However, a strategy formulated on *intellectual and decision-making* advantage has proven to be the sweet spot for Army, underpinning a new professional development program, COVE+.

QUT became a major contributor to this process when in mid-April 2020 it was announced that the Graduate School of Business/QUTeX was successful in winning the contract for the first year of development of [COVE+](#).

The Client

The [Australian Army](#) is a respected institution comprised of professional men and women who serve the nation. The Australian Army is Australia's military land force and is part of the Australian Defence Force. It provides a potent, versatile and modern Army which contributes to the security of Australia, protecting its interests and people.

The Challenge

The Ryan Review (2016) had a number of recommendations to ensure that the Army was future-ready. Recognising that size and technology would not be an advantage in future conflict, a strategy was formulated around increasing intellectual and decision-making ability leading to the development of a new professional development initiative, COVE+.

COVE+ is a series of co-designed and customised learning solutions across 70 topics, to provide a library of self-paced online learning modules. Throughout 2020 QUT will be delivering a suite of units in 10-hour, 20-hour, and 40-hour formats that vary from AQF level 4-5 and level 6-7 (equivalent to JPME levels 1 and 2).

The Solution

COVE+ is available at no cost to learners and is targeted at soldiers in the first 15 years of their Army service after which they typically attend military college for their specific military education.

All serving Army personnel can choose units of general learning to benefit their professional career as well as their personal life. It is expected that participation in the program will enable participants to tackle a broader range of complex problems through improving critical thinking skills.

The goal is for Australia to be better prepared to outpace, out-manoeuvre, and out-think conventional and unconventional threats, and to create a truly future-ready workforce able to operate in an era of accelerated warfare.

The strong co-design element with collaboration between QUTeX and Army especially relates to joint development of the unit learning outcomes and @Work activities, which are practical applications of the unit content contextualised for the Army setting.

The core unit, **Reflective Practice**, provides the skills required for learners to undertake all other units which include titles such as:

- Introduction to Psychology
- The Art of Good Thinking
- Information Technology and Artificial Intelligence
- Different Perspectives in Leadership
- ... and many more.

Unlocking the potential of every member of the Australian Army.

[#FutureReadyWorkforce](#)



Partnership at a Glance

In April 2020 the Graduate School of Business/QUTeX was successful in winning the contract for the first year of development of COVE+.

COVE+ is a series of co-designed and customised learning solutions across 70 topics, to provide a library of self-paced online learning modules. All units have been created in 10-hour, 20-hour, and 40-hour formats and vary from AQF level 4-5 (diploma) to level 6-7 (undergraduate degree).



2020



National



Defence



COVE+: The Army's Professional Development Program

The Solution (Cont.)

For each unit the content is developed by QUTeX subject matter experts, working closely with a learning design team to deliver state-of-the-art online units, applying adult learning principles. The strong internal and external review process ensures that the units meet with QUT's high academic standards, as well as the Army's future vision, and are engaging for the learners. Key features of the program to date are the highly collaborative and positive relationship between QUTeX and the Army project team, and a high-quality product.

"I am pleased to say it is, by far, the most professional looking package I have seen ... and something I think both QUT and the Directorate of Army Education can be proud of."

LTCOL Greg Colton, Professional Military Education unit and Director of The Cove

The Results

For the official launch of COVE+ on September 12, QUT was privileged to work with its EMBA alumnus Mr Dan Keighran VC (pictured) who featured in a series of videos promoting participation in COVE+ while explaining the professional and personal benefits on intellectual development, especially the importance of reflective practice.



Daniel Keighran VC supported the COVE+ launch

Within the first 24 hours after launch, COVE+ had 461 program registrations, 243 unit enrolments, and 44 unit completions, and just over a week later there were 1032 registrations, with 501 people enrolled in units and 261 unit completions.

"If I was to be honest, initially I was a bit annoyed that I had to do it (Reflective Practice) because I wanted to get straight into doing a subject! However, that feeling soon subsided, I quickly realised the significance and the benefits of the unit ... it highlighted to myself that, until yesterday, I tended to 'reflect' subconsciously and not really do anything about it!"

After completing the unit I can already say that I am definitely more self-aware... I know that now I need to be more deliberate and make it a part of my routine to see the benefits of the process."

- COVE+ Participants

I encourage you to look at COVE+ as a door that has been opened to improve yourself... not just as a leader, but someone who has capacity and understanding through education, to further your career.

- QUT EMBA Alumnus, Daniel Keighran VC

Continue reading Daniel's story on the [QUTeX Blog](#).

"We think this is a great result. We continue to receive positive feedback from various sources."

Director of Army Education,
COL Fiona Curtis

COVE+

THE ARMY'S PROFESSIONAL DEVELOPMENT PROGRAM

QUT eX
Professional and executive education

About QUTeX

QUTeX collaborates with large and small public and private sector organisations to design, develop and deliver customised leadership education and coaching programs.

QUT's Faculty of Business is the first in Australia to earn the Triple Crown — all three international accreditation symbols of excellence from the world's leading business school accrediting bodies.

With our nimble and client-focused approach to corporate education for the real world, and access to experts on a wide range of topics, QUTeX will work with your organisation to create and execute a program that meets and exceeds your business' needs.

Get your team future fit. Fast.

For more information about this customer success story or to learn more about the custom learning solutions offered by QUTeX, please contact:

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