

AUSTRALIAN DIVER ACCREDITATION SCHEME STRATEGIC PLAN 2026



ADAS Overview

ADAS is a not-for-profit organisation which is dedicated to enhancing the occupational diving industry.

Its services include:

- The development of training courses to meet industry needs
- The certification of divers
- The accreditation of ATEs (Accredited Training Establishments)
- Delivery of instructor development programs
- Active engagement in international forums to promote the mobility of ADAS licence holders around the world, through increased recognition and acceptance of the ADAS licence

- Ongoing national and international lobbying for the improved safety of divers
- Promoting diversity and mental wellbeing at work for all hyperbaric workers

ADAS provides qualifications to the onshore and offshore industries, the scientific sector, the aquaculture industry, and police and military diving. In addition to courses for occupational divers and supervisors, ADAS' scope of activities covers all hyperbaric industries including Remotely Operated Vehicle operations, Life Support Technicians, Chamber Operators, Diver Medical Technicians, and workers in Tunnelling operations.

Executive Director's Message

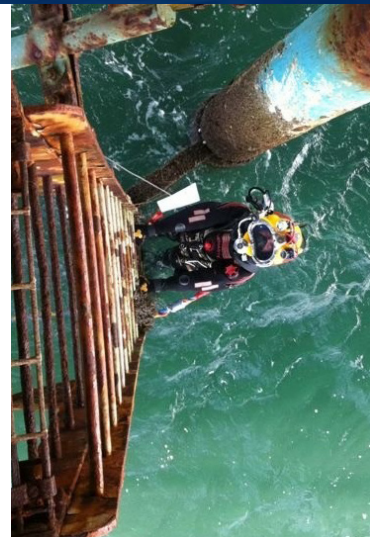
As the world's foremost certification body for hyperbaric workers, ADAS remains deeply committed to setting the highest standards of safety, professionalism, and international portability. Together with our accredited schools, we have made significant progress in elevating safety across the industry, achievements made possible through the dedication and collaboration of our community of divers, supervisors, trainers, and hyperbaric professionals.

As we look to the future, we are expanding this commitment to encompass the broader

wellbeing of our workforce. Beyond delivering robust training programs that develop a skilled, future-ready workforce, ADAS is helping lead the global evolution of the hyperbaric industry by fostering a culture that prioritises mental health, gender inclusivity, and resilience.

Through this vision, we will continue to build a safer, healthier, and more diverse global diving community, both now and for generations to come.

Amanda Sordes,
Executive Director ADAS 2020-2026



History and Governance of ADAS

ADAS originated as the Australian and New Zealand national occupational diver certification scheme. It was first incorporated in 2003 as a Not-For-Profit certification scheme operating under the authority of ACNC (Australian Charities and Not-for-profit Commission). All ADAS courses are accredited by ASQA (Australian Skills Quality Authority).

ADAS is administered on a cost-recovery basis by the Board of Directors under a Memorandum of Understanding established with the Commonwealth Government Department of Industry, Science and Resources.

ADAS delivers its training through Accredited Training Establishments (ATEs) who must meet stringent entry conditions to gain initial accreditation, and demonstrate ongoing compliance with robust administrative, operational, training and assessment standards to maintain accreditation.

ADAS currently has six employees based in the main office in Northern New South Wales, while the 15 ADAS schools can be found on both coasts of Australia, as well as abroad in New Zealand, Singapore, Malaysia, Spain and Türkiye.



Our Vision

To be a creative, effective and comprehensive international training and certification body, setting the benchmark for safe, efficient and innovative service to personnel in national and international underwater and hyperbaric sectors.

Our Mission

Our mission is to certify and develop the hyperbaric workforce through safe, high-quality, internationally recognised training and certifications that support career pathways, strengthen industry capability, and promote a culture of safety and professionalism.

ADAS Pillars

Safety

Live to dive again

Make safety your priority

If you're not sure, ask

Anyone can call an *All Stop*

No blame reporting

Safety is a team responsibility

Compliance

Rules for a reason

Know the rules where you work

Accountability under water and above

Factual and transparent reporting

Culture

A culture of respect

Respect: treat others how you'd like to be treated

Diversity

You go in as one team and come out as one

ADAS Value Propositions

Overall Value Proposition

Build your global career through ADAS with training to meet your needs now and in the future. ADAS cards meet Australian legislation requirements and are recognised internationally. ADAS is respected for its innovative practices and robust quality management systems, achieving world-firsts in simulator technology, online systems and career paths beyond diving through nationally recognised hyperbaric operations qualifications.

For Employers

ADAS certifications provide proof of quality training and assessment of skills and knowledge to help employers meet their work health and safety obligations. Accredited by the Australian Skills Quality Authority (ASQA) to meet the requirements of the Australian Qualifications Framework (AQF), ADAS qualifications are comprehensive, quality assured and can be verified for authenticity in minutes with a phone call to the friendly staff at ADAS.

For Accredited Training Establishments (ATEs)

Build your training organisation through ADAS to develop careers for people in the diving and hyperbaric industries. ADAS gives ATEs access to international recognition, government RTO funding for Australian based ATEs, support with training and assessment materials, and lobbies on their behalf with Government and International bodies in the diving industry.

ADAS STRATEGIC GOALS

Be the most attractive option for schools to deliver training

WHY

To maintain and strengthen ADAS' position as the provider of choice across Australia and the Asia-Pacific region.

HOW

Maintain a positive and fruitful relationship with the ATEs and the ADAS Training and Assessment Managers (ATAMs) by being responsive, engaged and flexible to facilitate their delivery of ADAS training.

INDICATORS

- Schools satisfaction index
- Enquiries for new school accreditation
- Retention of ADAS training schools
- ATE feedback



Be committed to innovation, continuous improvements and training a future-ready workforce

WHY

To ensure that ADAS stays at the forefront of industry trends - namely the integration of digital offerings and the increased focus on mental resilience.

HOW

Be pro-active in developing digital tools that may lead industry into a more modern path and maintain compliance with future Regulations.

Continue integrating considerations of mental health, inclusivity and modern social expectations into our courses.

INDICATORS

- Initiatives to promote diversity and inclusivity in ADAS courses
- Be at the forefront of digital developments to enhance training
- Recognised as an industry leader in the modernisation of training delivery to align with emerging industry expectation

Be the most attractive certification scheme for students to acquire or progress their hyperbaric qualifications

WHY

To ensure the hyperbaric industry is provided with high-quality, safe and industry-recognised certification pathways that support career entry and progression in all industry roles.

HOW

Provide the safest, most relevant and most respected training programs for hyperbaric workforce development.

INDICATORS

- Certification and renewal rate trends
- Domestic and international employment outcomes
- Positive student feedback results
- Continued international recognition and acceptance
- Active and transparent safety culture and incident reporting

