



**James Moore – CTP
Employer Relationship Manager**



**Department
for Work &
Pensions**

**Mark Goldsmith – DWP
Armed Forces District Lead**

Stats

'Around 16,000 men and women leave the UK's Armed Forces each year, joining a population of 2.6 million military veterans and 35,000 volunteer reserves in 'civvy street' - Veterans Work 2016

- 14,000 Service Leavers Annually
- 11,000 Core Programme (6+ years)
- 2,500 Early Service Leavers and Employment Support Programme
- 500 Med Discharges

'around 900,00 veterans of working age' – Veterans Work 2016

Veterans

- 5,000 engaged with CTP
- RBL will count Veterans in next Census



Support



Veterans Support

Regular Forces Employment Association

- Provide ex forces jobs and career advice. Access to thousands of job opportunities from employers who value ex military recruitment. Specialist case working support for those who need it. The RFEA operate in every region of England, Wales, Scotland and Northern Ireland and provide lifetime employment support.

Royal British Legion – Civvy Street

- Civvy Street is The Royal British Legion's employability site to support you and your family in their civilian careers. It is an online service that is available to you whether you are currently in the Armed Forces and are planning your future civilian career or whether you have already served and are looking for qualifications, funding or a new job.

Other Organisations

- Explosion of military recruitment specialists who have modelled their service on the CTP offering but in most cases will charge employers to work with them.



Benefits of employing a veteran

Today's armed forces are accustomed to operating in the most complex of environments, maximising the benefits of teamwork whilst harnessing cutting edge technology to its very limits. However, teamwork, technical abilities and tenacity are not the only attributes that service leavers have to offer employers.

- Have unrivalled experience and excellent personal qualities
- Been tested in highly demanding and pressurised situations
- Quick to learn, picking up new skills and adapting to change
- Used to taking responsibility for their actions and getting things done first time
- Self disciplined and motivated problem solvers who will get a task done
- Bring considerable experience, moral and physical courage to the business



Department
for Work &
Pensions



Challenges/ Myths/ Obstacles to Transition

Challenges facing those transitioning

- Skills not recognised or understood by employers.
- Perceived lack of industry experience.
- Initial experience of civilian work can be negative.
- Workplace stereotyping and unconscious bias e.g. shouting, demanding, less patient, un-collaborative.
- Wrong training provides limited value to employers.
- Employers focus on directly transferable skills i.e. Security, Driving, Manufacturing etc.

Myths some employers may believe

- Perceived lack of educational qualifications or academic understanding.
- Veterans all suffer from some form of physical, emotional or mental health problems (Mad, Bad and Broken).
- Too rigid, set in their ways, unable to use initiative.
- Struggle to find structure and direction.

Because you've served you have special treatment.

Challenges/ Myths/ Obstacles

Obstacles

- Conflict of loyalties while still employed by MOD and preparing for transition.
- Initial employment prospects are uncertain and not understood.
- Other challenges happening simultaneously compared to the non veteran workforce i.e. finding somewhere to live, finding schools for family.
- Poor use of existing networks to gain employment.
- Lack of engagement by some personnel after initial workshop.
- Identifying agencies who genuinely help/support/work on behalf of veterans.



CVs

- Struggle to transfer military experience into civilian language
- Veterans tend to talk about soft experience not their knowledge and skills
- They do not quantify experience i.e. saved x£s, more efficient process etc.
- Qualifications dates – does not reflect experience
- Struggle with Application Tracking Software – CV Parsing
- No feedback sought from potential employer so self defeating circle created

- CTP is working closely with the MOD to improve this.



Spouses/Partners and Dependents

- Military Spouses and dependents have a huge range of skills that can be utilised by employers such as resilience, organisational skills, self disciplined, adaptability to name a few.
- Barriers include frequent postings, living in remote locations, overseas postings, poor access to childcare (no immediate family support), and lack of funding (especially where there is no second income in the family).
- Gaps on the CV where they may have been posted overseas or remote locations
- Difficulty obtaining a DBS, frequent moves etc Certificate of Good Conduct (RMP)
- Flexibility from employers, late notice changes to circumstances because of deployments etc





'Truly talented staff are pivotal to setting an organisation apart from its competitors, delighting customers and clients, and motivating team-mates. Given the overwhelming positive views held by organisations that have recruited veterans' unique combination of transferable skills offers significant and sustained return on investment – for individuals concerned, the hiring businesses and their shareholders, and the economy as a whole.'

'The drive, determination, general attitude and array of soft skills they can bring to a team can benefit not just their team but whole departments. Ex-military are incredibly versatile and have the ability to pick up at short notice and cope with pressure of delivering outcomes to a high standard.'

'Research strongly suggests that the skills which many former members of the Armed Forces possess are a close match for acute skills gaps that employers, face today. But few businesses have taken the time to make this discovery.'

