

Veteran employment

Suggestions for employers



Australian Government
Department of Veterans' Affairs

PRIME MINISTER'S NATIONAL
**VETERANS'
EMPLOYMENT
PROGRAM**



Attracting veteran applicants

- Advertise your positions with Defence experience desirable.
- Consider developing an ADF skills translator - specific to your organisation.
- Setup an internal referral network to identify potential veteran employees.
- Establish a relationship with veteran focussed recruiters.
- Contact [Right Management](#) to discuss how you can access 'market ready' transitioning ADF members.
- Reach out to organisations such as RSL and Soldier On to connect with prospective veteran employees.
- Explore opportunities to offer work trials.
- Reach out to rehabilitation providers who specialise in assisting veterans transition to civilian employment.
- Partner with the Prime Minister's National Veterans' Employment Program at the ADF Member and Family Transition Seminars.
- Demonstrate your commitment to veteran employment and sign the [Veterans' Employment Commitment](#).



Supporting veteran applicants

- Provide a dedicated contact point for prospective veteran employees to navigate your organisations recruitment process.
- Use internal personnel with military understanding to assist hiring managers to translate veterans skills and experience.
- Consider capability based selection requirements.
- Consider including a veteran representative on interview panels.
- Consider fast tracking veteran applicants to interview.
- Provide veteran applicants with constructive feedback and help direct them to alternative opportunities.



On-board veteran employees

- Establish a veteran buddy/peer program to help orient new veteran employees on commencement.
- Establish a structured on-boarding process that provides veterans with a clear understanding and access to ongoing support arrangements.
- Support for newly transitioned veterans should continue well beyond the traditional settling in period of 1-3 months.



Supporting veteran employees

- Provide a structured mentoring program with a mix of veteran and non-veteran mentors.
- Promote and tailor wellbeing support information for veterans.
- Recognise prior learning and provide ongoing learning and development opportunities and programs.
- Leave provisions for ADF Reserves and for employees to participate in commemorative events.
- Flexible working arrangements for veterans with health conditions.
- Establish a relationship with DVA to provide on-site information re: available service and programs to assist veterans.
- Partner with local veteran support organisations to provide support to veteran employees.
- Recognise and support employees who are partners of veterans.
- Social activities to encourage integration of new veteran employees.
- Establish a veteran alumni group.



Promoting veteran employment

- Executive sponsored network to ensure that veteran employment initiatives are embedded in HR policies etc.
- Promote veteran success stories within your organisation and on social media using the hashtag #VeteransEmployment
- Establish veteran recruitment targets.