

# The benefits of hiring a veteran

## Who is a veteran?

In Australia, a veteran is defined as any person who has served for at least one day in the Australian Defence Force (ADF). This includes permanent personnel in the Navy, Army and Air Force, as well as Reservists.

Veterans can be categorised as 'currently serving' or 'ex-serving'.

The Australian Government also often recognises ex-serving members living in Australia from Commonwealth and other Allied countries, such as the United Kingdom, New Zealand, Canada and South Africa.



## What are the benefits of hiring a veteran?

### **Veterans have a world-class skillset**

Members of the ADF receive world-class training. They have developed a skillset that is otherwise difficult to obtain and expensive to cultivate in new employees.

Many of the skills and capabilities that veterans have developed in the ADF are readily transferable to the civilian workforce.

### **Veterans are a diverse workforce**

Veterans have specialist qualifications and technical expertise sought after in a range of fields.

They can have a range of different skills in areas such as healthcare, trades, engineering, project management, logistics, information management, hospitality and security.

### **Veterans are values-driven**

Veterans are known for having integrity, loyalty, self-discipline, perseverance and demonstrating a dedicated work ethic.



## **Veterans can give your business a competitive advantage**

Veterans have an extensive range of skills, abilities and attributes that make them valuable employees.

In an increasingly competitive labour market, access to experienced and highly skilled candidates is an advantage.

## **What skills can veterans bring to my organisation?**

Veterans develop an extensive skillset during their ADF service. This includes:

### **Risk Management**

ADF members are trained in risk-assessment, risk-mitigation and risk-management strategies.

### **Adaptable and Critical Thinking**

ADF members must often make critical decisions in short timeframes and complex situations - meaning veterans are well-equipped to work in high-pressure and fast-changing contexts.

### **Problem Solving**

ADF members use their knowledge, available evidence and situational awareness to address issues and take a solution-focused and results-driven approach to problem-solving.

### **Communication**

Veterans can identify, articulate and share relevant information using well-developed communication skills.

### **Planning and Evaluation**

Veterans take a methodical approach to planning and evaluation.

### **Teamwork**

As serving ADF members, veterans become part of tight-knit teams in which success depends on every member of the team playing their part. This means ex-serving veterans have experience in collaborating towards a shared goal.

### **Leadership**

At all levels of the ADF, members are expected to show leadership through delegating, motivating teams and delivering results.

