

Employing veterans makes good business sense

Australian Defence Force (ADF) veterans possess well-regarded skills and diverse qualifications across the labour market. It is the depth and breadth of these transferrable skills which can make veterans attractive to Queensland employers.



Attracting veterans to your workplace

If your organisation is seeking to increase its focus on employing veterans, it's important to understand veteran experiences and how best to attract applications.

- ✓ ensure role advertisements mention that **veterans are encouraged to apply** and you promote these roles within the relevant **veteran communities**
- ✓ work with ex-service and not-for-profit **veteran-supportive organisations**, such as RSL Queensland, to access job-ready veterans or to promote your veteran employment programs
- ✓ consider **registering with Workforce Australia** – the Australian Government's platform connecting job seekers with employers. This platform allows you to:
 - **promote** your business and jobs to thousands of candidates, including veterans
 - **advertise** your jobs for free
 - **find** and **shortlist** suitable candidates.

Some veterans may not be familiar with civilian job application processes. There are ways in which your organisation can support veterans to apply for roles including:

- ✓ **considering an informal discussion** – when reviewing veterans' applications, consider inviting them to informally discuss their service history to better understand their transferrable skills
- ✓ **offering feedback** – providing veterans with constructive feedback on their applications can increase their likelihood of succeeding in securing a job, now and into the future
- ✓ **understanding terminology** – if you are unsure of the terminology used in a veteran's application, ask for clarification
- ✓ **providing example cover letters** – some veterans may have never written a cover letter before, so providing examples offers guidance, which can boost the likelihood of success when they apply.



You are a stronger team with veterans on board

Some veterans may need assistance in assimilating into your organisation. This might be their first civilian workplace since transitioning from the ADF. Providing a supportive and encouraging environment will assist with employee retention. Some ideas to support veterans include:

Buddy program

A buddy program can help a veteran understand the organisational culture, enabling them to settle more readily into their new role. A buddy can be anyone, although consideration should be given to an experienced employee or someone who has previously worked with veterans. Veterans tend to be drawn to other veterans due to shared experiences.

Commemorative events

Veterans commemorate significant events such as Anzac Day and Remembrance Day each year. Recognising significant commemorations can be empowering to a veteran and your organisation. It is best to discuss these important dates with veterans individually, as some may wish to mark these occasions privately.

Reservist employees /Defence Force Reserves service

Some veterans may wish to join the Australian Defence Force Reserves once they have left active service. Under the *Defence Reserve Service (Protection) Act 2001*, a reservist's right to provide Defence service is protected. Reservists are encouraged to discuss their obligations and responsibilities with their employer, to ensure both parties understand this commitment.

Employers may be eligible to receive financial assistance while employees undertake Reserve service. For more information about this, or how your organisation might be recognised in the Employer Support Awards, visit www.reserveemployersupport.gov.au.



More information

If you would like further information, contact your local veteran community including ex-service organisations, which offer employment support for businesses seeking to hire veterans.

The Queensland Government recognises employers who value and support veterans across the state.

To stay updated, subscribe to the Office for Veterans' newsletter at www.qld.gov.au/veterans.

